

For the 2020-2021 school year, our Russellville School District (RSD) employees have been on the frontlines of our district either providing a quality education experience or ensuring that our buildings are clean and safe for all students and staff. Now as this school year comes to a close, RSD believes that additional compensation is warranted for our educators and school staff, who work to educate and care for our students and staff members during the COVID-19 pandemic. RSD believes that the additional compensation is justified because our personnel consistently provided onsite instruction and support, even when other school districts around the country were closed to onsite instruction.

All RSD employees who worked onsite should receive additional compensation for the 2020-2021 school year. This proposed additional compensation pay will be made available via ESSER funds. But be mindful, ESSER funds generally will not be used for stipends, merit pay, or similar expenditures, **unless they are related to disruption or closures resulting from COVID-19**. School districts can use ESSER funds to provide **pandemic pay** for teachers and staff if those are related to preventing, preparing for, and responding to coronavirus. In relation to this proposal, the following are parameters justifying the use of ESSER funds:

- **Additional compensation to teachers and other staff that work onsite**

RSD employees have responded heroically to the challenges brought forth by COVID-19; therefore, it is appropriate that employees be given additional compensation for in-person job duties performed during the 2020-2021 school year.

Structure of the Additional Compensation Pay

Amount of Pay Premium. Our proposal:

- Daily Rate of Pay of \$15 per day for all eligible employees based upon their attendance record that is indicated in eFinance.
- (Total days (178-snow days) - days absent) X \$15 will determine the amount of compensation.
 - Total days are days that on-site learning took place.

Duration of Pay. The premium pay period:

- Must be actively employed as of May 28, 2021.
- Covers all days worked by each employee.

Each employee will complete an assurance document that he or she understands the purpose for the additional compensation.

CERTIFICATION OF RUSSELLVILLE SCHOOL DISTRICT BOARD ACTION:

In a called Board Meeting on _____, 2021, the Board voted the following:

_____ Board members voted in favor of this proposal

_____ Board members voted against this proposal

ATTEST by:

Signature of Board President

WITNESS:

Superintendent of Schools