



Board of Trustees Agenda Item

Meeting Date: Sep 21, 2026

Agenda Item: Consider and act on a resolution to fully fund the TERRP match for the 2025-26 fiscal year

Item Type:

- ☐ Discussion
- ☒ Consideration and Action
- ☐ Consent Agenda Action
- ☐ Report

Item Purpose:

- ☐ Information
- ☐ Recognition
- ☐ Student Learning & Support
- ☒ District Business & Operations
- ☐ Board Policy & Compliance
- ☐ Other

Submitted By:

Kimberly Smith

Background Information: The Board-adopted compensation plan requires management to assign the first \$1 million of any unencumbered surplus at the end of a fiscal year to provide matching contributions through the Teacher/Employee Recruitment and Retention Program (TERRP). When funds are available, the District will match 25% of an employee's voluntary contributions to a 457 or 403(B) retirement plan, up to 1% of the employee's salary. If total eligible matching contributions exceed \$1 million, and funds are available, the Board can adopt a resolution to fully fund the match.

The District's preliminary, unaudited surplus for the 2025-26 fiscal year is approximately \$9 million, and eligible matching contributions for the TERRP total \$1,241,903. Therefore, District Administration recommends fully funding the match for the 2025-26 fiscal year.

Budget Consideration:

Expenditure Amount:

\$1,241,903

Expenditure Type:

- ☐ Recurring
- ☒ One-Time
- ☐ Budgeted
- ☒ Unbudgeted
- ☐ N/A

Funding Source:

- ☒ General Fund
- ☐ Child Nutrition Fund
- ☐ Capital Fund
- ☐ Grant Fund
- ☐ Other: _____

Budget Owner: Kimberly Smith

Supporting Documentation:

TERRP Match Resolution September 2026

Recommendation:

We recommend a motion to authorize the District to fully fund all eligible fiscal year 2025-26 matching contributions under the Region 10 RAMS TERRP, as presented.

Comments: