BIBB COUNTY SCHOOL DISTRICT

Dr. Dan A. Sims, Superintendent

**ACTION MEMORANDUM**

**TO**: Board of Public Education for Bibb County ("Board")
Dr. Dan A. Sims, Superintendent

**FROM:** Eric Bush, Chief Financial Officer

**SUBJECT**: FY 2026 State Supplement Payout with District Contribution

## Summary

The Georgia State Assembly has approved an FY 2026 Mid-Year One-Time salary supplement of $2,000 for staff members funded through the state's QBE (Quality Basic Education), and other state grant funding mechanisms. A total of $5,075,347 was received in late March 2026, to pay the $2,000 supplement and various associated payroll taxes for 2,465 staff members.

The Bibb County School District is seeking approval to extend this supplement to full-time and part-time employees who were not funded through the state, as well as individuals serving as long-term substitutes, contracted teachers, contracted paraprofessionals, and other contracted employees who meet certain criteria.

The supplement is expected to cost the District $2.4 million from general funds and $327,000 from a combination of Federal, State, and Local funding sources. The supplements will be scheduled for payment no later than May 15, 2026, with final costs to be determined based on the individuals meeting the criteria below.

## Background

At this time, the District has an opportunity to recognize the extraordinary work of all staff and their dedication to continuing to be a vital part of our District team.

The payments will be made on the following criteria:

**Criteria for a $2,000 full supplement:**

- Must be a permanent full-time District employee or a full-time contracted individual working in our District for the 2025-2026 school year (examples of contracted individuals include paraprofessionals, custodians, long-term substitutes, and contracted nurses); **and**
- Must be actively employed or contracted as of April 01, 2026

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**Criteria for $1,000 pro-rata share supplement:**

- Must be a part-time District employee or a part-time contracted individual working in our schools for the 2025-2026 school year. (Part-time include retirees working 49% or less or others who work less than a full-time position); **and**
- Must be actively employed or contracted as of April 01, 2026

*Individuals on service agreements, and regular short-term substitutes **do not** meet the above criteria and therefore **will not** receive a supplement.*

All required federal and state taxes will be deducted from the gross amount of the employee supplement. All contracted individuals may receive a 1099 form for the amount paid to them.

**Recommendation**

It is recommended that the Bibb County Board of Education authorizes a $2,000 supplement to full-time employees and full-time contracted individuals and a $1,000 pro-rata supplement to part-time employees and contracted individuals who meet the criteria included in the background above. The funding source will be $2.4 million from General Funds as well as $327,000 from a combination of Federal, State, and Local funding sources.

**Superintendent's Comments and Approval**

| Superintendent's Signature | Approved / Not Approved |
|---|---|
| Dr. Dan A. Sims | Approved |