



**RESOLUTION OF THE CRESTON COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION APPROVING THE FY26 DISTRIBUTION OF STATE FUNDS
DESIGNATED AS SALARY SUPPLEMENTS FOR EDUCATION SUPPORT PERSONNEL**

WHEREAS, In accordance with SF 660, the state appropriated funds shall be used to provide a funding supplement to each school district during [FY26] to supplement education support personnel compensation,” a term defined therein as “regular and part-time employees of a school district who are not salaried;” and

WHEREAS, the State of Iowa distributed \$33,096.76 to the Creston Community School District (“District”) for use as education support personnel supplemental compensation in FY26; the State has indicated that these funds must be expended in this fiscal year; and

WHEREAS, the District’s Board of Education desires for these funds to be utilized to incentivize the recruitment, retention, attendance, and effective performance of all District education support personnel.

NOW THEREFORE BE IT RESOLVED by the Creston Community School District Board of Education that the following method shall be applied to equitably distribute these funds to eligible personnel:

- I. **Eligibility for Payment:** All full- and part-time staff who meet the state’s definition of education support personnel and who also meet the conditions outlined in A-C below shall be considered “Eligible Employees” for purposes of this resolution.
 - A. Remain employed by the district in education support roles
 1. Twelve-month staff are eligible for 11 months, and all other staff are eligible for 9 months.
 2. All eligible classified staff employed on May 29, 2026.
 3. Staff who start employment before the 15th of each month shall receive one month of recognition, and staff who start after the 15th shall be eligible for the following month
 - B. Staff placed on an improvement plan, issued a notice of expectations, or that has had any disciplinary action during the 2025-2026 school year are not eligible for supplemental compensation; AND
 - C. As of the date listed in A, they have been present at work for at least 90% of their monthly scheduled work hours (July 1, 2025 through the date listed in A).
- II. **Payment:** All Eligible Employees shall receive a one-time payment distributed as part of the June 2026 payroll.
- III. **Determination of Payment Amount:** The funding received by each Eligible Employee shall be determined in the following manner:
 - A. **Step 1:** On the dates listed in I. above (“Count Dates”), the District will determine the number of Eligible Employees. Twelve-month employees shall be considered 1 FTE and all other employees shall be considered .75 FTE.
 - B. **Step 2:** The District will determine the FY26 date on which each Eligible Employee first worked for the District in an education support personnel position without a break in employment in an education support personnel role (“First FY26 Date”). The District will then populate the “# of Staff” of the *Supplemental Compensation Schedule* (see below) with this count of employees.

- C. **Step 3:** The District will apply the index values from the *Index* column of the *Supplemental Compensation Schedule* across each monthly employee count to determine an *Indexed Total*.
- D. **Step 4:** The District will then divide the state allocation (\$33,096.76) by the sum of the eleven (11) months of *Indexed Totals* to establish a Base which it will use to determine the amount each Eligible Employee will receive as supplemental compensation (after accounting for the District's share of FICA). This indexed approach will allow Eligible Employees who have worked for the District for a longer period of time in FY26 to receive a greater allocation.

Supplemental Compensation Schedule				
Month of First FY26 Date	Index	# of Staff	Indexed Total	Supplemental Compensation
July 2025	11	A	11 x A	Indexed Total for July 2025
August 2025	10	B	10 x B	10 x Base
September 2025	9	C	9xC	9 x Base
October 2025	8	D	8xD	8 x Base
November 2025	7	E	7xE	7 x Base
December 2025	6	F	6xE	6 x Base
January 2026	5	G	5xG	5 x Base
February 2026	4	H	4xH	4 x Base
March 2026	3	I	3xI	3 x Base
April 2026	2	J	2xJ	2 x Base
May 2026	1	K	1xK	1 x Base

PASSED AND APPROVED this 21st day of July, 2025.

President, Board of Education

ATTEST

Secretary, Board of Education

*Vacation and personal leave are exempt