

Special Meeting
Tuesday, December 10, 2024 6:00 PM

Administration Building
400 East Loop 340
Waco, TX 76705

Agenda

- I. Roll Call, Establishment of Quorum, and Call to Order
Presenter: Board President
- II. Opening Ceremony
Presenter: Board President
- III. Consider Listing of Agenda Items
Presenter: Board President
- IV. Public Participation
Presenter: Board President
- V. Action and Discussion Items
Presenter: Board President
 - V.A. Consider Adoption Of Resolution For Community Stipend
Presenter: Mr. James Garrett
- VI. Closed Meeting
Presenter: Board President
- VII. Adjournment
Presenter: Board President

ROLL CALL, ESTABLISHMENT OF QUORUM, AND CALL TO ORDER

The meeting was called to order at _____ m.

Board of Trustees Members Present: _____

Board of Trustees Members Absent: _____

School Personnel Present: _____

Others Present: _____

BOARD PRESIDENT:

THE OPENING CEREMONY CONSISTING OF THE PLEDGE OF ALLEGIANCE

TO THE AMERICAN FLAG AND TO THE TEXAS FLAG WILL BE PROVIDED BY:

(NAME, TITLE, POSITION, LVISD CAMPUS/DEPT.)



PLEDGE TO UNITED STATES FLAG. I pledge allegiance to the Flag of the United States of America, and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all.



PLEDGE TO TEXAS FLAG: "Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible."

APPROVE LISTING OF AGENDA ITEMS

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Dr. Sharon M. Shields and Board President

Background Information:

Board Members are asked to review the listing of agenda items.

Fiscal Implication:

N/A

Administrative Recommendation:

N/A

Motion:

Second:

For:

Against

Abstain:

Consider Adoption Of Resolution For Community Stipend

Presented for:

Board action Report/Review Only Consent Agenda Item

Supporting documents:

None Attached Provided Later

Contact Person:

Dr. Sharon M. Shields
Mr. James D. Garrett

Background Information:

For many years, the District has provided a Community Stipend to eligible employees to express appreciation for their commitment to the District.

Fiscal Implication:

The total cost associated with this resolution is estimated to be \$500,000, which was budgeted within the general fund for the current year's budget.

Administrative Recommendation:

The administration recommends approval of the resolution authorizing the issuance of retention compensation.

Motion:

Second:

For:

Against:

Abstain:

**RESOLUTION OF THE BOARD OF TRUSTEES OF
THE LA VEGA INDEPENDENT SCHOOL DISTRICT
TO PROVIDE RETENTION INCENTIVES**

WHEREAS, the educators and employees of the La Vega Independent School District (“the District”) have demonstrably gone above and beyond their duties and responsibilities in providing learning opportunities to students in a safe environment;

WHEREAS, the District is competing for the most talented and experienced educators and staff;

WHEREAS, there is a public purpose served and a benefit to the District to seek to retain employees and increase morale;

WHEREAS, the La Vega ISD Board of Trustees wishes to provide a one-time incentive and retention payment to employees employed by the District as outlined below, to thank them for their continued service and dedication to the students and school community, to enhance employee morale, and to encourage employees to stay with the District;

IT IS, THEREFORE, RESOLVED THAT:

1. The Board of Trustees finds that a public purpose and a benefit to La Vega ISD exists to make a one-time payment to qualified employees;
2. The Board finds that a public purpose and a benefit to La Vega ISD exists in the payment of this one-time incentive and retention payment, as set forth in this Resolution; and
3. The Board establishes the Criteria to Receive Payment as follows:
 - a. **\$650:** To receive the full amount of the stipend, you must be employed as a full-time employee by October 1st of the current school year and remain employed the first semester. Those that are employed as a full-time employee by October 1st of the current school year, complete the first semester, and **retire** at the end of the semester will receive **half** of the amount of the stipend. Those that **resign or are terminated from** their position at the conclusion of the first semester will forfeit their stipend. The amount of the stipend is determined by District Administration and the Board of Trustees. Part-time employee amounts are pro-rated based on their percentage of day/time employed.
 - b. **Additional \$350** will be added to each employee that was employed during the 2023-2024 as a retention component. Those employees whose employment date began after the beginning of the second semester (Jan 8, 2024) for 2023-2024 will be paid half. Part-time employee amounts are pro-rated based on their percentage of day/time employed.
 - c. **Employment after October 1st but before December 1st in a full-time role:** to be paid \$100 for each month employed through the end of the semester (*i.e.* – Employment began 10/04/2024, employee receives \$300, Employment began 11/10/2023, employee receives \$200, etc.).

3. Employees have no property right in the continuation of any such incentive and retention payment in future years. The incentive and retention payment is not Teacher Retirement System eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld from the gross amount. An individual employee is only eligible for one incentive payment.

ADOPTED on this the _____ day of December, 2024, by the La Vega ISD Board of Trustees.

President, Board of Trustees
La Vega Independent School District

ATTEST:

Secretary, Board of Trustees
La Vega Independent School District

CLOSED MEETING

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Board President

Background Information:

The Board may enter into a closed meeting after the following requirements have been met:

1. A quorum of the Board has first been convened in open meeting for which notice has been given.
2. The presiding officer has publicly announced in open meeting that a closed meeting will be held.
3. The presiding officer has identified the section or sections of the Open Meetings Act or other applicable statutes that authorize the holding of such closed meeting.

Fiscal Implication:

N/A

Administrative Recommendation:

N/A

A closed meeting was declared:

_____ Beginning Time

_____ Date

_____ Sections of the Texas Government Code

_____ Ending Time

ADJOURNMENT

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Date and Time: _____