

OLDHAM COUNTY BOARD OF EDUCATION

CONCERN

Consider approval of a one-time fringe benefit payment to employees FY27.

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 next school year (FY27) for specified employees and is estimated to cost the district \$9,600,000. 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 payment is to be determined as follows:

1. \$5000 gross pay per full-time employee, as specified below
2. \$2500 gross pay per part-time employee paid by time clock (excludes those paid via Standard Invoice).
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 September 1, 2026.
 - b. To be considered part-time, an employee must be on part-time status as of September 1, 2026.
 - c. Be an active employee as of September 1, 2026 and still in active status on the date of payment
4. Employee groups not specifically identified above will not be for this payment, to include but not limited to paraprofessionals (NOT including Instructional Assistants), coaches, sponsors, substitute staff, staff paid by board standard invoice, community-based instructors and student workers.
5. Certified retirees paid at their daily wage threshold are not eligible for the payment. Certified retirees paid off the teacher salary schedule are eligible, provided they meet all other eligibility requirements. Certified retirees should consult with KTRS regarding their individual circumstances prior to the payment date.
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 (FY27) 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 (FY27) full-time employees as defined above. (-)

Carley Clem, Board Chair

Claudette Herald, Superintendent