

Board Agenda Item Overview

Meeting Date: August 26, 2025

Meeting Type: Regular

Item Category: Consent Item

Primary Contact: Dr. Roosevelt Nivens

Presenter(s)/Add'l Contact(s): Jill Ludwig , CPA, RTSBA

Item Name: CONSIDER APPROVAL OF RETENTION STIPEND

Item Summary: The 2025-2026 General Fund budget included funding for a retention stipend for all eligible staff and applicable to the school year beginning on August 11, 2025. The stipend will be earned for services provided during the period of August 6, 2025 through October 31, 2025, and is further outlined, along with eligibility criteria, in a Lamar CISD Administrative Regulation. If an eligible and paid employee terminates employment prior to November 1, 2025, an amount of \$250 will be repaid by the employee by deduction from their final check.

Recommendation: Administration recommends that the Board of Trustees ratify the advance payment of the retention stipend to eligible employees by administration as a part of the 2025-2026 Convocation Event.

Policy Reference: CE (Legal and Local) and DEAA (Local)

Strategic Plan Priority: Organizational Effectiveness

District Value(s): ☒ Accountability ☒ Big-Thinking ☐ Compassion ☒ Excellence ☒ Integrity ☒ Joy

Currently Budgeted? ☒ Yes ☐ No ☐ No Budgetary Impact

Completion or Implementation Timeline: 2025-2026 Fiscal Year

Our Vision:

We are a values-driven community where innovation thrives, excellence is the standard, and every student has access to an elite education.