



UNITED INDEPENDENT SCHOOL DISTRICT

AGENDA ACTION ITEM

TOPIC: Resolution of the Board Approving a One-Time Salary Increase for 2022-2023 School Year

SUBMITTED BY: Laida Benavides, CPA - Chief Financial Officer

OF: United ISD

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: June 16, 2022

DATE ASSIGNED FOR BOARD CONSIDERATION: June 22, 2022

RECOMMENDATION:

A one-time salary increase is recommended. The one-time salary increase is allowable by the Elementary and Secondary School Emergency Relief Fund III (“ESSER III”). As described in the “Resolution of the Board Approving a One-Time Salary Increase for 2022-2023 School Year,” the one-time salary increase will be paid for services rendered and is not compensation to be paid as a retention payment, merit pay, 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 III be paid to full-time District employees in 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 2022-2023 school year.

RATIONALE:

On March 11, 2021, the President of the United States signed into law the American Rescue Plan Act of 2021 (“ARP Act”), whereby the State of Texas is to receive an estimated \$12.4 billion in stimulus funding for K-12 public education through the ESSER III fund. Section 2001(e)(2)(R) of the ARP 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 2022-2023 school year in accordance with the ARP Act and ESSER III.

A one-time salary increase is necessary to maintain the modified operations and expanded services provided by full-time District employees during the 2022-2023 school year. The Board of Trustees should authorize a one-time salary increase for full-time District employees as allowed by ESSER III for the 2022-2023 school year.

BUDGETARY INFORMATION:

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

POLICY REFERENCE & COMPLIANCE:

DEA (Legal) & DEA (Local)