

## ADN Retention & Recruitment Hidalgo County \_ ARPA Funds

**PERIOD: January 01, 2022 - October 31, 2024**

Proposed Budget to provide professional development and supplemental stipends in addition to the existing salary-based structure in an effort to retain and recruit additional faculty and students.

Budget Categories	Description	Budget
<b>2022</b>		
Recruitment/Retention	Faculty/Staff retention stipends and payroll to persuade employees to remain with South Texas College. (Reimbursement of previously unvoiced expenses)	\$ 44,997.72
<b>2023</b>		
Recruitment/Retention	Faculty/Staff retention stipends and payroll to persuade employees to remain with South Texas College.	\$ 283,434.20
Professional Development	Faculty Educational Training and tools and resources to facilitate the development of skills and knowledge capacity.	\$ 5,960.00
<b>2024</b>		
Recruitment/Retention	Faculty/Staff retention stipends and payroll to persuade employees to remain with South Texas College.	\$ 893,058.57
Professional Development	Faculty Educational Training and tools and resources to facilitate the development of skills and knowledge capacity.	\$ 390,874.23
		<b>\$ 1,283,932.80</b>
<b>Total</b>		<b>\$ 1,618,324.72</b>

**\*Benefits Code Legend**

FIC FICA Social Security Tax  
 FIM FICA Medicare Tax  
 O03 ORP-Lincoln National  
 O05 ORP-Fidelity  
 TRS Teacher Retirement System  
 TRW Teacher Retirement Sys-90 Day  
 WC Workman's Comp

**Reimbursement Request Submission Deadlines**

2022 Expanded Scope - All reimbursement requests due on or before February 29, 2024.  
 2023 Expanded Scope - All reimbursement requests due on or before May 3, 2024.  
 Spring 2004 are due July 30, 2024  
 Summer 2024 are due September 30, 2024  
 Fall 2024 are due October 31, 2024

Unused, unexpended and unsupported 2024 funds will be recaptured by the County on November 19, 2024. Once the reimbursement submission has been reviewed, if any supporting documentation is missing or required, the College will be notified and given 10 business days to submit the necessary information.