

## Action Item H.2.c

### Compensation for Accumulated Leave for Employees Retiring at the End of the School Year

**Background:** The Mineola ISD passed a motion at a regular school board meeting held on December 16, 2002 to pay staff members \$50 per day for unused leave up to five days for every year that he/she worked in Mineola if the resignation is presented to the superintendent by July 1, prior to the year they are planning to retire. The superintendent continued making this offer to employees until the 2013-14 school year.

In the 2011-2012 school year an additional incentive was offered to employees amounting to \$1,000 per employee. Neither of these incentives was put into policy.

Last year, the superintendent presented **two requests** to the trustees.

**First**, the superintendent asked for clarification as to the 2011-12 incentive being a one-time only incentive. The board discussed and confirmed there were no desires to continue the additional incentive.

**Second**, the superintendent asked the board to offer the original 2002 incentive to professional and paraprofessional staff announcing retirement prior to March 18, 2014 because it had been continued for several years without discussion. Additionally the superintendent requested the board add an additional incentive to this provision by including a "minimum of \$1,000."

"A motion was made by Holly Mischnick and seconded by Dr. John Abbott to approve the retirement incentive until March 17, 2014. The incentive will be \$1,000, or \$50 for professional staff and \$25 for non-professional staff for unused leave days whichever is greater. A retirement incentive for future years may be considered by the board at a later date."

The purpose of this agenda item is to affirm the board's decision to discontinue the "retirement incentive" or affirm a desire to develop a policy to support a "retirement incentive."

**Recommendation:** Approval of discontinuing the "retirement" incentive or to approve a subcommittee that will work with the superintendent to develop a policy.

#### **Sample Motions:**

First: "I move to discontinue the incentive practice that started in 2002.

**or**

Second: "I move to continue the incentive practice and to authorize the board president to appoint a subcommittee to work with the superintendent developing the policy."