



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:        June 25, 2024**

**TITLE:    Approval for Modifications to the ESSER III Retention Stipend for Fiscal Year 2024**

---

**BACKGROUND:**

On March 23, 2021, the Governing Board approved paying a retention stipend to employees who return to work with the District in Fiscal Year (FY) 2021-2022. The text of the motion was as follows:

**Motion to Provide 21-22 Retention Stipend**

*The last year has called upon the resolve and courage of our employees like nothing ever has before. When the pandemic began more than a year ago, few of us could have imagined that it would have continued through all this time, nor could we have imagined all that would transpire during that time. It was a year that placed incredible pressures on both the personal and professional lives of people, with no escape from those pressures.*

*Over time, it took its toll, and as the Superintendent just reviewed, we lost some staff to those pressures, personal, professional or otherwise. And I do mean lost.*

*But so many of our staff were here, they stayed through it all, remaining on the job, sometimes picking up additional jobs and duties resulting from that loss of other staff, so that the work of our District could continue – however different it looked and felt.*

*More than ever before, I feel we should applaud our employees for their efforts through these resolutions, which serve to set aside a day to focus public attention on the work done day in and day out by our incredible employees. But also, again more than ever, I believe as the Superintendent suggested, that we must take action to retain the staff who have seen the job through thus far and who we need to see it through yet further. The great work of educating the young people of this community is only possible through the great people who take that work up.*

*Therefore, in recognition of the ongoing dedication and commitment of our employees throughout the last year of pandemic conditions and to recognize and encourage the same next fiscal year, I move the following:*

*1. First, to celebrate our employees and all they do, the forms of resolution presented to us by this agenda item be approved, adopted and published.*

*2. Second, to recognize and reward our employees who have remained on the job despite the pressures they faced, and to encourage them to continue their service in the district at this crucial time, I move that all employees of this district who continue in employment next fiscal year be rewarded with a retention stipend during the 2021-2022 fiscal year that is equivalent to 3% of their projected annual pay, to be calculated on the basis of their projected daily rate of pay multiplied by their projected number of work days for the year;*

*3. This Stipend shall be over and above whatever base compensation terms are developed and approved through the meet and confer process and shall be calculated after any increases resulting from that process.*

4. *This Stipend shall be paid through means determined by the Superintendent as permitted through the use of COVID related funding received by the District, with any increase in state funding for next year being reserved to support annual pay increases and other expenses of the district.*

5. *I further move that, as a retention incentive, this Stipend be paid in two lump sums – half to be paid to employees in the first full week of September 2021 and the second half to be paid the first full week of January 2022.*

6. *Because it took ALL employees of this district working together to bring us this far and will continue to take ALL employees to move us forward, it is imperative that this Stipend be paid to all employees of the District, including the substitutes who have been of crucial significance. Given the nature of as needed substitute service which cannot be projected, substitute stipends shall be paid in one lump sum, calculated at the conclusion of the 21-22 school year.*

7. *Finally, given the spirit and purpose of this Stipend, I move that any persons who engage in any sick out type of activity be ineligible for the same.*

On April 13, 2021, the Governing Board approved extending the 3% retention stipend to FY 22-23 with the same conditions as FY 21-22.

On January 25, 2022, after additional ESSER budget calculations were completed, the Governing Board approved increasing the FY 22-23 retention stipend to 4% and creating a 5% stipend for FY 23-24.

On August 23, 2022, the Governing Board modified the FY 22-23 retention stipend to 4.2 percent that was paid in a single payment in September of 2022.

Then on September 12, 2023, the Governing Board modified the FY 23-24 retention stipend to 5.9%.

A recent reconciliation of the ESSER III grant was completed, we estimated that additional budget capacity is available to provide a small increase to the FY 23-24 stipend. These additional funds in the the ESSER III budget would allow an additional retention stipend of 2.3%.

---

**RECOMMENDATION:**

The Administration recommends the Governing Board approve an additional ESSER III retention in the amount of 2.3% percentage for employees who were eligible in September 2023 and have committed to return next year and/or who have not resigned or broken their contract.

---

**INITIATED BY:**

*Scott Little*

---

Scott Little  
Chief Financial Officer

Date: June 19, 2024

*Todd A. Jaeger*

---

Todd A. Jaeger, J.D., Superintendent