

**ROBSTOWN INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION SHEET**

Date: October 11, 2021

Subject: DISCUSS AND CONSIDER APPROVAL OF RESOLUTION ON ONE-TIME ESSER II AND III
RETENTION STIPENDS FOR ALL DISTRICT EMPLOYEES

Administrator Responsible: Vanessa R. Riggs

Position: Chief Financial Officer

A. Purpose of Agenda Item:

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Information Only

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Action Needed

B. Authority for this Action:

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Local Policy _____

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Law or Rule _____

C. Strategic Objective, Goal, or Need Addressed:

To approve resolution for one-time payments to all district employees as described in resolution.

D. Summary:

The Board of Trustees and RISD administration value and appreciate the hard work and dedication of all district employees. As a result, a portion of ESSER II and ESSER III funds have been earmarked for one-time retention stipends that will be paid throughout the fiscal / school year. In total, district employees can expect to be paid \$2,000 through the remainder of the school year. Employees will receive \$600 in November, \$400 in December and \$1,000 in May.

E. Alternatives Considered:

F. Comments Received:

G. Administrative Recommendation:

The board of trustees approve resolution to pay out a one-time retention stipend to all district employees.

H. Fiscal Impact and Cost:

I. Monitoring and Reporting Time-Line: Yearly depending on fund availability



ROBSTOWN INDEPENDENT SCHOOL DISTRICT

A RESOLUTION OF THE ROBSTOWN INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

WHEREAS, the Robstown Independent School District (the "District") has always been and will remain committed to providing the best possible educational opportunities for its students while at the same time being good stewards of its resources;

WHEREAS, due to the COVID-19 global pandemic, Robstown ISD staff members have faced unprecedented challenges in providing instruction to students and carrying out the operations of the District simultaneously in virtual and physical space;

WHEREAS, due to the COVID-19 global pandemic, Robstown ISD staff members have assumed and will continue to assume additional or increased duties, beyond their normal job duties;

WHEREAS, these challenges and a number of other factors have contributed to attrition, declining morale, and increased stress and burnout among school district personnel in Robstown ISD and nationwide;

WHEREAS, the Robstown Independent School District Board of Trustees believes that the District's educational mission and thus its public purpose is served by retaining its committed, experienced and skilled staff members; and

WHEREAS, the Robstown Independent School District Board of Trustees finds that establishing a COVID-19 Pandemic Staff Retention Stipend Program for all permanent staff will further the District's stated public purpose, and as set forth herein, and will establish sufficient controls to ensure that this public purpose and the attendant benefit to the District is achieved.

NOW, THEREFORE, BE IT RESOLVED:

1. That the Robstown ISD COVID-19 Pandemic Staff Retention Stipend funded by ESSER II & III monies will provide a one-time salary supplement to each permanent staff member in the 2021 Fall semester and 2022 Spring semester, for additional duties performed due to the COVID-19 Pandemic, as follows:
 - a. All permanent, full-time employees will receive \$600 in November 2021, \$400 in December 2021 and \$1,000 in May 2022; part-time employees will receive half of the payment.
 - b. Individuals must be employed by the District on the dates of distribution.
 - c. Individuals who have previously notified the District they will not be completing the school year, or will not be returning for the 2022-2023 school year are not eligible for this retention program.

BE IT FINALLY RESOLVED that the Superintendent of Schools is authorized by the Board to take such actions necessary and appropriate to implement the intent of this Resolution.

PASSED, APPROVED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE ROBSTOWN INDEPENDENT SCHOOL DISTRICT, this ____ day of _____, **2021** as follows:

BOARD OF TRUSTEES:

Board President

Board Secretary