



# Lamar CISD

## Board Agenda Item Overview

**Meeting Date:** March 18, 2025

**Meeting Type:** Regular

**Item Category:** Consent Item

**Primary Contact:** Dr. Roosevelt Nivens

**Presenter(s)/Add'l Contact(s):** Alphonso Bates

**Item Name:** CONSIDER APPROVAL OF DELEGATION OF FINAL AUTHORITY TO SUPERINTENDENT TO EMPLOY CONTRACTUAL EMPLOYEES

**Item Summary:** Competition with neighboring school districts in the hiring of administrators is heightened during the summer months. Having to wait 30 days for board approval can make a difference in whether a candidate accepts an offer. If the candidate is internal, their approval creates a vacancy that also must be filled. The delegation of authority would authorize the Superintendent to extend contracts to candidates for positions such as assistant principal, principal, and district level administrators.

**Recommendation:** Administration recommends that the Board of Trustees delegate final authority to the Superintendent to employ contractual employees for the 2025-2026 school year during the months of May, June, July, and August 2025. Duration would be from May 21, 2025 through the first regularly scheduled meeting in August 2025.

**Policy Reference:** AF(LEGAL)

**Leadership Definition Alignment:** Plan for Success

**Strategic Plan Alignment:** Focus on Talent

**Currently Budgeted?** ☐ Yes ☐ No ☒ No Budgetary Impact

**Completion or Implementation Timeline:** May 21, 2025 through the first regularly scheduled meeting in August 2025.