
Board of Education

ACTION

TITLE:	Consider Approving a Nonrecurring Salary Payment in FY21
DATE:	May 19, 2021
RESPONSIBLE ADMINISTRATOR:	Charles Warren, CFO
VISION 2023 STRATEGY:	Parameter “We will be responsible stewards of our resources” supporting all seven strategies

BACKGROUND/CONSIDERATIONS:

Since the announcement of the third allocation of Elementary and Secondary School Emergency Relief (ESSER) funds provided by the American Rescue Plan (ARP) Act (passed March 11, 2021), the administration has worked feverishly to develop a plan to minimize the impact of COVID-19 costs to the District’s operating budget.

We have identified opportunities to reallocate approximately \$3 million of current year (FY21) expenditures to the ESSER sources of funds.

Therefore, the administration recommends the release of a nonrecurring salary payment of up to \$1,250 to each current, active full-time employee of the District by June 30, 2021. The net amount to each full-time employee after required withholdings, but not including any voluntary deductions, is just under \$750. New employees hired after December 31, 2020 will be eligible for a payment of \$625.

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 \$1,250.00 by June 30, 2021 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.