THE BOARD OF TRUSTEES OF THE
VAN ALSTYNE INDEPENDENT SCHOOL DISTRICT

November 9, 2026

BOARD RESOLUTION

WHEREAS, the Van Alstyne Independent School District ("Van Alstyne ISD" or the "District") has always been and will remain committed to providing the best possible educational opportunities and staff for its students while at the same time being good stewards of available public funds; and

WHEREAS, the Board of Trustees wishes to provide Van Alstyne ISD employees a one-time retention supplemental compensation payment for their continued service to the students and school community of Van Alstyne ISD; and

WHEREAS, the Board anticipates that the District has budgeted funds available to allow for a one-time retention incentive payment to every eligible Van Alstyne ISD employee; and

WHEREAS, a public school purpose will be served by the payment of a one-time retention incentive payment to full-time permanent and half-time permanent District employees, in order to demonstrate support of its employees, enhance employee morale and support the retention of employees; and

WHEREAS, the Van Alstyne ISD believes the retention of experienced employees benefits the students and staff at Van Alstyne ISD.

Now therefore be it resolved by the Board that:

1. The findings and recitals outlined above are found to be true and correct and are hereby approved and adopted; and

2. The Board authorizes the payment of a one-time retention incentive payment to each current full-time permanent employee and each half-time permanent employee whose employment began on or before October 1st, of the eligible year. ("eligible employees"); and

3. The payment of this one-time retention incentive payment will be for the purpose of incentivizing continued service to the District; and

4. An employee who resigns with an effective date prior to January 31st will not be eligible for the retention incentive.

5. Incentive payments include the following:

    a. All eligible full-time employees as defined in Paragraph Two will receive a payment equal to **$500.00 (Five Hundred Dollars).**

b. All eligible half-time employees as defined in Paragraph Two will receive a payment equal to **$500.00 (Five Hundred Dollars).**

6. The payment of this one-time retention incentive payment is expressly conditioned upon there being sufficient monies to support the payment of the one-time retention incentive payment, and in the absence of sufficient funds, as determined by the Superintendent, this payment shall not be made; and

7. The Board finds that a public purpose and a benefit to the Van Alstyne ISD exists in the payment of this onetime retention incentive payment.

Adopted by the vote of the majority of members of the Board of Trustees of the Van Alstyne ISD present and voting at an open meeting of the Board on the **9th** day of **November, 2026** at which a quorum was present:

BY: _____ BY: _____

VAISD Board President VAISD Board Secretary