**Board Memo**

**DATE:** 6/3/2021

**AGENDA ITEM DETAILS:**

**School/Department**

Operations / Finance / Human Resources

**Product Vendor or Grant Issuer**

N/A

**Product or Grant Name**

$2 per hour Supplemental Pay for Classified Positions Serving Summer School

**Date/Term (Beginning and End Dates/Year)**

June 7 - July 2, 2021

**APPLICABLE BOARD POLICY:**

03.22 - Compensation and Benefits (Classified); 03.221 - Salaries (Classified)

**DESCRIBE USE OF CONTRACT/PURCHASE/AGREEMENT**

The District requests approval for a $2 per hour supplement to be paid to Transportation Aides, Bus Drivers, Para Educators and Food Service workers who will work outside of their standard school year contract days as an incentive to support the Summer School program from June 7 - July 2, 2021. The supplement would be in addition to each employee's standard hourly rate of pay. This supplement would not be provided to classified employees who are already under contract for the days of the summer school program since they would already be working those days if the program did not exist.

The Summer School Program developed to address unfinished learning caused by the COVID-19 pandemic has far exceeded expectations in terms of student enrollment, with an estimated enrollment of 2,858 and growing (1,782 Middle and High and 1,076 Elementary). Not knowing what student enrollment would be at the time the program was developed, and to entice certified teachers to be available for this intense four-week program that far exceeded responsibilities found in the traditional ESS summer programs held pre-COVID, a daily stipend of $175 for teachers was recommended by the District and approved by the Board. The number of classified staff needed to successfully transport, feed, and assist teachers was an unknown factor at the time the program was developed. Historically, sufficient numbers of classified staff would cover the traditional ESS summer programs, so a supplemental incentive was not developed. At the current student enrollment levels, there are not enough classified staff to work the summer school program. 50 buses will be used transport students, food service will provide breakfast and lunch to all students, and roughly 40 para educators will be necessary to support teachers and student learning.

The addition of $2 per hour as supplemental pay will incentivize classified employees to work the summer school program . This amount is also consistent with the amount other Kentucky school districts are offering their classfied staff for similar programs.

**FUNDING FOR PURCHASES AND OTHER REQUESTS:**

**Total Cost**

Click or tap here to enter text.

**Funding Source**

ESSER II Federal Funds

**\*If more than one funding source, list below along with amount or percent for each source**

Click or tap here to enter text.

**IF THIS IS A GRANT, ENTER AMOUNT TO BE AWARDED:**

Click or tap here to enter text.

**RECOMMENDATION:**

It is recommended the Board approve a $2 per hour supplement for the following classified positions who work for the ESSER II funded Summer School Program from June 7 - July 2, 2021: Transportation Aides, Bus Drivers, Para Educators, and Food Service workers.

**CONTACT PERSON: (submitter)**

Dr. Michael Poiry, Assistant Superintendent Operations; Linda Schild, Director of Finance; Matthew Rigg, Director of Human Resources