



College Station Independent School District

Success...each life...each day...each hour

MEMORANDUM

To: Amy Drozd, Chief Financial Officer

From: Stormy Hickman, Director of Talent Management *SHickman*

Date: March 3, 2022

Subject: Hiring incentive for Special Program staff in the 22-23 school year

In recent years, College Station ISD has had some difficulty fully staffing Special Education. The increase in students receiving services under special education throughout the State creates a very competitive environment for many positions, including Educational Diagnosticians, Licensed Specialists in School Psychology, Speech Language Pathologists, Occupational Therapists, Physical Therapists, and Special Education teachers.

Being able to offer a hiring incentive to these specific positions will allow College Station ISD to be more competitive in recruiting strong candidates for the 2022-2023 school year. It is recommended that we offer a \$1500 hiring incentive for Educational Diagnosticians, Licensed Specialists in School Psychology, Speech Language Pathologists (including SLP-CCC, SLP-CFY, and SLP-A), Occupational Therapists, Physical Therapists, and Special Education teachers as part of the 2022-2023 compensation plan. This incentive will be paid in two \$750 installments, one in each semester of 2022-2023.

The 2022-2023 compensation plan will be proposed to the Board of Trustees during the summer of 2022, but to gain maximum benefit from a hiring incentive it is recommended that the Board approve this incentive at the March 2022 meeting.

**COLLEGE STATION ISD BOARD RESOLUTION
REGARDING EMPLOYEE RETENTION STIPEND**

WHEREAS, the College Station Independent School District (“College Station ISD” or “the District”) remains subject to a declaration of a state of emergency brought about by the COVID-19 pandemic;

WHEREAS, the impact the COVID-19 pandemic has had on District operations and student performance remain a concern for the District;

WHEREAS, the American Rescue Plan (ARP) Act was enacted by Congress and contains funding provisions known as the Elementary and Secondary School Emergency Relief (ESSER) fund to support state education agencies and school districts with safely reopening and sustaining operations in the wake of the pandemic;

WHEREAS, the long-term impact of the pandemic on school operations has been significant and has led to high rates of attrition and teacher shortages around the state;

WHEREAS, College Station ISD has been allocated funds from the second round (ESSER II) and third round (ESSER III) under the ARP;

WHEREAS, College Station ISD has been awarded ESSER II and ESSER III federal grant money through the Texas Education Agency;

WHEREAS, ESSER-III funds are available for use in addressing a wide variety of needs brought about by the pandemic – including addressing and accelerating student learning through strategic efforts to retain existing staff, and any eligible expense under ESSER III is also eligible under ESSER II;

WHEREAS, school districts that applied for ESSER III money from TEA developed plans for the use of those funds, gained stakeholder input, and provided notice to the public;

WHEREAS, College Station ISD has identified retention of district staff as a critical step to ensuring and accelerating student learning as well as continuing to safely operate and expand in-person school operations;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of College Station Independent School District that the Administration will include in its plans for the use of ESSER II and/or III funds an employee retention stipend to be administered in accordance with the attached EXHIBIT A;

BE IT FURTHER RESOLVED that the Board of Trustees finds that establishing an employee retention stipend will serve the District’s public purpose of retaining highly qualified and skilled staff members to best meet the needs of its students given the significant challenges posed by the COVID-19 pandemic;

BE IT FINALLY RESOLVED that sufficient controls are in place in the form of grant application requirements as well as administrative oversight and implementation of an employee retention stipend to ensure that the District’s public purpose is served and that a corresponding benefit is received.

APPROVED by the Board of Trustees of the College Station Independent School District, by a vote of ___ “for,” ___ “against,” and ___ abstaining, on this ___ day of March 2022.

Signed:

Attest:

President

Secretary

EXHIBIT A

Employees who meet the following criteria are eligible for the designated full retention stipend:

- Eligible for benefits
- Actively worked during the 2021-2022 school year
- Hired prior to January 1, 2022
- Returned a signed contract for the 2022-2023 school year (if applicable)
- Returns to work on the first day of the 2022-2023 contract year
- Is an active employee in good standing on the date(s) of payment

Employees who meet the following criteria are eligible for one-half of the designated retention stipend:

- Eligible for benefits
- Actively worked during the 2021-2022 school year
- Hired between January 1, 2022 and April 30, 2022, AND worked at least 45 days in the 2021-2022 fiscal year
- Returned a signed contract for the 2022-2023 school year (if applicable)
- Returns to work on the first day of the 2022-2023 contract year
- Is an active employee in good standing on the date(s) of payment

Amount of Retention Stipend:

Employee Type	Amount
Teachers and Other Campus Professional Employees (counselors, nurses, assessment staff, etc.)	\$2,000
Auxiliary Employees	\$1,000
Paraprofessional Employees	\$1,000
Administrators and other Professional Employees (those with an administrative contract)	\$1,000

*Eligible Part Time Employees will receive ½ of the applicable stipend.

*The above stipends are not TRS eligible

*Employees on FMLA at the time of the stipend will receive the stipend upon their return to work.