

Board of Education

ACTION

TITLE: Consider Approving a Supplemental Nonrecurring Salary Payment in FY22

DATE: May 17, 2022

RESPONSIBLE ADMINISTRATOR: Charles Warren, CFO

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

BACKGROUND/CONSIDERATIONS:

There are specific categories of employees that did not qualify for the nonrecurring salary payment of \$1,000 paid in March 2022. The Administration desires to supplement these employee groups below.

Employee Description	Payment
0.5 Full time equivalent (FTE) employees under contract	\$500
Long term substitute ineligible for one of two substitute incentive plans	\$250
Long term substitute ineligible for both substitute incentive plans	\$500

There are three 0.5 FTE employees under contract to be awarded 50% of the initial \$1,000 payment. The long-term substitutes were ineligible for ESSER funded incentive programs encouraging people to substitute during high absence periods. We desire to award them the same amount of incentive pay they might have earned if they were not designated as a long-term substitute.

The total cost to the District is approximately \$10,000.

RECOMMENDATION:

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

If the Board agrees, the motion would read: ***move to approve a supplemental nonrecurring salary payment to employees as presented for the amounts 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.