

UTAH STATE BOARD OF EDUCATION

Subject:

ACTION: Recommendation for Bonuses

Agenda item type:

Action Item

Recommended Action:

That the Board approves bonuses for eligible employees using balances from tax delay funds not currently encumbered and not to exceed \$5,000 per eligible employee, paying \$2,500 for the next available pay period following and subject to board approval during the March 2024 Utah State Board of Education meeting and only to employees who were hired on or before March 1, 2024, and then an additional \$2,500 if the employee is still employed with the Utah State Board of Education on June 30, 2024.

Background:

The Utah State Board of Education has experienced significant employee attrition, and although attrition rates have improved, it is crucial to implement measures that further enhance employee retention. In light of this, a proposed bonus program aims to provide incentives for current Utah State Board of Education employees, recognizing and rewarding their unwavering hard work, dedication, and commitment to the organization.

An "eligible employee" for the purpose of this bonus program is defined as an employee who meets the following criteria:

1. The employee is not currently on a performance improvement plan.
2. The employee has not received a letter of warning on or after January 1, 2024.
3. The employee has achieved a performance rating of 3 or higher on their FY 23 evaluation.

This definition ensures that the bonus is targeted towards employees who have consistently demonstrated satisfactory performance and commitment to their roles, contributing positively to the Utah State Board of Education.

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Attachments:

1. Board Disc Funds FY2024 Feb Request

