



BOARD MEMO

DATE: October 21, 2021
TO: Dr. Smith & Board Members
FR: Jennifer Pierce
RE: KDE Vaccine Incentive Reward

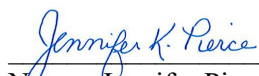
On September 10, 2021, the Kentucky Department of Education announced that it will use up to \$8.8 million in the ESSER funds KDE received to reward staff members who elected to get fully vaccinated by December 1, 2021. KDE defines fully vaccinated employees as full-time or part-time employees of the school district who have received two Moderna/Pfizer vaccines or one Johnson and Johnson vaccine. To be eligible to receive the incentive payment, the district must verify each employee's vaccination status as of December 1, 2021 and pay the incentive on or before January 31, 2022.

If we choose to participate in the KDE sponsored program, there are minimal associated costs the district will incur. Because this incentive pay is not eligible for retirement, all employees (certified/classified) who receive this pay must pay their portion of associated taxes, namely, FICA, Medicare, Federal, State and Local taxes and the district is responsible for paying the corresponding match for FICA and Medicare for all payments. There are potentially 130 eligible employees in the district. Eligible employees include full-time employees, part-time employees, coaches and substitutes (who work 15 or more days for the district by December 1, 2021). Please note that any substitute who works in multiple districts will not be eligible to receive multiple payments (affidavit will be required to ensure no multiple payments will be required by any substitute paid).

Employee receives \$100.00 incentive payment

1. KDE would reimburse our district @ a rate of \$100 per employee (@ \$13,000)
2. District would be responsible for covering \$7.65/per employee in associated matching taxes (@ approximately 130 employees equals a district cost of \$994.50)
3. Employee would pay applicable federal, state, & local taxes on this payment with no retirement contributions withheld.

I recommend the Board approve this KDE Vaccine Incentive Reward Payment.



Name: Jennifer Pierce
Title: Director of Finance

