

# UNITED INDEPENDENT SCHOOL DISTRICT

Board Meeting  
October 21, 2026  
Agenda Item: \_\_\_\_\_

## RESOLUTION ADOPTING A ONE-TIME DISCRETIONARY EMPLOYEE RETENTION INCENTIVE PAYMENT FOR FULL-TIME SPECIAL EDUCATION UNIT AIDES FOR THE 2026–2027 SCHOOL YEAR

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

**WHEREAS**, the Board of Trustees of the District 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; and

**WHEREAS**, the District recognizes the important role of Special Education Unit Aides in supporting students receiving special education services and maintaining continuity of educational services throughout the school year; and

**WHEREAS**, the District desires to retain its valued Special Education Unit Aide employees and encourage their continued employment through the conclusion of the 2026–2027 school year; and

**WHEREAS**, the Board of Trustees determines that a one-time retention incentive serves a legitimate public purpose by promoting employee retention, maintaining adequate staffing, minimizing disruptions to special education services, and supporting the effective operation of District programs; and

**WHEREAS**, the District wishes to establish a one-time discretionary retention incentive that may be earned by eligible full-time Special Education Unit Aides, conditioned upon their continued employment and satisfaction of the eligibility requirements established herein; 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 the Texas Education Code and applicable regulations.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the United Independent School District that:

**1. Retention Incentive.** The District hereby authorizes a one-time retention incentive payment for eligible full-time Special Education Unit Aides for the 2026–2027 school year in the following amounts:

- **Elementary Special Education Unit Aides:** \$500.00
- **Secondary Special Education Unit Aides:** \$650.00



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**Gerardo Cruz, PhD  
Superintendent**

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**2. Eligibility Requirements.** To qualify for the retention incentive payment, an employee must satisfy all of the following requirements:

- a) Have been employed by the District as a full-time Special Education Unit Aide as of January 18, 2027;
- b) Remain employed by the District in a full-time Special Education Unit Aide position through the conclusion of the employee's applicable 2026–2027 employment term;
- c) Remain in good standing with the District, as determined by the Human Resources Department based on the employee's disciplinary record, performance, conduct, and other relevant employment considerations, consistent with District policy and applicable law; and
- d) Have no more than ten (10) absences during the 2026–2027 employment term. The Human Resources Department shall determine qualifying absences in accordance with applicable law and District policy.

**3. Payment.** The retention incentive shall be paid within a reasonable time following the conclusion of the employee's final workweek for the 2026–2027 school year, subject to verification of eligibility and the District's regular payroll processing procedures.

**4. Administration.** The Superintendent or designee is authorized to implement this Resolution and establish procedures necessary to determine employee eligibility and administer the incentive payments in accordance with its terms.

**5. One-Time Payment.** The retention incentive is a one-time payment applicable only to the 2026–2027 school year and shall not constitute an increase to an employee's regular base salary or create any entitlement to future incentive payments or create a property interest in continued employment. Payments shall be subject to applicable payroll deductions and requirements.

**6. Funding.** The District's Administration is authorized to make any necessary budget adjustments, subject to applicable law and District budgetary requirements, to implement the incentive program.

**7. 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.

**8. Effective Date.** This Resolution takes effect immediately upon adoption.

**SO ORDERED** this \_\_\_\_ day of October, 2026.

**BOARD OF TRUSTEES:**

\_\_\_\_\_  
*Board President*

**WITNESSETH:**

\_\_\_\_\_  
*Board Secretary*