

Frequently Asked Questions Regarding Teacher Input on Use of Federal Monies

I heard that a neighboring school district is giving their educators a bonus for all their extra work during the pandemic. Every educator in this state has done an extraordinary amount of additional work due to the pandemic - shouldn't we all get a bonus? Can money from the recent federal COVID relief legislation be used to compensate educators?

Absolutely! School districts are receiving historic amounts of federal money. Click [here](#) to watch a short video on ESSER funding. Educators can and should have a say in how money is spent! For reference, the chart below reflects cumulative allocations slated to be distributed to districts statewide.

\$1- 5 million to each school district listed	Alamo City, Alcoa City, Bells City, Bradford SSD, Clinton City, Dayton City, Etowah, Franklin SSD, Hollow Rock-Bruceton, Houston, Huntingdon, Lakeland, Lexington City, Manchester City, McKenzie SSD, Moore, Oneida, Pickett, Rogersville City, South Carroll SSD, Sweetwater City, State Special Schools, Trenton SSD, Trousdale, Van Buren, West Carroll
\$5-10 million to each school district listed	Athens City, Benton, Bledsoe, Cannon, Cheatham, Chester, Clay, Crockett, Decatur, Dyer, Elizabethton, Fayetteville, Gibson, Greeneville City, Grundy, Hancock, Humboldt City, Humphreys, Jackson, Johnson County, Lake, Lebanon SSD, Lewis, Lincoln, Maryville, Meigs, Milan City, Newport City, Obion, Overton, Paris City, Perry, Polk, Sequatchie, Smith, Stewart, Unicoi, Union City, Wayne, Williamson
\$10-20 million to each school district listed	Anderson, Arlington City, Bristol City, Claiborne, Cleveland City, Coffee, DeKalb, Dyersburg, Fayette, Fentress, Franklin, Germantown, Giles, Grainger, Hardeman, Hardin, Haywood, Henderson, Henry, Hickman, Loudon, Macon, Marion, Marshall, McMinn, McNairy, Millington City, Monroe, Morgan, Murfreesboro City, Oak Ridge City, Rhea, Scott, Tullahoma City, Union County, Washington, Weakley, White, Wilson
Over \$20 million to each school district listed	Bartlett City, Bedford, Blount, Bradley, Campbell, Carter, Cocke, Collierville City, Cumberland, Davidson, Dickson, Greene, Hamblen, Hamilton, Hawkins, Jefferson, Johnson City, Kingsport, Knox, Lauderdale, Lawrence, Madison, Maury, Montgomery, Putnam, Roane, Robertson, Rutherford, Sevier, Shelby, Sullivan, Sumner, Tipton, Warren,

To see the exact numbers for your school district, click [here](#). Because this extraordinary allocation of additional federal funding is not expressly designated for a specific purpose, local affiliates currently engaged in the collaborative conferencing process are not prohibited and, in fact, as stakeholders rightfully should be engaged in discussions with their districts regarding how these ESSER funds should be spent even outside of the conferencing process.

And there can be no doubt this unprecedented federal legislation gave school districts broad discretion to decide for themselves following such meaningful consultation how best to spend these historic allocations. [Click here](#), p. 4, #14.

TEA applauds districts for recognizing the hard work of their employees during the pandemic in awarding bonuses using federal funds. Here is a sampling from just a few districts:

---Every staff member went above and beyond during the 20-21 school year. From signing up for cafeteria meal prep and delivery in the days before in-person school started, to teaching classes virtually and in-person at the same time, our staff definitely worked more than their allotted hours this school year. Custodial, food service, health services, and maintenance staff have worked to come up with unique measures to keep students and staff safe and healthy while working with cleaning supplies and PPE that, initially, were often in short supply. Our front office, bookkeeping, and clerical workers chipped in extra hours for those extra PPE orders and were known to cover classes and lend a hand in the cafeteria when other workers fell victim to quarantines. Technology staff were quick to provide "training on demand" to assist teachers and parents with virtual classes.

---Duties include additional time spent to complete duties, completion of additional duties beyond the scope of normal duties, and the performance of duties in a hazardous environment as the district has provided in-person instruction, assessment, and services prior to employees being provided the opportunity to receive the Covid 19 vaccination.

---The one-time supplemental payment/bonus to employees is related to the work done in response to disruptions and long-term closures resulting from COVID-19. Teachers and staff, at all levels, were required to work additional hours and complete additional tasks to transition to the virtual setting, including extensive lesson planning, learning to use new software and communication tools, adjusting and offering student supports for the virtual environment, additional efforts in family engagement and outreach, providing nutritional assistance, and preparing for in-person and virtual transitions.

Click [here](#) to see if your district is using ESSER 2.0 monies to fund employee bonuses. Click [here](#) to access TEA's members only webpage dedicated to ESSER funding. Click [here](#) to watch a short video on ESSER funding and this historic opportunity.