



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Resolution of the Board Approving a One-Time Salary Increase for 2021-2022 School Year

SUBMITTED BY:

Laida Benavides, CPA – Interim Associate Superintendent for Student Support Services

OF: United ISD

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: June 17, 2021

DATE ASSIGNED FOR BOARD CONSIDERATION: June 23, 2021

RECOMMENDATION:

A one-time salary increase is recommended. The one-time salary increase is allowable by the Elementary and Secondary School Emergency Relief fund II (“ESSER II”). As described in the “Resolution of the Board Approving a One-Time Salary Increase for 2021-2022 School Year,” the one-time salary increase will be paid for services rendered and is not compensation to be paid as a retention payment or bonus, and the right of full-time District employees to said one-time salary increase will accrue proportionately as services are rendered.

Further, it is recommended that the one-time salary increase authorized by the Resolution and ESSER II be paid to full-time District employees in two equal payments; the payment dates are to be determined based on services rendered by the full-time District employees, and subject to proration in a proportionate amount to services actually rendered. The one-time salary increase authorized by this Resolution is outside of the District’s normal salary schedule and shall not bind the District to continue to pay the one-time salary increase beyond the 2021-2022 school year.

RATIONALE:

On December 27, 2020, the President of the United States signed into law the Coronavirus Response and Relief Supplemental Appropriations (“CRRSA”) Act of 2021, whereby the State of Texas is to receive an estimated \$5.5 billion in stimulus funding for K-12 public education through the ESSER II fund. Section 313(d)(15) of the CRRSA Act states that a local educational agency that receives funds under this section may use the funds for activities necessary to “maintain the operation of and continuity of services in local educational agencies and continuing to employ existing staff of the local educational agency.” As such, the one-time salary increase will support full-time District employee salaries in the 2021-2022 school year in accordance with the CRRSA Act and ESSER II.

A one-time salary increase is necessary to maintain the modified operations and expanded services provided by full-time District employees during the 2021-2022 school year. The Board of Trustees should authorize a one-time salary increase for full-time District employees as allowed by ESSER II for the 2021-2022 school year.

BUDGETARY INFORMATION:

The one-time salary increase funded by ESSER II will NOT increase or impact the District’s budget.

POLICY REFERENCE & COMPLIANCE:

DEA (Legal) & DEA (Local)

**Resolution of the Board Approving a
One-Time Salary Increase for 2021-2022 School Year**

WHEREAS, on December 27, 2020, the President of the United States signed into law the Coronavirus Response and Relief Supplemental Appropriations (“CRRSA”) Act of 2021, whereby the State of Texas is to receive an estimated \$5.5 billion in stimulus funding for K-12 public education through the Elementary and Secondary School Emergency Relief fund II (“ESSER II”);

WHEREAS, the United Independent School District (“District”) Board of Trustees (“Board”) finds that the United States Congress and President of the United States intended for the ESSER II funds provided to the State of Texas and the District for K-12 public education to help the District meet the demands of a number of COVID-19 related needs, including increased academic and social emotional programs, addressing the many impacts the COVID-19 pandemic had on the District’s community, parents, students and employees including disruptions to teaching and learning, and ensuring that the District’s schools reopen safely and quickly and stay open;

WHEREAS, the Board finds that Section 313(d)(15) of the CRRSA Act states that a local educational agency that receives funds under this section may use the funds for activities necessary to “maintain the operation of and continuity of services in local educational agencies and continuing to employ existing staff of the local educational agency;”

WHEREAS, the Board finds that supporting full-time District employee salaries in the 2021-2022 school year is reasonable and necessary, and is justified under the intent of ESSER II, as full-time District employees will have increased responsibilities and expend increased time and effort in response to the impact of the COVID-19 pandemic on the District’s community, parents and employees during the 2021-2022 school year;

WHEREAS, the Board finds that supporting full-time District employee salaries in the 2021-2022 school year is necessary to maintain the modified operations and expanded services provided by the District in the 2021-2022 school year in order to address the disruptions to teaching and learning caused by the COVID-19 pandemic, and to reopen the District’s school safely and quickly and keep them open; and

WHEREAS, the Board finds that the one-time salary increase allowable by ESSER II as described in this Resolution will be paid for services rendered and is not compensation to be paid as a retention payment or bonus, and the right of full-time District employees to said one-time salary increase will accrue proportionately as services are rendered.

IT IS THEREFORE RESOLVED BY THE UNITED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES THAT:

1. The findings and recitals in the preamble of this Resolution are hereby found to be true and correct;

2. The UISD Board of Trustees authorizes a one-time salary increase for the 2021-2022 school year in the amount of \$3000.00 for full-time District employees only, as allowed by ESSER II and the CRRSA Act to maintain the operation and continuity of services of the District;
3. The UISD Board of Trustees determines that the one-time salary increase authorized by this Resolution will be paid to full-time District employees only, in two equal payments; the payment dates are to be determined based on services rendered by the full-time District employees and subject to proration in a proportionate amount to services actually rendered;
4. The UISD Board of Trustees determines that the one-time salary increase authorized by this Resolution is outside of the District's normal salary schedule and shall not bind the District to continue to pay the one-time salary increase beyond the 2021-2022 school year; and
5. It is hereby found, determined and declared that a sufficient written notice of the date, time, place, and subject of the meeting of the UISD Board of Trustees at which this Resolution was adopted was posted at a place convenient and readily accessible at all times to the general public for the time required by Texas Government Code chapter 551, and that this meeting has been virtually open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The UISD Board of Trustees further ratifies, approves and conforms such written notice and posting thereof.

Adopted this _____ of June 2021, by the United ISD Board of Trustees.

APPROVED:

Javier Montemayor, Jr.
Board President

ATTEST:

Juan Roberto Ramirez
Board Secretary