

# BOARD AGENDA ITEM COVER SHEET

ARGYLE INDEPENDENT SCHOOL DISTRICT



<b>BOARD MEETING DATE:</b>	2/17/2025
<b>AGENDA ITEM:</b>	Retention- Supplemental Pay
<b>AGENDA LOCATION:</b>	Information Only ▾
<b>PRESENTER TITLE &amp; NAME:</b>	Deputy Superintendent: Dr. Chris Daniel
<b>DEPARTMENT:</b>	Staff and Student Services

## BACKGROUND INFORMATION

As a demonstration of our commitment to our teachers and staff and in appreciation of their dedication and invaluable contributions, we propose a one-time supplemental pay for all teachers and staff. This initiative acknowledges their hard work and commitment, especially in recognizing their efforts during the challenges they have faced in the 2024-25 school year due to public school funding issues, over-projected growth, and reduced resources.

Providing this additional compensation will not only reinforce our gratitude but also serve as a meaningful investment in retaining and motivating our exceptional educators and staff as they continue to support our students and community.

We appreciate your consideration of this proposal and look forward to further discussions on implementation.

Due to additional revenue from the over-projection enrollment of students, a one-time retention payment is proposed.

This recommendation includes a one-time payment of \$1000 for professional staff and \$500 for paraprofessionals and auxiliary employees on the May 2025 paycheck. Eligibility requirements are as follows:

1. Professional staff must have a signed contract for the 2025-26 school year by the administratively determined deadline.
2. Paraprofessionals and auxiliary staff must have a signed letter of reasonable assurance for the 2025-26 school year by the administratively determined deadline.
3. If payment is received and an eligible staff member resigns before August 12, 2025, the payment will be reimbursed to the District out of the employee's final paycheck.

## BUDGETARY IMPACT & FUNDING SOURCE

\$560,000 from the 24-25 general budget made available through additional revenue from the exceeded enrollment projections.

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## ADMINISTRATION RECOMMENDATION

None

## MOTION

None