

Kirby School District

Pike Palmer, Superintendent

P.O Box 9 - 2614 Highway 27 N - Kirby, Arkansas 71950

Telephone: (870)398-4212 - Fax: (870)398-4442



KIRBY SCHOOL DISTRICT ARP ESSER ADDITIONAL PAY PROPOSAL

Kirby School District presents this action and justification plan to fund employee additional pay using ARP ESSER funds. Additional pay eligibility is due to the difficulty our district has experienced recruiting and retaining faculty and staff to adequately provide educational services to our students. For the upcoming 2022-2023 school year, Kirby School District, two new certified employees and five new classified employees. Kirby School District also lacks the ability to recruit and retain necessary support staff to adequately perform daily operations due to being a rural school district, high poverty, and higher paying school districts surrounding Kirby.

Surrounding School District Locations:

South Pike County SD - 19.4 miles, twenty-seven minutes

Dierks SD - 24.5 miles, thirty-four minutes

Centerpoint SD - 13.9 miles, twenty-one minutes

Caddo Hills SD - 22.1 miles, thirty minutes

Arkadelphia SD - 39.9 miles, forty-nine minutes

Lake Hamilton - 35.5 miles, forty-five minutes

In a letter dated December 16, 2021, from the United States Department of Education, Secretary Miguel A. Cardona, Ed.D stated that, "The most common reason educators have cited for leaving school employment in the last few years is stress, followed by insufficient pay. Many school leaders are increasing wages by offering hiring and retention bonuses, working towards permanent salary increases, or providing premium pay that help educators receive the compensation they deserve and keep them in the profession, and we encourage others to continue to work towards increasing compensation. Hiring and retention bonuses may provide additional relief from some of the stresses caused by COVID-19."

On July 21, 2022, the Arkansas Legislative Committee also reinforced this concept by recommending school districts to utilize ARP ESSER funds to provide additional bonuses for

recruitment and retention. In addition, legislators are also discussing proposing legislation to increase a more permanent salary increase.

Kirby SD feels the challenges and lack of adequate compensation to provide educational services to a rural and impoverished student population during and after a pandemic environment has resulted in numerous educators considering leaving the district or even the profession. In addition, the lack of adequate compensation combined with the loss of learning, additional responsibilities on educators post COVID, and heightened mental health burden has created a difficult environment to recruit teachers and staff to the profession.

In response to the justification presented above, Kirby SD proposes to address retention and recruitment by distributing additional pay per eligible certified employee in conjunction with the December payroll. Expenditure for certified employees would be funded by Kirby School District's ARP ESSER funds allocation.

Distribution Date	Amount	Fringe	Number of Employees	Total Additional Pay	Total Fringe	Grand Total of Additional Pay of ARP ESSER Expenditure
December	Certified - \$1,500.00	\$339.75	39	\$58,500.00	\$13,250.25	\$71,750.25
December	Classified - \$1,500.00	\$339.75	25	\$37,500.00	\$8,493.75	\$45,993.75

*Classified retention and recruitment additional pay will be paid out of operating

Why \$1,500.00 per employee regardless of classified or certified status?

Since I have been superintendent at Kirby SD for the last six years, I have given the same amount of monetary bonuses to all staff. I believe that it is fair to be compensated the same because we have classified employees that work just as hard if not harder than some certified employees.

In the Spring of 2020, Kirby School District proposed and enacted an approved COVID attendance pay for all classified and certified employees in the amount of \$15.00 per day. The amount that each employee could receive was \$2,600.00 based upon the number of days the employee worked for the 2020-2021 school year.

Kirby School District



Who is eligible?

All current Kirby School District employees with a signed contract for the 2022-2023 school year. Additional pay only applies to the primary contract and employees are only eligible for one

additional payment. All employees who sign a contract with Kirby SD from the date this proposal is approved based on a prorated amount per contracted days for the 2022-2023 school year. Employees who resign or are terminated after the incentive is distributed will be responsible for reimbursing Kirby SD a prorated amount per contracted day remaining on the 2022-2023 school year contract and will be withheld from final payment.

Who is ineligible?

Any current employee with a signed Kirby SD contract who has submitted a letter of resignation to the office of the superintendent. Employees working for hourly wages for Kirby SD who do not have a signed Kirby SD contract.

Date Presented to Board: **August 22, 2022**

Date Approved:

Board Members:

President - Darla ^{Crum} Lamb

Vice President - Brent Swanson

Secretary - Lori Fortner

Member - Blake Harmon

Member - Daniel Funderburk

Member - Ronnie White

Member - Brad Baxter

