

**NORTHWEST LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

**RESOLUTION TO AUTHORIZE ONE-TIME STIPEND TO STAFF NOT COVERED
BY A COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the Board of Education of the Northwest Local School District (the “Board”) recognizes the hardship caused by the uncertainties, additional duties and challenges caused by the COVID-19 pandemic upon its staff; and

WHEREAS, the staff of the District met those challenges by performing additional duties and working more flexible schedules in order to meet the needs of the District and its students; and

WHEREAS, the pandemic impacted the operations of the District in the 2020/2021 school year, continues to exist and will impact the operations of the District in the 2021-2022 school year; and

WHEREAS, the staff of the District will continue to be required to perform additional duties and there will be significant disruption, hardship and additional work requirements to meet the needs of the District and to support the learning recovery efforts of its staff; and

WHEREAS, with economic conditions improving, particularly in the job market, the Board must also act to ensure it retains a sufficient workforce in order to meet the challenges and disruptions caused by the continuing existence of the pandemic; and

WHEREAS, the Board has entered into a Memorandum of Understanding with its teachers union for the payment of a stipend for the aforementioned reasons, is in negotiations for the remaining union, and wishes to provide a similar stipend to its staff that are not covered by a collective bargaining agreement in order to provide additional compensation to staff for the additional duties that the staff have and will continue to perform and to meet challenges due to the disruptions caused by the continuing existence of the pandemic and in order to retain employees.

NOW, THEREFORE, BE IT RESOLVED, by the Northwest Local School District Board of Education as follows:

SECTION I

For the reasons mentioned above, each employee, who are not covered by a collective bargaining agreement including administrators, and who are employed as of December 1, 2020, and who are not employed in a non-public location, shall be paid a one-time stipend as follows:

1. Two percent (2%) of the employee’s current annual salary during the 2020/2021 school year and
2. \$800.00

This learning recovery stipend is not considered compensation for retirement purposes.

The one-time stipend is being provided to staff members due to the change in District learning/cohorting model, significant disruption, hardship and additional work requirements and duties to help students recover learning experiences and educational opportunities that have been lost, disrupted or diminished, as well as to address recruitment and retention challenges due to the COVID-19 pandemic.

In order to be eligible, the staff member must be employed with the Board on December 1, 2020. Employees who were on an unpaid leave of absence for the entire 2020/2021 school year shall not be eligible for this one-time stipend.

Payment will be made on June 25, 2021 payroll.

SECTION II

It is found and determined that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

_____ moved and _____ seconded the motion that the above Resolution be adopted.

Upon roll call and the adoption of the Resolution, the vote was as follows:

Yeas:

Nays:

ADOPTED this ____ day of June, 2021.

Board President

Treasurer

CERTIFICATE

The undersigned hereby certifies that the foregoing is a true and correct copy of a Resolution adopted at a meeting held on the ____ day of June, 2021, together with a true and correct extract from the minutes of said meeting to the extent pertinent to consideration and adoption of said Resolution.

Treasurer