



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: June 15, 2015
AGENDA ITEM: AISD/AEF Employee Crisis Fund
PRESENTERS: Lynn McKinney and Shawn Callaway

ALIGNS TO BOARD GOAL(S):

- #3 Parents/Community – Parents and members of the community shall have meaningful opportunities to communicate and participate in the educational processes of the District.
- #4 Human Resources - The District shall recruit, hire, train, and retain a highly qualified staff.

Background Information:

- Teachers and District employees commit their lives to educating our future and the future workforce. Along the way, many of these individuals make sacrifices monetarily to make sure that each student has a positive and beneficial experience.
- The HR Department constantly searches for ideas and programs that will provide benefit to our employees. Examples of current programs include the Employee Sick Leave Bank and the Employee Day Care.
- Like all people, each year we have multiple staff members that face emergency situations that result in major financial issues such as death or significant illness of an employee or an employee's family member or a separation or divorce.
- The idea for an Employee Crisis Fund was presented to the cabinet in January and once approved, to the AEF Board in February. The AEF Board voted to approve and fund this partnership program in May 2015. The roll out to our employees will occur in August 2015.

Administrative Considerations:

- Employee Crisis Fund Mission Statement: To provide a source of financial assistance to employees who are facing an emergency situation and are unable to handle immediate short term financial obligations associated with the crisis.
- This partnership program will be funded by the AEF and administered by the HR Director and a committee of Aledo ISD employees which may also include an AEF Director or representative.

Fiscal Note:

None for the District, all funding will be provided by AEF.

Administrative Recommendation:

Administration recommends approval of the partnership between the Aledo ISD and the AEF in providing an Employee Crisis Fund Program.