

**RESOLUTION OF THE BOARD OF EDUCATION OF  
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

**AWARD OF LUMP SUM ONE-TIME PAY INCREASE**

WHEREAS, the Douglas County School District values retaining staff to avoid the loss of key skills; and

WHEREAS, the Douglas County School District values retaining staff to avoid the loss of institutional knowledge; and

WHEREAS, the Douglas County School District seeks to minimize turnover costs by retaining staff; and

WHEREAS, the Douglas County School District seeks to find a long term solution to making salaries more in line with comparable districts; and

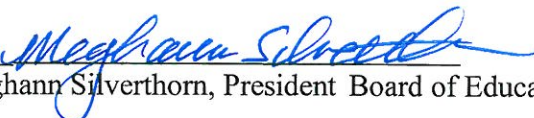
WHEREAS, the Douglas County Board of Education seeks to award a one-time lump sum pay increase to all staff as a symbol of appreciation and a gesture of a good faith commitment that a long-term solution to equitable pay will be sought;

NOW THEREFORE, BE IT RESOLVED, the Board awards an average 1% one-time lump sum to be paid on October 20, 2017, which is fully PERA-includable under the following parameters:


1. ½ % lump sum to be awarded to all regular employees (benefits eligible) returning from last school year—2016-17—based on their annualized salary, calculated considering their proportionate FTE. The same parameters utilized to determine each employee's eligibility for an evaluation shall be used to determine eligibility for this one-time ½% lump sum pay increase, and
2. an additional ½% value (approximately \$1.3 M) to those regular employees hired prior to July 1, 2011, divided by the total number of these employees FTE to achieve a dollar amount lump sum that will be distributed to each eligible employee regardless of pay level or employee class on top of the ½% of salary lump sum calculated in (1) above.

APPROVED this 3<sup>rd</sup> day of October 2017, by a vote of 6-1.

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By:   
Meghann Silverthorn, President Board of Education

Attest:

  
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Tammy Taylor, Secretary to the Board of Education