

***Killeen Independent School District
Board Agenda Item Information Sheet***

Date: September 9, 2025

Agenda Item Caption: Discussion of Employee Pay Frequency and Wage Access Options

Purpose of Agenda Item: Information only

Administrative Recommendation: None; for discussion.

Background Information: Killeen ISD Human Resources staff conducted a survey of employees regarding their preference for payday frequency. Staff were asked to indicate whether they wanted one monthly payday or two monthly paydays. Over 3,000 employees responded to the survey. Fifty-one percent indicated one monthly payday was preferable and forty-nine percent indicated their preference for two paydays per month. The district conducted an analysis of what would be required to implement a schedule of two paydays per month. This move would create a need for added permanent positions in the Payroll and Benefits departments. Campuses would also need to submit timecards daily, creating added responsibilities for front office staff. To avoid implementation costs and disruptions to the payroll process, the district may choose to take advantage of Wagestream, through Frontline Flex Pay, an application that allows employees, on a voluntary basis, to access wages they have already earned before payday. Wagestream is used by many well-known companies and Texas school districts who use Frontline Education as their enterprise resource planning system. This is not a payday loan, as employees would only access funds that they have earned. It would allow employees in need of funds prior to the end of the month to access an interest-free advance on *earned* wages. The tool also provides budgeting and financial education resources.

Fiscal Analysis: None

Regulatory Requirement: None

Contact Person for Additional Questions/Information:

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Attachments: Presentation

Signature Requested: No