

**Ector County Independent School District  
Odessa, Texas**

**Memorandum**

**TO:** Board of Trustees  
**FROM:** Tom Crowe, Superintendent of Schools  
**SUBJECT:** **DISCUSSION OF REQUEST FOR APPROVAL TO ABSORB THE TEACHER  
RETENTION BONUS INTO THE SALARY SCHEDULE**  
**DATE:** August 14, 2018

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While we have maintained a \$3,000 Retention Bonus for teachers for a number of years, it makes recruiting more difficult as our starting salary appears to be so much lower than other school districts.

If we were to absorb the bonus into the salary schedule we can report a more accurate salary to people as we recruit them. Also, the Retention Bonus does not count on the teacher's TRS retirement total. If we were to absorb it into their salary, it will help them with their highest years as they approach retirement.

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It is recommended the Board of Trustees approve request to absorb the Teacher Retention Bonus into the Salary Schedule as presented.

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Respectfully submitted,

**Tom Crowe**  
Superintendent of Schools