

2023-2024 RETENTION & ACQUISITION STIPEND

The Victoria Independent School District Board of Trustees has determined that there is a benefit to the District, as well as a legitimate public purpose served, by adopting a One-Time Retention & Acquisition Stipend Plan.

It is understood and agreed by Employee named above that the One-Time Retention & Acquisition Stipend is contingent upon the District receiving ESSER funds, only available to employees who meet the eligibility criteria established by the District, and is not available past the term of the Stipend Incentive Plan.

The eligibility criteria for the Stipend Plan has been established as follows:

- Teacher Pay Scale (certified/licensed and full-time; CTE locally-certified and full-time)
 - Eligible for a total of \$4,000 to be paid in three installments (\$2,000 payment in September of 2023, \$1,000 payment in January of 2024, and \$1,000 payment in June of 2024)
- Admin Business/Admin Instructional (full-time)
 - Eligible for a total of \$4,000 to be paid in three installments (\$2,000 payment in September of 2023, \$1,000 payment in January of 2024, and \$1,000 payment in June of 2024)
- Para-Professional/Clerical (full-time)
 - Eligible for a total of \$2,500 to be paid in three installments (\$1,250 payment in September of 2023, \$625 payment in January of 2024, and \$625 payment in June of 2024)
- Classified (including Bus Drivers) (full-time)
 - Eligible for a total of \$2,500 to be paid in three installments (\$1,250 payment in September of 2023, \$625 payment in January of 2024, and \$625 payment in June of 2024)
- Classroom **Teacher** Substitute Workers (must work full-time 50% of the student days in a semester)
 - Eligible for \$750 for the fall semester if worked 50% of student days in the fall; eligible for \$750 for the spring semester if worked 50% of student days in the spring.
 - Eligible for a total of \$1,500 to be paid in two installments (\$750 payment in January of 2024 and \$750 payment in June of 2024)
- Non-Certified, Full-Time Teachers & Classroom Instructors (i.e. Alt. Cert. non-Statement of Eligibility; lacks Intern Certification)
 - Eligible for a total of \$2,500 to be paid in three installments (\$1,250 payment in September of 2023, \$625 payment in January of 2024, and \$625 payment in June of 2024)
 - Eligible for remaining \$1,500 of certified teacher stipend (pro-rated) once certification is posted by TEA (from date of Intern Certificate)

- Part-time Intervention Teachers (Certified)—i.e. 3-hour teachers; 15-hour teachers; 19.5-hour teachers
 - Eligible for a total of \$1,500 to be paid in three installments (\$750 payment in September of 2023, \$375 payment in January of 2024, and \$375 payment in June of 2024)
- Half-Time Teachers
 - Eligible for a total of \$2,000 to be paid in three installments (\$1,000 payment in September of 2023, \$500 payment in January of 2024, and \$500 payment in June of 2024)
- Part-Time Employees
 - Eligible for a pro-rated amount which will be based on number of hours and days worked

Employee understands that stipend payments made under this agreement are contingent upon the Employee maintaining Employee's employment and completing Employee's assigned work schedule through the end of the 2023-2024 academic year as appropriate.

Should Employee separate from employment either voluntarily or involuntarily, by resignation, retirement or termination, Employee will not be eligible for the remainder of this stipend and Employee agrees to reimburse the District for the remaining amount of the stipend not earned.

For repayment purposes, Employee authorizes the Victoria Independent School District to withhold the amount that Employee owes to the District from my payroll checks. If Employee separates from employment with the District before or between stipend payments, Employee agrees that the amount Employee was advanced will be pro-rated based on days actually worked and then subtracted from Employee's final paycheck. If Employee's final paycheck does not exceed the entire balance due on the above indebtedness, Employee agrees that Employee must repay the District any remaining balance within thirty (30) days after Employee's final paycheck is applied to the debt. Employee also understands that this stipend is not part of base pay but is considered taxable income.

Employee understands and agrees that this one-time stipend will not be offered in subsequent years of employment.