

**Resolution of the Coppell Independent School District
Board of Trustees
Regarding Use of ESSER Funds**

WHEREAS, the Texas Education Agency (“TEA”) has notified school districts of the opportunity to apply for their allocation of the Elementary and Secondary School Emergency Relief Fund (“ESSER”), which should be used to respond to the pandemic and to address various issues as a result of COVID-19;

WHEREAS, TEA published guidance regarding how these funds can be used and local compliance requirements school districts must follow;

WHEREAS, Texas Education Code 11.151 gives the Board of Trustees the exclusive power and duty to govern and oversee the management of the public schools of the District;

WHEREAS, Coppell ISD’s public purpose is served by promoting retention of quality employees, maintaining morale, and reducing employee turnover;

WHEREAS, Board has established procedures for use of the identified funds by placing sufficient controls on such expenditures to ensure that the public school district purpose is carried out; and

WHEREAS, the Coppell ISD administration will regularly monitor the procedures outlined by the Board to insure that the public school district purpose outlined herein is being served.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees for the 2021-2022 school year on February 28, 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 before the last 9 weeks of school for the 2021-2022 school year and remain employed in a permanent position through May 27, 2022, the last day of school for the 2021-2022 school year. 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 with full payment provided to individuals on an 8 hour per day schedule.

Approved this 28th day of February 2022, by the Coppell ISD Board of Trustees.

By:

Nichole Bentley, Board President

Attest:

Manish Sethi, Board Secretary