

**SISD trustees approve one-time payment for employees**

SEGUIN, Texas (Dec. 16, 2020)— The Seguin ISD board of trustees unanimously approved a one-time payment for all employees during the Dec. 15 regular school board meeting.

The stipend is designed to compensate employees for service during the 2020-21 school year.

“The COVID pandemic has caused us to rethink and readjust our employee compensation plans in a year when our employees have gone above and beyond for our students. Traditionally, we would have recommended salary and hourly pay raises for our employees which are an annual, recurring cost. Due to financial uncertainty, we opted for the one-time payment for all employees, and I appreciate that our trustees offered their full support,” said Dr. Matthew Gutierrez, Seguin ISD superintendent.

The one-time payment will be made available to employees hired prior to Oct. 1, 2020 and scheduled to return to Seguin ISD for the spring semester of the 2020-2021 school year. The payment will be issued to all qualifying employees in December 2020.

The approval for the expenditure came as a result of trustees passing a resolution for assignment of fund balance for \$1,015,000.

The resolution designates a 2 percent one-time pay for teaching professionals with individual calculation to be based on average annual salary of the Teacher Pay Table for Bachelor, Master, or Counselor as applicable and as published in the 2020-2021 Compensation Manual. Total, \$650,000.

Additionally, 1.5 percent one-time pay for other professionals with individual calculation to be based on daily midpoint multiplied by the average number of days for all positions within the applicable paygrade as published in the 2020-2021 Compensation Manual, \$140,000 total.

A 2 percent one-time pay is designated for non-professionals with individual calculation to be based on daily midpoint multiplied by the average number of days for all positions reflected within the applicable paygrade as published in the 2020-2021 Compensation Manual for a total of \$225,000.

“Our employees continue to rise to the challenges we have experienced since March 2020. I know that each day our educators are making the best out of these challenges for our students. I am hopeful that the one-time payment serves as a token of appreciation for a job well done,” Gutierrez said.

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