



To: Coppell ISD Board of Trustees
From: Kristen Eichel, Assistant Superintendent
Date: December 12, 2022
cc: Dr. Brad Hunt and Carol Snowden

Re: Consider and take possible action regarding a one-time lump sum retention incentive payment funded with ESSER funds.

- The 2022-2023 compensation plan approved by the Board at the June 2022 regular board meeting allows for additional compensation to be considered upon the availability of ESSER funding. The additional compensation permitted to be considered is a one-time lump sum payment to be made to eligible employees.
- As district administration along with legal counsel have reviewed the ESSER statute, we are recommending a one-time lump sum retention incentive payment be made to all employees who are employed and working in a permanent position(s) in Coppell ISD before the last 9 weeks of school for the 2022-2023 school year and who remain employed in a permanent position(s) through the last day of school which is May 26, 2022.
- Retaining highly qualified and experienced employees allows the district to continue to offer outstanding instructional and support programs that meet the needs of all learners in this ever-changing environment while appropriately addressing the learning loss that has taken place due to the COVID-19 Pandemic.
- The amount of the payment recommended is \$500 for eligible permanent employees who work a daily schedule of 8 hours and prorated accordingly for eligible employees in permanent positions who work a daily schedule in their primary position(s) of less than 8 hours.
- The payment will be included as a part of each employee's June 2023 pay.
- The payment will not be considered an increase in base pay, will not be repeated in future years, will not be considered creditable compensation under the Texas Teacher Retirement System (TRS), and is taxable.
- The payment meets the intent of the ESSER Statute.

Resolution:

THEREFORE, BE IT RESOLVED, PASSED, APPROVED, AND ENACTED by the Board of Trustees for the 2022-2023 school year on December 12, 2022, the Coppell Independent School District may award a one-time lump sum payment of \$500 to be given as a retention incentive to all employees who are employed and working in a permanent position(s) before the last 9 weeks of school for the 2022-2023 school year and who remain employed in a permanent position through the last day of school which is May 26, 2023. This payment is not considered an increase in base pay, will not be repeated in future years, and will not be considered creditable compensation under the Texas Teacher Retirement System (TRS). This payment is taxable and may be taxed at a higher rate. This payment meets the intent of the ESSER Statue, the payment is reasonable and necessary, and it is aligned to statutorily allowable activity. The payment will be prorated based on daily hours worked in an employee’s primary position(s) with full payment provided to individuals on an 8 hour per day schedule.

Recommendation:

An appropriate motion for board action on a one-time lump sum retention incentive payment funded with ESSER funds is as follows:

“I move that the Board approve the resolution as presented for a one-time lump sum retention incentive payment funded with ESSER funds.”