

**RESOLUTION OF THE TEMPLE INDEPENDENT
SCHOOL DISTRICT BOARD OF TRUSTEES
REGARDING DISCRETIONARY PRINCIPAL RETENTION INCENTIVE**

WHEREAS, Temple Independent School District (the “District”) is an independent school district duly organized and existing under the laws of the State of Texas, including the Texas Education Code and the Texas Tax Code;

WHEREAS, the Board of Trustees of the District (the “Board”) is vested with the authority and responsibility to manage and govern the District pursuant to Chapter 11 of the Texas Education Code and other applicable law;

WHEREAS, the Board recognizes that effective campus leadership is directly linked to student achievement, teacher retention, school safety, accountability performance, and continuity of instructional programs, and that turnover in campus principal positions imposes measurable costs on the District, including recruitment, onboarding, training, and interim staffing costs;

WHEREAS, the Board desires to adopt a discretionary retention incentive payment that principals may earn only by remaining in continuous employment with the District through a defined future service period and by leading a campus that either improves by at least one letter grade on its Texas Education Agency accountability rating over the prior year's rating or achieves an overall rating of B or higher;

WHEREAS, the Board finds that a public purpose is served by establishing the Retention Incentive Payment, which shall be earned through continued employment and payable following December 31, 2026, as provided in this Resolution; and

WHEREAS, retention of oversight by the District’s administration to maintain control of the Retention Incentive Payment described herein will ensure that such payments are used to further a public purpose and satisfy the legal requirements imposed upon the District by state statutes and regulations.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE TEMPLE INDEPENDENT SCHOOL DISTRICT THAT:

1. **Recitals.** The above recitals are adopted as findings of fact and are incorporated into and made a part of this Resolution for all purposes.
2. **Public Purpose.** The predominant purpose of the Retention Incentive Payment is to accomplish a public purpose of the District, and not to benefit private parties. Specifically, the Retention Incentive Payment is intended to (a) retain experienced and effective campus principals; (b) reduce administrative and campus turnover and its associated recruitment, training, and interim staffing costs; and (c) promote continuity of instructional leadership, student achievement, and school safety.

3. **Eligibility.** The best interest of the District will be served by authorizing the Superintendent to approve a Retention Incentive Payment to each campus principal who meets all the following requirements:
 - (a) holds a campus principal position with the District as of the Eligibility Date;
 - (b) has remained continuously employed by the District as a campus principal through the Eligibility Date;
 - (c) has improved the campus rating by one letter grade or more; or
 - (d) has earned a rating of B or higher on the Texas Education Accountability rating.
4. **Amount.** Each eligible campus principal shall receive a Retention Incentive Payment in an amount determined by the Superintendent in accordance with the District's budget and compensation plan. The Retention Incentive Payment shall be paid in December of the following year once the principal meets all eligibility requirements.
5. **Forfeiture.** An employee who separates from the District or transfers out of an eligible position for any reason of their own before the Eligibility Date forfeits the Retention Incentive Payment in full, except that the Superintendent may authorize a prorated payment if hired before Spring Break of the eligibility year based upon established District criteria.
6. **Nature of Payment.** The Retention Incentive Payment:
 - (a) is a payment and is not an increase to base salary or any salary schedule;
 - (b) creates no entitlement to a similar payment in any future year;
 - (c) is not a term of any employee's contract and does not create a property interest in continued employment;
 - (d) shall be subject to all applicable state and federal payroll withholdings; and
 - (e) shall be reported to the Teacher Retirement System of Texas only to the extent it qualifies as creditable compensation under applicable law and TRS rules.
7. **Administration.** The Board hereby authorizes the Superintendent, or the Superintendent's designee, to prepare and present to the Board for adoption one or more amendments to the District's budget and/or compensation plan for each applicable fiscal year, as necessary to reflect the Retention Incentive Payments authorized herein.
8. **Severability.** If any provision of this Resolution is held invalid, the invalidity shall not affect the remaining provisions, which shall be given effect without the invalid provision.
9. **Open Meeting.** The Board finds that this Resolution was considered and adopted at a meeting open to the public, that notice of the date, hour, place, and subject of the meeting was given as required by the Texas Open Meetings Act, Texas Government Code Chapter 551, and that a quorum of the Board was present and acting throughout.
10. **Effective Date.** This Resolution takes effect immediately upon adoption.

PASSED AND ADOPTED the 13th day of October, 2026, by the Board of Trustees of the Temple Independent School District.

By:

President, Board of Trustees
Temple Independent School District

Attest:

Secretary, Board of Trustees
Temple Independent School District