



Consideration of Retention of Staff

The pandemic has caused considerable disruption to school operations and student learning starting with March of 2020 and throughout the 2020-2021 school year and expected to continue through the 2021-2022 school year and beyond.

ALL CSISD staff are crucial to the successful operations in these unprecedented times.

The retention of staff throughout this process is essential in providing knowledge and consistency. One way to address this is through retention stipends.

The payment of retention stipends to staff that were employed during the 2020-2021 year are allowable expenses in ESSER II and III funds.



Retention Stipend Recommendation

- The recommended stipend would be a one-time payment by the end of August 2021.
- The employee must have worked during the 2020-2021 school year and be eligible for district paid benefits.
- The stipend would be prorated based on the employee's date of hire.
- The employee must have returned to work for the 2021-2022 school year and actively working as of the date of payment.

Employee Category	Amount
Teacher and Other Professional Employees	\$ 1,500
Administrators, Paraprofessionals, Auxiliary Employees	\$ 1,000