

BOARD AGENDA ITEM

November 15, 2022

SUBJECT:

Consideration for Employee Christmas Bonuses

BACKGROUND INFORMATION:

The Board approved employee Christmas bonuses in each of the past four years.

ADMINISTRATIVE CONSIDERATION:

Employee Christmas bonuses have varied by year. The Board approved flat amounts in three of the years: \$150 in 2018 – 2019 and 2019 – 2020 and \$300 in 2021 – 2022. In 2020 – 2021, the Board approved Christmas & Longevity bonuses based on employees' years of continuous experience with the District. [The State froze pay for 2020 – 2021 that prevented districts from providing step increases and cost of living adjustments. The varying bonus amounts paid by the District were intended to offset the lack of a step and COLA.]

Based on a recent history of paying Christmas bonuses and with the financial ability to do so in the current year, the Administration recommends paying a \$150 Christmas bonus to employees employed as of December 5, 2022, (including coach onlys, temporary employees, PRNs) who remain employed as of the bonus pay date, regardless of full-time or part-time status. Contracted staff (such as contracted teachers or Kelly substitutes) who are not paid through the District's payroll system are not eligible.

The estimated cost, with fringe, is approximately \$550,000 and can be funded by repurposing funds originally budgeted for salaries/fringe for unfilled positions.

The anticipated pay date is Friday, December 16.

RECOMMENDATION:

Approve \$150 employee Christmas bonuses

PREPARED BY:

King Laurence
M. O. Traxler III