

Manor Independent School District
Board of Trustee Meeting Agenda Item
4/18/22

ACTION ITEM SHEET

RE: Grandfathering Plan for Retiree State Leave Balance Days

Supporting Documents:

1. 2021 Retiree Payout and Pending 2022 Retiree Payout Information

District Goals*:

Goal 1: ACADEMIC ACHIEVEMENT GAPS- By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Goal 2: COMMUNICATION- By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Goal 3: COMMUNITY & FAMILY ENGAGEMENT- By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

Goal 4: EQUITY & INNOVATION- By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

Goal 5: FACILITIES & MAINTENANCE- By 2026, Manor ISD will proactively provide facilities to ensure 100% of scholars will have safe, well-maintained, environmentally sustainable, and community accessible facilities.

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:

The Manor ISD Board of Trustees recently discussed and considered a change to DEC local policy that would support the “grandfathering” of retiree payouts of state leave balance days for the 2021-22 school year. If approved, 2022 retirees will be entitled to this compensation as specified in the policy.

Fiscal Implications:

See supporting documentation.

Administrative Recommendation:

It is recommended that this grandfathering plan for 2022 be approved as recommended.

Motion Language (fill in the blank):

I move that the board authorize the superintendent to establish the grandfathering plan for long term teachers and staff that have accumulated state leave days for payout upon retirement.

Laura Krmar

Contact Person

Dr. Andre Spencer

Approved by Superintendent