



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

DATE OF MEETING: **August 23, 2022**

TITLE: **Approval for Modifications to the Retention Stipend for Fiscal Year 2022-2023**

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.

Then, 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.

The FY 22-23 retention stipend will be paid from ESSER II funds. Since the Board approved the retention stipends, there has been further clarification that all ESSER II funds for personnel must be expended by September 30, 2022. Therefore, Administration recommends the Governing Board approve accelerating the payment date of the FY 22-23 retention stipend to meet the ESSER II requirements. This means the FY 22-23 retention stipend will be paid as a single-lump sum payment by the end of September 2022. In addition, as reconciliation of the ESSER II budget and expenditures is completed, we estimated that additional budget capacity to provide a small increase of the 22-23 stipend. These additional funds in the approved budget for retention stipends in the ESSER II budget would allow the percentage to be increased to 4.2%.

The ESSER II deadline also creates a timing problem for the substitutes' retention stipend. It is the recommendation of the Administration that the retention stipend be added to their pay rate and paid during each pay cycle from the Maintenance and Operations fund.

RECOMMENDATION:

The Administration recommends the Governing Board approve the revisions to the ESSER II and III plans. The specific changes will include the increase in the retention percentage amount to 4.2% for this fiscal year, the consolidation of this year's retention stipends into a single payment in September, and the change in the payments for substitutes to each pay cycle from the Maintenance and Operations fund.

INITIATED BY:

Scott Little

Scott Little
Chief Financial Officer

Date: August 19, 2022

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent