



Pecos-Barstow-Toyah ***Independent School District***

RESOLUTION OF THE BOARD OF TRUSTEES OF THE PECOS-BARSTOW-TOYAH INDEPENDENT SCHOOL DISTRICT REGARDING A ONE-TIME EMPLOYEE RETENTION PAYMENT

WHEREAS, the Board of Trustees ("Board") of the Pecos-Barstow-Toyah Independent School District ("District") is authorized by Texas Education Code §11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board, through its employment policies, may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code §11.1513(c); and

WHEREAS, the Board is authorized by Texas Education Code §45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board and

WHEREAS, there is a public purpose served and a benefit to Pecos-Barstow-Toyah Independent School District to seek to retain employees, increase morale, and help employees focus on the work they perform; and

WHEREAS, many of the employees of the Pecos-Barstow-Toyah Independent School District (the District) have frequently gone above and beyond what has been required of them to carry out their employment duties for the District, in terms of both effort and time; and

WHEREAS, the incentivizing of staff serves to improve student learning directly, and the vast majority of employees have worked diligently during the course of the school year to continue to provide an education to the District's students; and

WHEREAS, the Board finds that the one-time incentive payment will fulfill the need to support staff, boost morale, and incentivize employees.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE PECOS-BARSTOW-TOYAH INDEPENDENT SCHOOL DISTRICT:

RESOLVED, that the Board of Trustees of the Pecos-Barstow-Toyah Independent School District authorizes and directs the Superintendent to provide a one-time retention payment for full-time district employees employed in a TRS-eligible position with Pecos-Barstow-Toyah Independent School District of four percent (4%) based on the average teacher salary outlined in the 2025-2026 Teacher Salary Schedule and four percent (4%) at the midpoint job classification as outlined in the 2025-2026 Compensation Plan for all other employees with a minimum floor of \$1,750.00 who are eligible as outlined herein; and

RESOLVED, this resolution only applies to this one-time payment to full-time employees. To be eligible, employees must be employed in a TRS-eligible position, as defined by TRS, must be active on District payroll as of December 1, 2025, with the Pecos-Barstow-Toyah Independent School District; and

RESOLVED, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

This Resolution does not establish ongoing policy, and the Pecos-Barstow-Toyah Independent School District is not obligated to provide any additional payments beyond those contemplated.

PRESENTED and passed this 16th day of November 17, 2025 by a vote of 6 Ayes and 0 Nays by the Board of Trustees of the Pecos-Barstow-Toyah Independent School District.

Pecos-Barstow-Toyah Independent School District Board of Trustees

Jesus Orasco
Emily McKinney
Bethy Gonzalez
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