



June 17, 2024

To: Board of Trustees

From: Ginger Carrabine

Re: Recommendation for retention stipends for teachers and staff and a sign on bonus for new teachers for the 2024-2025 school year.

It is my recommendation that the Board approve the following retention and longevity stipends and a sign on bonus to become effective for the 2024-2025 school year.

- 1) All eligible teachers and staff returning for the 2024-2025 school year will receive a one-time retention stipend equal to 2% of their 2024-2025 annualized base salary.
  - a) Stipend to be paid on the last paycheck in September of 2024
  - b) For this stipend, eligible employees are defined as follows:
    - i) Completed their work calendar for Bryan ISD for the 2023-2024,
    - ii) Full time (benefit eligible) positions, and
    - iii) Still actively employed on the date the paycheck is issued
- 2) All eligible employees will receive a one-time retention stipend(s) equal to a percentage of their annualized base salary to be paid in December 2024 and again in May 2025
  - a) 2% stipend to be paid on the December 15, 2024 paycheck
  - b) 1% stipend to be paid on the May 15, 2025 paycheck
  - c) An additional 1% to be paid on May 15, 2025 paycheck for all eligible employees on pay grades A-6-T6 or below
  - d) A guarantee of no less than \$500
  - e) For these stipends, eligible employees are defined as follows:
    - i) Full time (benefit eligible) positions, and
    - ii) Still actively employed on the date the paycheck is issued

Teachers hired in the fall semester of 2024-2025 school year at Bryan ISD, will receive a one-time stipend of \$1,000 as a sign-on bonus. If hired in the spring semester of the 2024-2025 school year the sign-on bonus will be \$500.

- f) Stipend to be paid on the August 31, 2024 paycheck for teachers starting the first day of the 2024-2025 school year. For those teachers hired after the start of the school year, the stipend will be paid within 30 days.
- g) For this stipend, eligible employees are defined as follows:
  - i) Full time (benefit eligible) classroom teachers
  - ii) Still actively employed on the date the paycheck is issued