



BOARD OF TRUSTEES RATIONALE/ABSTRACT (Item sheet)

AGENDA ITEM TITLE: Retention Stipend Increase

Reports/Information Presentation/Discussion Consent Action

PRESENTER: Grant Miller

MEETING DATE: October 7, 2024

RECOMMENDATION:

The Kaufman ISD Board of Trustees vote to approve an increase of \$200 in the 2024-2025 Retention Stipend moving it from \$300 to \$500, as recommended by the administration.

Motion Language:

"I move that the Kaufman ISD Board of Trustees vote to approve an increase of \$200 in the 2024-2025 Retention Stipend, as recommended by the administration."

BACKGROUND:

The currently approved Kaufman ISD 2024-2025 Employee Compensation Plan includes a retention stipend of \$300 for all eligible employees who were employed on/before September 1st and remain continuously employed through November 20th. (Prorated for employees less than full time.) Background information on Kaufman ISD historical retention stipend amounts can be seen below:

- Pre-ESSER Funds – \$250 Retention Stipend
- During ESSER Funded Window – Increased to \$500
- Post-ESSER Funds (Current) – Approved and budgeted at \$300

This proposed change would increase the retention stipend by \$200 moving it from the currently approved \$300 to \$500 per eligible employee. If approved, the increase in this year's retention stipend would be funded by the projected increase in fund balance from FY2023-2024.

POLICY:

BUDGET IMPACT:

\$114,000

GOALS:

- Goal 1:** Improve Student Achievement
- Goal 2:** Improve Student Career and College Readiness
- Goal 3:** Recruit, Retain, & Train Fully Certified and Highly Qualified Principals, Teachers, and Staff
- Goal 4:** Improve Student Programs & Services
- Goal 5:** Provide a safe and orderly learning environment

PREPARATION ★ PURPOSE ★ PRIDE