



**NATCHITOCHE PARISH  
SCHOOL BOARD**  
TOGETHER WE CAN

The Natchitoches Parish School Board continues its efforts to operate schools in the face of the challenges brought about by the COVID-19 pandemic. In order to maintain efforts to respond to challenges posed to effective instruction by the pandemic, and, in order to compensate its employees for the additional duties that have been and will be required of them as a result of the pandemic, for addressing students' social and emotional needs the Board is being asked to consider payment of one-time compensation to employees who are active as of the February 28, 2022 during the 2021-22 school year. Compensation will be paid in accordance with the following guidelines:

- ✓ Must be an Active full-time employee of the Natchitoches Parish School system as of February 28, 2022. Employees who began their full-time employment after September 1, 2021 will receive prorated amounts based upon start date.

Effective Start Date (as of)	End Date	Amount
September 1, 2021	February 28, 2022	\$1,500.00
November 1, 2021	February 28, 2022	\$1000.00
January 1, 2022	February 28, 2022	\$500.00

- ✓ To be entitled to the full compensation amount listed above, an employee must not have missed more than 14 workdays during the 2021-2022 fiscal year. Approved COVID-19 leave days will not be counted against that calculation. The chart below shows the prorated amounts of compensation to be paid to employees who miss more than 14 workdays during the 2021-22 fiscal year.

Number of Work days missed	Amount (employed as of 9/1/2021)	Amount (employed as of 11/1/2021)	Amount (employed as of 2/28/2022)
0-14 Days	\$1,500.00	\$1,000.00	\$500.00
15-60 Days (Approved Paid Leave)	\$1,000.00	\$500.00	\$0
61-84 Days (Approved Paid leave)	\$500.00	\$0	

- ✓ Employees currently on Leave without Pay or in a Pending status will not be eligible for the Stipend.

Clarifications:

- Part-time employees and substitutes who worked during the 2021-2022 school year will be eligible for stipends as follows:
- School Board member are not included in this compensation

Number of Days Worked (At least)	Equivalent Hours Worked	Amount
106 Days	742	\$1,500.00
74 Days	518	\$1,000.00
42 Days	294	\$500.00

- There will be no anticipated adverse impact to employees retiring prior to March 31, 2021.