



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 21, 2021

Agenda Section: Discussion and possible action

Agenda Item Title: One-Time Employee Retention / Recruitment Payment

From: Dr. Marc Puig, Superintendent

Additional Presenters if Applicable:

Description: For many districts, COVID-19 has brought new challenges when it comes to teacher recruitment and retention—and in many cases, exacerbating issues related to the teacher shortage. In order to these issues, we are recommending that eligible full-time employees receive a one-time retention or recruitment payment of \$3,000 and eligible part-time employees receive a prorated amount.

Historical Data: According to the US Department of Education's (DOE) FAQs regarding ESSER, districts can "use ESSER funds to stabilize and support the educator workforce and to support the conditions that will allow schools to return to in-person instruction." DOE guidance specifically includes consideration of using ESSER funds for educator recruitment & retention.

Recommendation: To approve the one-time employee retention / recruitment payment

Funding Budget Code and Amount: 282 (ESSER FUND CODE) / \$3.8 million dollars