

RANDOLPH COUNTY

NORTH CAROLINA

**Resolution to Provide COVID-19 Premium Pay to Randolph County School System Employees Due to Pandemic-Related Disruptions and Staff Shortages**

WHEREAS, due to Covid-19, the Randolph County School System is experiencing unprecedented labor shortages across multiple classifications of employment;

WHEREAS, in the determination of the Randolph County Board of Education (the “Board”) upon recommendation of the Superintendent, payment of retention bonuses to employees will assist in retaining current employees, payment of recruitment/signing bonuses will assist in recruiting much-needed new employees, and payment of incentive bonuses to substitutes will assist in ensuring that schools are adequately staffed during the upcoming winter months; and

WHEREAS, the Randolph County School System has submitted a plan for use of Elementary and Secondary Schools Emergency Relief Funds (“ESSER”) to provide premium pay to employees and substitutes to address COVID-19-related disruptions and staff shortages to the State of North Carolina;

NOW, THEREFORE, BE IT RESOLVED that the Board declares that the following COVID-19 premium pay will be provided to employees, using available ESSER funds and subject to any restrictions on such funds required by state or federal law:

- (1) Current Employees: All employees employed as of October 1, 2021 will receive a one-time COVID-19 retention bonus on October 28, 2021 in the amount of \$5000 for full-time equivalent employees. The bonus amount will be pro-rated based on the percentage of full-time equivalent employment that the employee works, except that employees who are designated as “student-day only” will not have their bonus reduced by the number of non-student days not worked. This bonus is not applicable to substitutes who are not considered permanent or temporary employees for purposes of this bonus.
- (2) New Hires: Employees who are hired by the Board between October 2, 2021 and January 10, 2022 will receive a one-time COVID-19 recruitment bonus in their first regularly scheduled paycheck of \$2,500 for full-time equivalent employees, and a one-time COVID-19 retention bonus if they work through the end of the 2021-22 school year on June 28, 2022 of \$2,500 for full-time equivalent employees. The bonus amounts will be pro-rated based on the percent of full-time equivalent employment the employee works, except that employees who are designated as “student-day only” will not have their bonus reduced by the number of non-student days not worked. These bonuses are not applicable to substitutes who are not considered permanent or temporary employees for purposes of these bonuses.
- (3) Substitutes: All substitutes who work the equivalent of twenty (20) full-time days between October 1, 2021 and January 31, 2022 will be paid a one-time COVID-19 incentive bonus of \$1,000 on February 25, 2022.
- (4) Independent contractors and volunteers are not eligible for bonuses. Employees are only eligible for one of the three bonuses described herein.

This the 18<sup>th</sup> day of October, 2021.

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Gary Cook, Chair  
Randolph County Board of Education