



Custodian Retention and Recruitment Plan

BISD has 6 openings out of 28 budgeted custodial positions in the district.

In response to this shortage, Human Resources has approved an initiative to provide other hourly employees throughout the district an opportunity to perform custodial duties for 15 hours per week at a blended rate of pay. Part-time custodial positions will remain an option pending custodial needs throughout the district.

In a good faith effort to address the current custodial shortage and in appreciation to our custodians currently on staff, BISD will implement a retention and recruitment stipend plan for the remainder of the 2021-2022 school year. Breakdown of the custodial stipend structure is outlined below: (Stipends will be paid out over the BISD monthly payroll cycle)

Years with BISD as Custodian	Stipend Amount
0-2	\$1500.00
3-5	\$2000.00
6-9	\$2500.00
10-15	\$3000.00
16-20	\$3500.00
20+	\$4000.00

The cost to implement the recruitment and retention stipend to the existing custodians will be \$51,500.

The district will not fill 3 of the 6 open custodial positions for the remainder of the 2021-2022 school year to account for the increase in compensation. The budgeted amount for the 6 open positions is \$126,870. The average pay for the 6 unfilled positions is \$21,145; not filling 3 open positions is an estimated \$63,435. This will allow the district to implement the recruitment and retention stipend plan with little to zero impact on the current budget.

Equity adjustments to hourly pay will be reviewed following the regular budgeting calendar for the 2022-2023 school year.