

STAY PAY 25/26

STAY PAY: \$5,000/\$2,500

Upon each five-year anniversary of continuous, uninterrupted service, employees who are currently employed by and have worked in full-time positions in Mesquite Independent School District qualify for Stay Pay. Stay Pay is an employee retention program announced in April of 2022. It is intended to encourage current employees to "stay" with Mesquite ISD rather than pursue employment elsewhere. The program is guaranteed to be available through the spring of 2026.

Qualifying employees will receive Stay Pay in the following lump-sum amounts:

- \$5,000 for professional employees
- \$2,500 for paraprofessional and auxiliary employees

Employees celebrating a five-year milestone in the 2021-2022 school year were the first recipients of Stay Pay.

ADDITIONAL STAY PAY DETAILS

- Employees retiring in a fifth anniversary year must complete the full term of their contract to be eligible for Stay Pay.
- Employees retiring on the last day of their duty calendar (if last day of duty calendar is prior to June 20) in five-year increments of at least 20 years of full-time, continuous service, and who meet all criteria for Stay Pay, shall receive a lump-sum payment in June of the year of their retirement. All other retiring employees who are eligible for Stay Pay will receive their lump-sum in November.
- Part-time employees, substitutes and retire/rehires, are not eligible for Stay Pay.
- Part-time years of service do not qualify toward Stay Pay.
- Stay Pay shall be paid to those who qualify in one lump-sum payment in November of the year following an employee's five-year anniversary of continuous service.

Example 1: Joe is a teacher who will complete 10 years of service with Mesquite ISD at the end of his contract in May. He will receive a \$5,000 lump-sum payment in November of the next school year.

Example 2: Amy is completing her 12th year of service with Mesquite ISD. She will need to work with MISD for three more years before she is eligible for Stay Pay.