USD 261
HAYSVILLE SCHOOLS

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TO: Haysville Board of Education

FR: Dr. Clint Schutte, Associate Superintendent for Business & Finance

DA: June 21, 2021

RE: Premium Pay

History / Relevance: We have been looking for a way to use ESSER funds to increase compensation for staff due to the hardships caused by the pandemic and to ensure we retain staff as the pandemic is causing a shortage of available staff members.

What: We are asking for a resolution to institute Premium Incentive Pay for all employee hired for a position over the 2021-2022 school year of $1,000. This incentive pay will be paid monthly, ensuring that we retain staff over the year. Premium pay will be paid out of ESSER funds upon Kansas Board of Education approval of our plan.

Why: Paying the Premium pay over the year will offset the possible shortage of staffing exacerbated by the pandemic.

Where: The funds will be paid in equal installments on the regularly scheduled monthly payroll.

When: Beginning in August of 2021 for those staff on the respective payroll.

How: Payroll will add a pay code to each staff member and allocate the $1,000 in equal installments over the school year based on employee availability for payroll.

Who: Payroll clerk and Associate Superintendent for Business and Finance.

How Much: The cost is estimated at $974,000.

If you have any questions, please contact me.

Thank you for your consideration.

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attach:

D. Using ESSER and GEER Funds to Support Educators and Other School Staff

D-1. May an LEA use ESSER and GEER funds to stabilize and support the educator workforce?

Yes. An LEA may use ESSER and GEER funds to stabilize and support the educator workforce and to support the conditions that will allow schools to return to in-person instruction. This may include using funds to pay teacher salaries and avoid layoffs. Funds may also be used to address educator shortages exacerbated by the pandemic by hiring new teachers, including expanding student access to a well-prepared and diverse educator workforce. Examples of strategies that could be employed to stabilize and support the educator workforce include:

- Supporting partnerships with educator preparation programs to expand opportunities for extensive clinical experience to teaching candidates, including leveraging candidates to provide additional support to students and address the impact of lost instructional time as students return to in-person instruction;
- Providing ongoing support to recruit, hire, and retain a diverse school staff, including through high-quality induction and mentoring programs;
- Offering supplemental financial support for educators who commit to working in a high-need field or school for a minimum number of years (e.g., four years);
- Providing teachers professional learning opportunities on strategies for the effective use of technology for remote, hybrid, and accelerating learning; or
- Creating and/or supporting educational assistance programs that pay off student loans on behalf of staff as a component of recruitment and retention efforts in response to the pandemic.

In using these funds, an LEA should consider ways that will build short- and long-term capacity and be sustained after the funding is no longer available.

Evidence-based approaches to stabilizing the educator workforce are further described in Volume 2 of the Department's COVID-19 Handbook available at: https://www2.ed.gov/documents/coronavirus/reopening-2.pdf.

D-2. May an LEA use ESSER and GEER funds to hire additional health support staff?

Yes. Funds may be used to hire new counselors, nurses, social workers, and other health support staff to help students and staff with their emotional and physical well-being and help students and staff deal with the impact of the COVID-19 pandemic. An LEA should consider how to use the funds in ways that will build its short- and long-term capacity and be sustained after the funding is no longer available.

D-3. Must an entity that receives ESSER or GEER funds under the CARES Act or CRRSA Act continue to pay employees and contractors, to the greatest extent practicable, during the period of any disruptions or closures related to COVID-19?

Yes. SEAs, LEAs, and any other entity that receives ESSER I, ESSER II, or GEER funds must assure that they will continue to pay employees and contractors during COVID-19 pandemic-related disruptions or closures to the greatest extent practicable. There is no similar requirement in the ARP Act; however, ARP ESSER funds may be used to continue to pay employees and contractors. In addition, ESSER and GEER funds may be used to hire new staff and to avoid staff layoffs. See FAQ A-16 for information on