

Resolution 2026-R-22

A Resolution Establishing the City of Irondale Principal Retention Fund Program and Setting Forth Eligibility Requirements, Performance Metrics, Stiped Structure and Administrative Procedures

WHEREAS, the City Council of the City of Irondale recognizes the importance of strong school leadership and the positive impact principals have on student achievement, school culture, and community engagement;

WHEREAS, the City desires to retain high-performing principals at Irondale Community School, Grantswood Community School, Irondale Middle School, and Shades Valley High School through financial incentives tied to accountability and community involvement; and

WHEREAS, the City has established the Principal Retention Fund Program to encourage academic growth, fiscal responsibility, and civic participation by school leaders.

THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF IRONDALE, ALABAMA, AS FOLLOWS:

SECTION 1. ESTABLISHMENT OF PROGRAM

The City of Irondale hereby establishes the Principal Retention Fund Program for the 2026 academic year and subsequent years, subject to annual review and budget appropriation.

SECTION 2. ELIGIBILITY REQUIREMENTS

To qualify for any stipend under this program, a principal must complete all mandatory requirements, including:

1. Submission of the School Donation Fund Use Report by October 1, 2026
2. Maintenance of clean financial records with no unaccounted expenses exceeding \$500
3. Completion of the full academic year (August–July)
4. Execution of a contract for the following academic year
5. Student participation in all four mandatory civic events
6. Student participation in at least two additional community events

Failure to meet any mandatory requirement shall result in disqualification from the program.

SECTION 3. PERFORMANCE METRICS

Eligible principals must meet at least four (4) of the following six (6) performance metrics, including at least one academic metric:

1. Maintain or improve overall A–F school grade
2. Academic growth score at or above state average
3. Year-over-year growth for lowest-performing subgroup
4. Reading proficiency: 2+ point increase or above state average
5. Math proficiency: 2+ point increase or above state average
6. Attendance rate of 90% or higher

Meeting either Reading or Math proficiency is mandatory for any stipend award.

SECTION 4. STIPEND STRUCTURE

\$10,000 – Principals meeting four (4) or more metrics

\$8,000 – Principals meeting three (3) metrics

\$0 – Principals meeting fewer than three (3) metrics or failing academic requirements

The stipend shall be paid after July 31 following completion of the academic year.

SECTION 5. ANNUAL ADJUSTMENT

The stipend amount shall increase annually based on the Southeast Region Consumer Price Index (CPI), with:

Minimum increase: 2%

Maximum increase: 4%

SECTION 6. CIVIC EVENT REQUIREMENTS

Mandatory civic events include:

1. Black History Contest
2. Young Entrepreneurs Day
3. Back the School Pep Rally
4. Christmas Parade

Documentation must be submitted within 15 business days of each event. Late submissions accepted up to 30 days with written explanation.

SECTION 7. FINANCIAL ACCOUNTABILITY

Principals must:

1. Maintain receipts for 80% or more of expenditures
2. Provide documentation for all purchases over \$250
3. Use funds strictly for educational purposes

Unaccounted expenditures exceeding \$500 will result in immediate disqualification. Minor issues under \$500 may be corrected within 15 business days.

SECTION 8. EXEMPTIONS

Each principal may request one exemption per year for a missed civic event due to:

1. Medical emergencies
2. School safety incidents
3. Severe weather
4. Other pre-approved circumstances

Requests must be submitted within 10 business days to the Mayor's Office with documentation.

SECTION 9. APPEALS

Any principal found ineligible may file an appeal within 15 business days.

The Mayor's Office shall respond within 20 business days.

The Mayor's decision shall be final.

SECTION 10. ADMINISTRATION

The Mayor's Office, in coordination with the Superintendent and City Council, shall oversee program administration and compliance.


BE IT FURTHER RESOLVED that this resolution shall take effect immediately upon adoption.

ADOPTED AND APPROVED: This 20th day of January 2026.



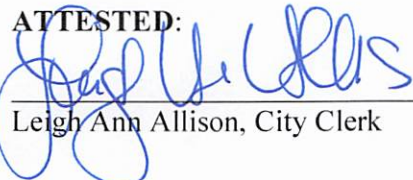
David Spivey, City Council President

APPROVED:



James D. Stewart, Jr., Mayor

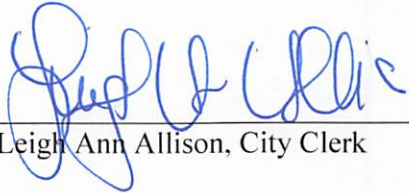
ATTESTED:



Leigh Ann Allison, City Clerk

CERTIFICATION

I, Leigh Ann Allison, the City Clerk of the City of Irondale, Alabama, hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Irondale at its regular meeting held on January 20th, 2026, as the same appears in the minutes of record of said meeting.



Leigh Ann Allison, City Clerk