



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Adopt Resolution of Early Notification of Employee Separation from Employment Incentive
to Full Time District Employees for the 2019-2020 School Year

SUBMITTED BY: David Garcia, Associate Superintendent **OF:** Human Resources Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: January 22, 2020

RECOMMENDATION:

Administration is recommending that the Board of Trustees consider an early incentive for all full time UISD employees wishing to resign or retire from employment at the end of their contract term / work calendar.

RATIONALE:

Early resignation / retirement notices will assist the district during planning and staffing for the upcoming school year.

BUDGETARY INFORMATION:

None

BOARD POLICY REFERENCE AND COMPLIANCE:

DC (Legal/Local)



UNITED INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting
January 22, 2020

RESOLUTION ADOPTING EARLY NOTIFICATION OF EMPLOYEE SEPARATION FROM EMPLOYMENT INCENTIVE TO FULL-TIME DISTRICT EMPLOYEES DURING THE 2019-2020 SCHOOL YEAR

WHEREAS, the United Independent School District ("District") will be implementing an Incentive Program for the early notification of resignations or retirements at the end of the **2019-2020** school year for full-time employees that were employed for the entire **2019-2020** school year;

WHEREAS, eligible employees must submit their Separation from Employment form and the Incentive Agreement for Contracted Employees or Paraprofessional Employees to the District no later than **April 9, 2020** at 5:00 p.m.;

WHEREAS, the District wishes to extend this incentive to its highly valued employees who have remained loyal to the District;

WHEREAS, the District's implementation of a Separation from Employment Incentive Program will allow accurate staffing projections for the **2020-2021** school/work year;

WHEREAS, the District will provide its current full-time employees with a one-time Separation from Employment Incentive Payment this school year, which will be provided as follows:

\$ 1,000.00 for Contracted Employees; and
\$ 500.00 for Paraprofessional/Auxiliary Employees

to be paid to eligible employees in accordance with established District Guidelines, which mandate minimum eligibility requirements and appropriate deadline regarding notification of separation from the District.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the United Independent School District that the District issue a one-time Separation from Employment Incentive Payment, as stated herein.

SO ORDERED this ____ day of _____, 2020.

BOARD OF TRUSTEES:

Board President

WITNESSETH:

Board Secretary