



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Presentation on 2024-25 Food Service Department attendance incentive and matters

Incidental thereto

SUBMITTED BY: Mike Garza **OF:** Associate Superintendent for Administration and Operations

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: February 12, 2025

RECOMMENDATION:

This presentation is to provide an update on the attendance incentive program for the employees of the Child Nutrition Department.

BUDGETARY INFORMATION:

See supporting documentation for budget impact.

POLICY REFERENCE & COMPLIANCE:



UNITED INDEPENDENT SCHOOL DISTRICT

Dr. Gerardo Cruz
Superintendent

February 7, 2025

Honorable Board of Trustees,

Administration is providing an update on the attendance incentive program for the employees of the Child Nutrition Department. This program has provided the opportunity for our staff to earn additional funding for their attendance. The attendance program first started with our Transportation Department many years ago and we just recently approved (through board action see attached exhibit A) our Child Nutrition Employees. In the summer of 2024, after our presentation and approval of our compensation plan (June 6, 2024), Mr. Raul Ramirez requested an increase to his staff incentive program from \$300.00 to \$500.00 for each eligible employee. This increase of \$200.00 would have an estimated budgetary impact of \$48,200.00 per semester or an approximate total of \$96,400.00 for the year (exhibit B). This increase in funding was budgeted and approved as a line items during August 21, 2024 Board Meeting (exhibit C). We have also included the actual "Child Nutrition Budgetary Line Item" (exhibit D) to show the increase in funding year over year that includes the overtime and incentive pay increase due to the various programs we have implemented.

We will present an update on the program on costs at the regular scheduled board meeting on Wednesday, February 12, 2025.

Sincerely,

Mike Garza

Associate Superintendent for Administration Operations

CC: Laida Benavides CFO

David Canales Associate Superintendent for Human Resources

Administration Operations
Mike Garza, Associate Superintendent

201 Lindenwood Drive - Laredo, Texas 78045 - (956) 473 - 7976 Fax (956) 473-6404

No. _____



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

Topic: Approval of Implementation of Pilot Program for Transportation and Child Nutrition 186-207 Day Hourly

Employees

Submitted by: Mike Garza **of:** Associate Superintendent of Student Support Services

Approved for transmittal to school board: September 21, 2022

Recommendations:

Recommend Board Approval for an employee incentive to sell up to three personal days to the district in order to assist with the days they are not contracted to work. Administration will establish eligibility criteria for pilot program.

Rationale:

To provide our 186-207 at will hourly employees the opportunity to receive compensation for leave days accrued when they are not contracted to work during our district holidays.

Budgetary Information:

Transportation Payroll Budget – \$106,304 (not to exceed estimate)

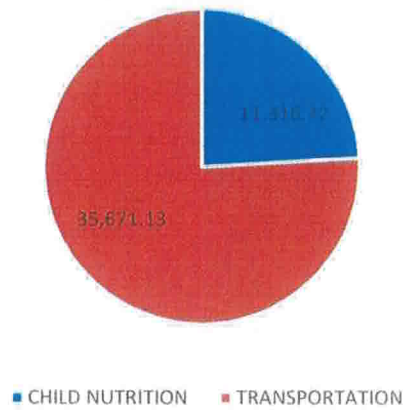
Child Nutrition Payroll Budget - \$117,609 (not to exceed estimate)

Board Policy Reference and Compliance

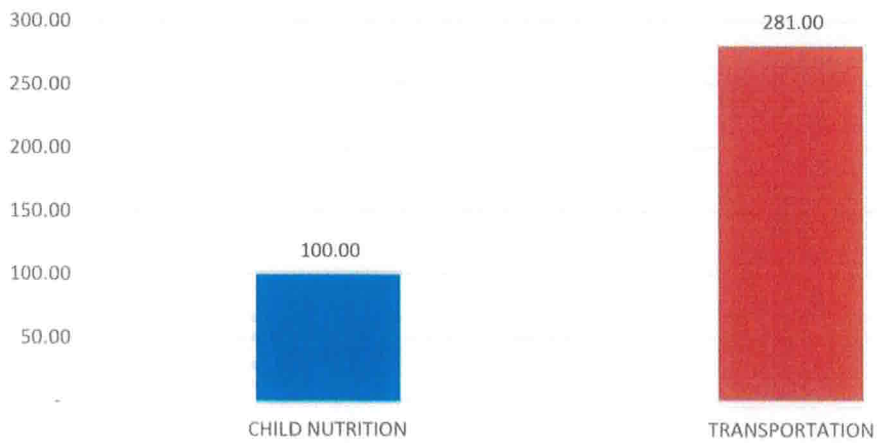
N/A

2021-2022
PILOT PROGRAM INITIATIVE
TRANSPORTATION AND CHILD NUTRITION

Auxiliary Buy Back of Days Paid
Total \$46,987.85



Number of Days Paid
Total 381



United ISD Child Nutrition Dept.
 Perfect Attendance Incentives

	2023 - 2024		2024 - 2025		
	# of Employees	\$300	# of Employees	\$500	Difference
Aug-Dec	149	44,700.00	242	72,600.00	48,400.00
Jan-May	179	53,700.00	240	72,000.00	48,000.00
		\$ 98,400.00		\$ 144,600.00	\$ 96,400.00
		Total Expenditure		Total Expenditure	



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Adoption of Official Budget for the 2024-2025 Fiscal Year

SUBMITTED BY: Laida P. Benavides, CPA **OF:** Chief Finance Office

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: August 21, 2024

RECOMMENDATION:

To adopt the proposed official budget 2024-2025 Fiscal Year.

RATIONALE:

The proposed official budget was prepared to cover all estimated revenue and proposed expenditures of the district for the fiscal year 2024-2025. It was prepared by August 20th as required by law and a notice of the public meeting to discuss the budget and proposed tax rate published in a daily newspaper.

BUDGETARY INFORMATION: 2024-2025 Budget

BOARD POLICY REFERENCE AND COMPLIANCE:

Texas Education Code Sections 44.001 to 44.006
Board Policy: CE (Legal) and CE (Local)

Child Nutrition Payroll Line Item

Funct	Object	Sum of CURRENT YEAR BUDGET	Sum of PRIOR YEAR BUDGET	Variance
	6129	12,556,386.26	10,053,004.05	2,503,382.21
Grand Total		41,333,279.25	37,619,658.00	3,713,621.25