



CONROE
INDEPENDENT
SCHOOL DISTRICT



Retention Incentive Payment

December 15, 2020



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What Are We Proposing

- Proposing an amendment to the 2020-2021 staff compensation plan and budget to provide for a one-time retention incentive payment for all employees.
- Paid to those employees who are hired by 12/01/20 and still employed on 01/15/21.
- The District retains the right to deduct and recover the amount of the one-time retention incentive payment from any employee who does not complete the 2020-2021 school year.



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Retention Incentive Payment

One-time retention incentive payment paid on February 1, 2021 for the following amounts:

- Full-time employees - \$500
 - Any employee with a work schedule greater than 50% and is eligible for the District's benefit contribution.
- Part-time employees - \$250
 - Any employee with a work schedule 49% and below.

Same funding source as employee's annual salary

- Estimated cost - \$4.05M



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Why Are We Proposing The Stipend?

- It is undisputed that the response to COVID-19 and the prevention and mitigation strategies have required unforeseen and unprecedented additional responsibilities and duties for all staff to ensure a safe instructional environment while facilitating excellent learning opportunities for students. These responsibilities and duties are far above and beyond traditional levels.
- We are proposing a one-time retention incentive payment to address employee retention during the pandemic.



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Public Purpose

- The public purpose of the payment is to ensure that the District is able to continue to retain employees so that the District can remain open to serve students during the pandemic.
- This public purpose meets the legal requirement for the District to amend the staff compensation plan and budget.



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Thank You