**THINKING OUTSIDE THE BOX**

**“*In tight budget times when we are unable to provide raises, how do we show our employees that we truly appreciate and value their efforts?”***

**IDEAS**

1. Give all employees an additional “Emergency Day.” Unused Emergency Days roll forward as sick days. This will require a board policy revision to allow this for all employees.
2. Utilize potential funding from Gallatin Steel for incentives for employees – gift cards(restaurants, gas, movies, etc.) – Attendance (Donations) – Do drawing every 9 weeks. Grand prize drawing at end of year $500?
3. Continue gathering ideas with “Suggestion Boxes” – Mr. Spahn
4. Additional PD