

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

**AUTHORIZING ONE-TIME EMPLOYEE STIPEND
AND REACTIVATING THE RESOLUTION TRANSITIONING
TO A NEW EMPLOYEE COMPENSATION SYSTEM**

WHEREAS, the Douglas County School District (“District”) Board of Education (“Board”) has authority under Colorado law to determine District employee compensation; and

WHEREAS, the Board acknowledges that in response to the impact of the COVID-19 Pandemic on the functions of the District and its mission to educate students, District personnel continue to be called upon to go above and beyond to ensure the success of District operations and student learning; and

WHEREAS, the Board believes that one of the greatest factors that influence students’ cognitive, physical, social and emotional growth is outstanding educators and staff; and

WHEREAS, the Board finds that the need to maintain ongoing morale in these trying times requires that the Board find ways to recognize the courage and sacrifice of its employees; and

WHEREAS, the Board seeks to retain its employees, reduce turnover, increase morale, and communicate value of all employees for their commitment to Douglas County School District; and

WHEREAS, the Board remains committed to the implementation of a predictable compensation schedules for all employee groups that progressively moves toward a regionally-competitive pay for all employees.

NOW, THEREFORE, BE IT RESOLVED that the Douglas County School Board of Education directs the superintendent to provide a one-time stipend of One Thousand Dollars (\$1,000) to all eligible District employees designated as full time in Work Day. The amount earned under this paragraph shall be distributed to employees in November 2021, or as soon thereafter as practical.

NOW, THEREFORE, BE IT RESOLVED that the Douglas County School Board of Education directs the superintendent to provide a one-time stipend of Five Hundred Dollars (\$500) to all eligible District employees designated as part time in Work Day. The amount earned under this paragraph shall be distributed to employees in November 2021, or as soon thereafter as practical.

NOW, THEREFORE, BE IT RESOLVED that the Douglas County Board of Education reactivates its resolution, “Transitioning to a New Employee Compensation System” (approved March 10, 2020; suspended on January 5, 2021) for proposed implementation beginning with the 2022-2023 school year.

Adopted and approved by the Board of Education of the Douglas County School District RE-1 at a Regular Meeting on September 28, 2021 by a vote of _____ .

Douglas County School District RE-1

By: _____
David Ray
President, Board of Education

Attest:

Susan Meek
Secretary, Board of Education