

***Manor Independent School District***  
***Board of Trustee Meeting Agenda Item***  
*December 16, 2024*

<b>ACTION ITEM SHEET</b>
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**RE:** Manor ISD Safety & Security Recruitment and Retention Stipends

**Supporting Documents:** N/A

**District Goals:**

Goal 6: STAFF DEVELOPMENT- By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

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**Background Information:**

Manor ISD Administration issued a districtwide community school safety survey October and November of 2024. The survey shared current safety and support measures in place and asked community and family members what they feel would enhance school safety.

Based on the survey responses, Manor ISD Administration and Board have the opportunity to recruit and retain quality safety and security personnel by offering retention stipends to employees who provide direct safety and security measures for our students and staff.

Administration recommends that Manor ISD police officers receive a \$1,000 and safety officers receive a \$500 retention bonus upon completion of their contract year.

**Fiscal Implications:**

~\$30,000

**Administrative Recommendation:**

Administration recommends approval of the recruitment and retention stipends for Manor ISD safety and security personnel.

**Motion Language:**

I move that the board approve the stipends for Manor ISD safety and security staff as submitted.

Dr. Tamey Williams-Hill & Dr. Robert Sormani

**Contact Person**

Dr. Robert Sormani

**Approved by Superintendent**