Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Albessa Chavez, Chief Financial Officer

SUBJECT: **DISCUSSION OF AND REQUEST FOR APPROVAL OF A ONE-TIME EMPLOYEE INCENTIVE STIPEND FOR THE 2026-2027 SCHOOL YEAR**

DATE: November 17, 2026

During November 8, 2026, Board workshop, Trustees discussed providing employees with a one-time incentive stipend after employee raises were not included in the 2026-2027 budget. Based on Board direction, Administration recommends a one-time incentive stipend equal to 3% of eligible employees' base salary to provide additional financial support and recognize continued service to ECISD.

Eligible employees must have an effective employment date on or before September 1, 2026, and be employed in an eligible full-time ECISD position on December 18, 2026.

The stipend is one-time and nonrecurring, will not increase base salaries or modify the district's salary schedules, and supports the public purposes of employee retention, workforce stability, and instructional and operational continuity.

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Administrative Recommendation:

Approval of a One-Time Employee Incentive Stipend for the 2026-2027 School Year as presented.