

## Retention Stipend Proposal

### ESSER III Dollars

We received confirmation from the Iowa Department of Education that providing staff with a retention stipend fits is an appropriate use of ESSER dollars.

### Condition of State Address

Governor Reynolds has proposed a \$1,000 stipend to Iowa teachers to recognize teacher commitment to education and to assist with the current teacher shortage.

### Atlantic Belief

We believe that all Atlantic School Employees are valuable to the mission of our school and students.

### Proposal

All employees (full or part time) will receive the following stipend based on continuous years of service at the conclusion of the 2021-22 school year. Years of service will be determined by the number of continuous years as a contracted employee (breaks in service or year(s) spent as a substitute employee will not be counted).

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| ● 1 (partial included) to 4 years experience | \$1000 |
| ● 5 to 9 years of experience                 | \$1250 |
| ● 10+ years of experience                    | \$1500 |

### Timeframe for payment

Payment will be made to staff on September 1, 2022.

By this date we would have had at least two weeks of required work. Meaning the staff at that time would have been retained for the following year.