

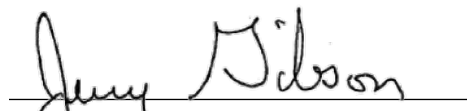
# Action Sheet


**MEETING DATE:** April 20, 2022

**AGENDA ITEM:** Discuss and Consider Approval of One-Time Salary Supplement using ESSER III Funds for FY 2022-23

Due to the Covid 19 pandemic, the District experienced staffing shortages in all areas during the 2021-2022 school year. This was brought to the board's attention at the October 2021 board meeting and discussed again at other meetings throughout the year. Some of the worst shortages are in the areas of teachers, custodians, bus drivers, food service workers, and security personnel. In an effort to retain staff in FY 2022-23, the District would propose using ESSER III funds to give employees a one-time 2.5% salary supplement (not a permanent salary increase), based on their contracted salary, for the 2022-2023 fiscal year. This salary supplement has been included in the District's Use of Funds Plan for ESSER III funds since inception. Under the ESSER allowable activities, the following description is given which agrees with our intent, "activities that are necessary to maintain the operation of and continuity of services in the LEA, *including to employ existing staff of the LEA to the greatest extent practicable*". The District will work with legal counsel to determine the proper parameters and whether it qualifies as TRS creditable compensation.

**RECOMMENDATION:** I move that the Board of Trustees approve a 2022-23 one-time salary supplement for all employees in an amount equal to 2.5% of their contracted salary, based on proper parameters as determined by the District, to be paid with ESSER III funds, as presented.

  
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Dr. Jerry Gibson  
Superintendent

  
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Connie Morgenroth  
Assistant Superintendent of Business & Operations