OFFICE OF FINANCE AND OPERATIONS

School District Five of Lexington & Richland Counties

APPRECIATION BONUS FOR STAFF



PRIORITIES FOR 2020-2021

1. Focus our work decisions on/around our strategic plan
2. Identify areas of achievement to improve
3. Provide “Chick-Fil-A” & “Moe's” –like customer service for the internal and external community
4. Strengthen the structure and quality of communication both internally and externally
5. Promote a work and learning environment where students and staff feel safe physically, emotionally and socially

POLICY DFAB RESERVE FUNDS

ISSUED 3/13

Purpose: To establish the basic structure.

The board is committed to providing sound fiscal management for the district. To this end, the board desires fiscal stability for the district, while considering instructional needs and the financial burden placed upon the taxpayers.

The district's general fund balance provides operating continuity during the months when minimal taxes are collected and liquidity in other unanticipated events that result in negative cash flow. These may be events such as large adverse legal settlements, temporary structural balance to budget needs, or mid-year budget cuts. Fund balance should not be used for recurring budget needs.

Credit rating agencies monitor fund balance levels as a metric of credit quality. The board seeks to maintain an excellent credit rating to enhance bond sales as needed and to protect the investment of those who purchase district bonds.

To provide sound fiscal management and stability, an undesignated operating reserve fund consistent with the medial averages for issuers that retain at least an Aa2/AA credit rating will be maintained by the district. This average may change from time to time but generally ranges from 15% to 18% of the general fund budgeted expenditures.

Adopted 10/12/98; Revised 6/25/07; 3/11/13

School District Five Employee Bonuses

FY 2017	FY 2018	FY 2019	FY 2020
$500	N/A	$500	$500
FY 2017 - $500 LOYALTY BONUS WAS PAID ON NOVEMBER 18, 2016.	FY 2018 - EMPLOYEES DID NOT RECEIVE A BONUS DURING THIS FISCAL YEAR.	FY 2019 - $500 LOYALTY BONUS WAS PAID ON NOVEMBER 20, 2018.	FY 2020 - $500 LOYALTY BONUS WAS PAID ON APRIL 6, 2020.

SINCE 2017, SCHOOL DISTRICT FIVE HAS OFFERED LOYALTY BONUSES TO PERMANENT EMPLOYEES IN THE 2017, 2019 AND 2020 FISCAL YEARS.

PROPOSED FY 2020-2021 GENERAL FUND APPRECIATION BONUS

FY 2021 GENERAL FUND BUDGETED EXPENDITURES	$196,524,672
UNASSIGNED RESERVE FUNDS AS OF 6/30/2020	43,344,184
POLICY DFAB REQUIREMENT (18%)*	35,374,441
ONE TIME APPRECIATION BONUS **	3,000,000
REMAINING UNASSIGNED RESERVE FUNDS	40,344,184

*To provide sound fiscal management and stability, an undesignated operating reserve fund consistent with the medial averages for issuers that retain at least an Aa2/AA credit rating will be maintained by the district. This average may change from time to time but generally ranges from 15% to 18 % of the general fund budgeted expenditures.

**All permanent employees employed as of 11/30/2020 will receive the appreciation bonus.


District Five
OF LEXINGTON & RICHLAND COUNTIES