

**LEVELLAND INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION**

Date: 12/12/2012 Presented By: Kelly Baggett
Subject: Consideration of Conditional Incentive Payment Related Page(s) None

ACTION

BACKGROUND INFORMATION

As part of the process of developing the employee compensation plan for the 2012-2013 school year, the Administration recommended, and the board adopted at its August 2012 board meeting, a plan that included a conditional incentive payment for both professional and auxiliary personnel.

The board-adopted compensation plan stated that the conditional incentive payment would be a one-time compensation factor to be paid to employees during the school year conditioned on the availability of sufficient funding. The board further limited any such payment to a maximum of \$300.00. Finally, the board determined that if such a payment would be paid, it would take action at a future board meeting to determine the amount and authorize payment.

ADMINISTRATIVE CONSIDERATION

It appears that sufficient funding exists in the Levelland ISD 2012-2013 budget to fund the conditional incentive payment at the amount of \$300.00 for all LISD employees

ADMINISTRATIVE RECOMMENDATION

The administration is recommending that the board approve the one-time conditional incentive payment in the amount of \$300.00 be paid to each District employee as a salary incentive to continue their dedication and hard-work on behalf of Levelland ISD students and parents. The total amount budgeted for 2012-2013 school year for the conditional incentive payment was approximately \$150,000.00.

BOARD ACTION REQUIRED

Approval/Disapproval