

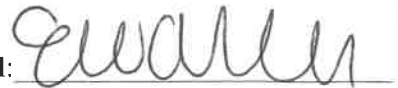
**BOARD OF EDUCATION  
LULING INDEPENDENT SCHOOL DISTRICT**

<b>AGENDA ITEM:</b> Action Item	<b>Date:</b> May 12, 2025
<b>SUBJECT:</b> Consideration/Possible Approval of the Resolution Regarding Employee Pay during the 2025 Summer Term	<b>Submitted by:</b> Erin Warren <b>Related Pages:</b> 1 Pages
<b>BACKGROUND INFORMATION:</b>  It is the intent of the Superintendent to consistently evaluate retention and recruitment efforts in an attempt to stay competitive with other districts. This, coupled with a statewide shortage of educators on all levels, requires the district to increase incentives to recruit and retain. Luling ISD staff work hard and tirelessly all year long, and reducing the daily work hours from 10 hours each day over the course of the summer will increase morale and be an incentive for both recruitment and retention. Hourly staff who are on a 226 contract (year-round employees) will be paid for a regular week with this resolution. Staff who are on a 260 day contract and completing the 40 hours weekly will receive \$600.00 bonus pay in June & July.	
<b>RECOMMENDED ACTION:</b>  Move to approve the Resolution Regarding Employee Pay during the 2025 Summer Term.	<b>BUDGETARY INFO.</b>  None

Board President's Approval:



Superintendent's Approval:



## **Resolution of the Board Regarding Employee Pay During the 2025 Summer Term**

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of Luling Independent School District for the purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, it is the intent of the Superintendent and School Board Trustees to consistently evaluate retention and recruitment efforts in an attempt to stay competitive with other districts; and

WHEREAS, through recent circumstances beyond their control, there is a statewide shortage of educators on all levels; and

WHEREAS, the Board believes reducing the requirement of staff to work 40 hours in 4 days during the summer term will increase both the morale and the district's retention and recruitment efforts; and

WHEREAS, the Superintendent of designee shall approve payments and ensure that accurate time records are kept of actual hours worked during the summer term and that the minimum required hours are met each week in order to receive the full week's pay;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Luling Independent School District authorizes providing pay for the regularly scheduled 40 work hours, for all regular employees-salaried and non-salaried-who work during the summer term and meet the weekly minimum hour requirement and approve a one-time summer bonus of \$1,200.00 to be paid out half in June and half in July for the 260 day staff not receiving shortened hours.

The authority granted by this resolution is to provide pay for a regularly scheduled 40-hour week for all employees who work during the time period of May 27 through July 25, 2025 and summer bonus pay for 260 day staff.

Adopted this 12<sup>th</sup> day of May, 2025, by the Board of Trustees.

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President

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Vice-President