



Teacher Aide
Retention Stipend Proposal

Throughout the year, campus instructional aides in the district have gone above and beyond the norm in fulfilling their duties. Due to the current environment, aides are often used to assist with classroom coverage and other tasks that often fall outside their work assignment

In a good faith effort to retain current BISD instructional aides, the district recommends that all campus instructional aide positions receive a \$1500.00 retention stipend. This supplemental pay aligns with the board's goal to attract, retain, and develop an ethical, diverse, and highly qualified staff.

To receive the entire \$1500.00, an aide must have been an employee with BISD since September 1, 2021. The stipend amount for aides hired after September 31, 2021, will be prorated by their start date.

On the February 2022 payroll, instructional aides will receive \$250.00 of their stipend amount. The remaining stipend will be paid out per paycheck over the next six pay dates.

Example:

Aide	Hire Date	Stipend	Per check after \$250
John Snow	08/09/21	\$1500.00	\$208.33
Otto Potts	11/05/21	\$1250.00	\$166.67
Shelly Worker	01/04/22	\$1000.00	\$125.00

The total cost of the aide retention stipends is approximately \$88,500. BISD currently has unfilled instructional positions, which allows the district to implement the retention stipend plan with little impact on the current budget.

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