Notice of Special Meeting
Board of Trustees
December 10, 2024

A Special Meeting of the Board of Trustees will be held on December 10, 2024, beginning at 6:00 PM, in the Administration Building, 400 East Loop 340, Waco, TX 76705.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. For more information about public comment, see Policy BED. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

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

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See TASB Policy BEC(LEGAL)]

_____

For the Board of Trustees

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

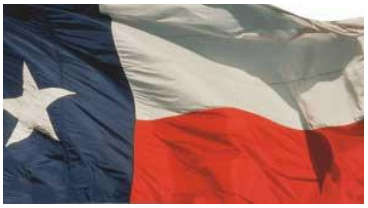
TO THE AMERICAN FLAG AND TO THE TEXAS FLAG WILL BE PROVIDED BY:

_____

(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:

PUBLIC PARTICIPATION

Presented for:
Board action ☐ Report/Review Only ☒

Supporting documents:
None ☒ Attached ☐ Provided Later ☐

Contact Person(s):
Board President and Dr. Sharon M. Shields

Background Information:
LVISD POLICY BED (LOCAL) -- Public Participation: At regular meetings the Board shall allot 30 minutes to hear persons who desire to make comments to the Board. Persons who wish to participate in this portion of the meeting shall sign up with the presiding officer or designee before the meeting begins and shall indicate the topic about which they wish to speak.

Limit on Participation: Audience participation is limited to the portion of the meeting designated for that purpose. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless recognized by the presiding officer. No presentation shall exceed five (5) minutes. Delegations of more than five persons shall appoint one person to present their views before the Board.

Board's Response—Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

Complaints and Concerns—Complaints and concerns for which other resolution channels are provided shall be directed through those channels. The presiding officer or designee shall determine whether a person who wishes to address the Board has attempted to solve a matter administratively. If not, the person shall be directed to the appropriate policy to seek resolution before bringing the matter to the Board at a subsequent meeting.

Fiscal Implication:
N/A

Administrative Recommendation:
N/A

ACTION / DISCUSSION ITEMS

Presented for:
Board action ☒ Report/Review Only ☐

Supporting documents:
None ☐ Attached ☒ Provided Later ☐

Contact Person:
N/A

Background Information:
The following items are included for board discussion and possible action.

Fiscal Implication:
N/A

Administrative Recommendation:
N/A

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: _____