



BOARD OF TRUSTEES

Date: June 22, 2026 Prepared By: J. Steen
Subject: Consider and Discuss 457 Longevity Match for Employees

Action

PURPOSE:

Board consideration of 457 Longevity match as outlined in the MISD Board adopted 2025-2026 compensation plan.

BACKGROUND INFORMATION:

In August 2025 the MISD Board adopted a 457 Longevity match for employee contributions. The MISD adopted compensation plan states “This match is contingent on finishing the school year at or above the original budgeted Average Daily Attendance (ADA).” The ADA for the 2025-2026 school year ended at 978 which was below the budgeted ADA of 1000. If ADA is less than budgeted the Board will determine the matching percentage not to exceed 1%. The estimated match for 2026 is \$10,486.07

RECOMMENDATION:

Approve and pay the 457 Longevity match at 1% to all eligible employees.

BOARD ACTION REQUIRED

Possible motion: “I move to approve the 457 Longevity match at 1% to all eligible employees.”