

OLDHAM COUNTY BOARD OF EDUCATION

CONCERN

Consider approval of a one-time fringe benefit payment to employees FY26.

DISCUSSION

Understanding the current job/wage market, Oldham County Public schools would like to offer all qualified employees' additional compensation in the form of a one-time fringe benefit payment.

This payment would be scheduled as part of the compensation for the current school year (FY26) for specified employees and is estimated to cost the district \$4,800,000. This fringe benefit payment will be for compensation for future services to be rendered and for the benefit of public school.

Calculation of this one-time fringe benefit bonus payment is to be determined as follows:

1. \$3000 gross pay per full-time employee and certain probationary employees, as specified below
2. \$1500 gross pay per part-time employee paid by time clock and Standard Invoice (excludes those paid via Standard Invoice outside the regular Instructional day).
3. Employees listed above must meet the following conditions to be eligible for payment:
 - a. To be considered full-time, an employee must be on full-time status as of November 1, 2025.
 - b. To be considered part-time, an employee must be on part-time status as of November 1, 2025.
 - c. Probationary employees must be hired by November 1, 2025.
 - d. Be an active employee as of November 1, 2025 and still in active status on the date of payment
4. Employee groups not specifically identified above will not be eligible at this time for this particular payment, to include but not limited to paraprofessionals, coaches, sponsors, substitute teachers, community-based instructors and student workers.
5. Certified retirees may or may not be eligible for payment due to KTRS rules and regulations. You will need to contact KTRS prior to November 1, 2025 to discuss your individual circumstances, and let payroll know your status.
6. Payment is anticipated to be concurrent with the late November or early December payroll based on time needed for preparation and coordination.

RECOMMENDATION

Approve a one-time fringe benefit payment scheduled as part of the compensation for the current school year (FY26) for full-time and part-time employees as defined above.

On motion by _____, seconded by _____, the Board approved a one-time fringe benefit payment scheduled as part of the compensation for the current school year (FY26) full-time employees as defined above. (-)

Carley Clem, Board Chair

Claudette Herald, Superintendent