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**Board of Education**

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**ACTION**

**TITLE:** Consider Approving a Nonrecurring Salary Payment in FY22

**DATE:** March 9, 2022

**RESPONSIBLE ADMINISTRATOR:** Charles Warren, CFO

**VISION 2023 STRATEGY:** Parameter “We will be responsible stewards of our resources” supporting all seven strategies

**BACKGROUND/CONSIDERATIONS:**

We have identified opportunities to reallocate approximately \$1.2 million of current year (FY22) expenditures to the Elementary and Secondary School Emergency Relief (ESSER) sources of funds. Additionally, a separate source of funds only available in FY22 has been identified for potential reclassifications from the District’s operating fund.

Therefore, the administration recommends the release of a nonrecurring salary payment of up to \$1,000 to each current (as of March 18, 2022), active full-time employee of the District hired on or before January 24, 2022 to be paid on March 18, 2022. The net amount to each full-time employee after required withholdings, but not including any voluntary deductions, is just under \$600.

**RECOMMENDATION:**

The administration recommends the board consider approving a nonrecurring payment as presented.

If the Board agrees, the motion would read: ***move to approve a nonrecurring salary payment to current, active full-time District employees of up to \$1,000.00 on March 18, 2022 as presented.***

**VISION 2023 STRATEGIES** - **1. Career Planning:** Develop and implement education and career pathways so that each student graduates with a viable plan and relevant skill set for his or her future. **2. Equity:** Develop and implement a system-wide plan to provide all students with the resources they need to optimize their learning. **3. Instruction:** Design, develop and implement programs to promote rigor, relevance, collaboration, critical- thinking skills and learning environments designed to meet each student’s unique needs and aspirations. **4. Learning Environment/Facilities:** Align resources, facilities and technology strategically and equitably across the district to maximize security and enhance the learning environment. **5. Staffing:** Recruit and retain highly-qualified faculty, staff and administration. **6. Technology:** Provide appropriate technology that is consistently available, effectively supported and equitably distributed for group and individual instruction. **7. Wellness:** Develop and train empathetic and nurturing employees to be sensitive to and supportive of the needs of all children and families.