Little Rock School District
The COVID-19 PANDEMIC PAY PROPOSAL
Aligned with Board Resolution #20210422

For the past 12 months, support has been shown for essential workers who have been at the frontlines protecting us or keeping our economy running during the COVID-19. Whether it’s health care workers, grocery clerks, or those who help transport people and goods, there have been various efforts to show public appreciation to people with jobs that are suddenly riskier than they once were. Now, as we are about to end the 2020-21 school year and also make plans for the 2021-22 school year, the Little Rock School District (LRSD) deems it fitting to add to that list the educators, school staff, and child care providers who work to educate and care for our children.

All LRSD employees should receive a Pandemic Pay Incentive up to $2,000 for the 2020-21 school year. This proposed Pandemic Pay Incentive 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 disruptions 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:

- One-time pandemic pay to address pandemic related recruitment or retention challenges
- Additional compensation to teachers and other staff that work in-person

LRSD Employees have responded heroically to the challenges bought forth by COVID-19; therefore, it is appropriate that employees be given a pandemic pay incentive for in-person (excluding telework duties performed) job duties performed during the 2020-21 school year, which will also hopefully serve as a retention pay incentive for the 2021-22 school year.

Structure of the Pandemic Pay

Amount of Pay Premium. Our proposal—
- Uses a flat-dollar amount per hour or daily rate of pay up to the total maximum pandemic incentive pay allocated.

Duration of Pay. The premium pay period—
- Must be actively employed as of April 1, 2021.
- Should cover all hours worked by each employee.

Pandemic Pay as a Recruitment and Retention Incentive. In order to retain teachers, administrators, educational and professional specialists to clerical, maintenance, transportation, child nutrition, security and other support staff to conduct the day to day operations of the schools and ensure the mission goal of the efficient delivery of instruction, the pandemic pay incentive is helpful and a step in the right direction to thank employees.
**Pandemic Incentive Pay and Delivery Mechanism**

Our proposal would fully federally-fund the pandemic pay and recruitment and retention incentive. We will continue to seek input on the specific mechanism for delivering the pay to employees to be covered via federal funds. Hopefully, employees will receive payment no later than the June 15, 2021 payroll or prior to end of the 2020-21 school year.

**CERTIFICATION OF BOARD ACTION:**

In a regular scheduled Board Meeting on April 22, 2021 – the Board voted the following:

_______ Board Members Voted in favor this proposal

_______ Board Member(s) Voted against this proposal

**ATTEST By:**

______________________________________________

Signature of Board President

**WITNESS:**

______________________________________________

Superintendent of Schools

This document is aligned with Resolution#20210422 – Employee Compensation Values and Right-sizing District Salaries Resolution.