



# North Little Rock School District

2400 Willow Street • North Little Rock, Arkansas 72114 • (501) 771-8000 • [www.nlrzd.org](http://www.nlrzd.org)

## Recruitment and Retention Resolution

### OVERVIEW

The North Little Rock School District (NLRSD) is a diverse, high-poverty district that is located in Pulaski County, Arkansas. Pulaski County has three other school districts, all with a large percentage of low socioeconomic students. With all four school districts only a few miles apart and salary schedules being varied, the North Little Rock School District struggles to recruit and retain experienced teachers and support staff. In addition, the COVID-19 pandemic has led several teachers and support staff to resign throughout the school year, which is highly unusual. COVID-19 concerns have led individuals to retire and seek other employment opportunities because of the difficulties surrounding the educational setting in these unprecedented times. Other staff have also left due to higher salaries offered in other surrounding school districts. NLRSD is working to increase pay by utilizing district operating and Teacher Salary Equalization Funds to begin closing the salary gap among the surrounding school systems. In the meantime, there is a need for additional incentives to recruit and retain highly-quality staff. The Recruitment and Retention Resolution will be tied directly to attendance based on employees' total contracted days as defined by their NLRSD employment contract. The amount selected for the Recruitment and Retention Resolution was based on the salary gap between the salary schedules of NLRSD and surrounding districts (i.e., Little Rock School District, Pulaski County Special School District, and Jacksonville North Pulaski School District). Similarly, situated districts in Central Arkansas have starting salaries approximately \$7,000 per year higher than where the NLRSD salary schedules begin. In order to receive the additional pay under the NLRSD Recruitment and Retention Resolution, a staff member must have a 95% attendance rate based on employees' total contracted days as defined by their NLRSD employment contract. Professional business, personal leave, FMLA (Family Medical Leave Act), bereavement leave, vacation, and jury duty will not be factored into the attendance calculation.

### GOALS

1. To retain experienced NLRSD educators that the district has trained and prepared to teach our students.
2. To recruit and retain high-quality staff, especially in high-needs areas.
3. To recruit and retain a diverse workforce.

## SPECIFICATIONS

In order to retain our experienced educators, NLRSD would like to utilize:

- ESSER funds to provide all staff returning or beginning to work with the NLRSD for the 2022-2023 and the 2023-2024 school years with additional compensation in the total amount of \$6,000. The total amount will be paid in four equal tiers (i.e., four payments) of \$1,500 each. Employees meeting the proposed criteria will receive recruitment/retention compensation during the following months: December of 2022, June of 2023, December of 2023, and June of 2024.
  - Requirement for the receipt of the additional recruitment/retention compensation will be based upon a 95% attendance rate on the employees' total contracted days as defined by their NLRSD employment contract. Professional business, personal leave, FMLA, bereavement leave, vacation, and jury duty will not be factored into the attendance calculation.
  - All payments are based on the period worked to the qualifying date based upon an employee's individual contracted work days as defined by their 2022-23 and 2023-24 NLRSD employment contracts. Employees that start late will receive a prorated amount based on the actual days they have served in their contract. The qualifying dates an individual must still be employed with the NLRSD for payment in each cycle are as follows:
    - December 1, 2022, for the 1<sup>st</sup> payment
    - June 5, 2023, for the 2<sup>nd</sup> payment (contingent upon a signed contract and commitment with the NLRSD for the 23-24 school year with the exception of those employees who elect to retire at the conclusion of the 22-23 school year)
    - December 1, 2023, for the 3<sup>rd</sup> payment
    - June 5, 2024, for the 4<sup>th</sup> payment (contingent upon a signed contract and commitment with the NLRSD for the 24-25 school year with the exception of those employees who elect to retire at the conclusion of the 23-24 school year)

\*Payments will be made on a regularly scheduled payroll check in the months of December and June.\*

\*The NLRSD reserves the right to collect funds equivalent to the amount awarded under the NLRSD Recruitment and Retention Resolution to the receiving employee when terms of this resolution are breached.\*

## EVALUATION

Collect data on:

1. Student achievement data from NWEA and Common Formative Assessments through the Learning Loss Intervention/Prevention teacher (quarterly)
2. Staff attendance and contract completion (quarterly)
3. Retention of recruited staff (annually)
4. Retention of recruited staff in high-needs areas (annually)
5. Recruitment and retention of diverse staff (annually)



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This resolution will be reviewed and revised annually based on the data collected above and the district's current needs.

## **REFERENCE INFO:**

*From ESSER: ELIGIBLE USES OF FUNDS*

ADDITIONAL PAY (possible program code 160) Must have written plan for documentation

- When the U.S. Department of Education (ED) awarded ESSER funds to states it noted the funds "generally will not be used for bonuses, merit pay, or similar expenditures, unless related to disruptions or closures resulting from COVID- 19."
- This does not mean all bonuses, merit pay, or similar expenditures are unallowable, only those unrelated to COVID-related disruptions or closures.
- Examples that a district may consider if impacted by COVID-19:
  - Address recruitment or retention challenges in light of the pandemic.
  - Provide additional compensation to teachers and other staff that have assumed new duties because of COVID-19.
  - Incentivize effective teachers to move to schools with vulnerable students that have been disproportionately impacted by the pandemic.
  - Provide additional pay to substitute teachers where there is a shortage.
  - Other pay strategies could also be permissible if the LEA can connect the strategy to issues resulting from COVID-19, such as providing additional compensation to teachers and other staff that work in person.
- Districts should have a plan.

Board Approved: May 19, 2022