

**ROBSTOWN INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION SHEET**

Date: May 12, 2025

Subject: Discuss and Consider Approval of a Resolution Adopting a One-Time Employee Retention Incentive Payment

Administrator Responsible: Dr. Marc Puig

Position: Superintendent

A. Purpose of Agenda Item:

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Information Only

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Action Needed

B. Authority for this Action:

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Local Policy

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Law or Rule

N/A

C. Strategic Objective, Goal, or Need Addressed:

That the Board approve the resolution adopting a one-time employee retention incentive payment.

D. Summary: Please see attached a copy of the resolution for your review.

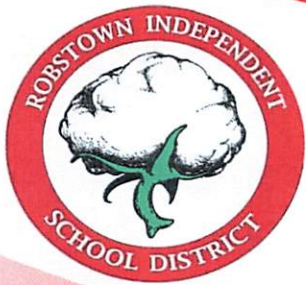
E. Alternatives Considered: N/A

F. Comments Received: N/A

G. Administrative Recommendation: This item is for board recommendation and approval.

H. Fiscal Impact and Cost: N/A

I. Monitoring and Reporting Time Line: 2024-2025 school year



ROBSTOWN

INDEPENDENT SCHOOL DISTRICT

IGNITE • TRANSFORM • EMPOWER

RESOLUTION OF THE ROBSTOWN INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES REGARDING A ONE-TIME EMPLOYEE RETENTION INCENTIVE PAYMENT

Regular Board Meeting: May 12, 2025

Whereas, the Robstown Independent School District (“District”) wishes to retain its highly valued employees who have remained loyal to the District; and

Whereas, the District would like to provide its current employees with a one-time Employee Retention Incentive Payment during this school year, which will be paid on or about June 30, 2025, to eligible employees as defined herein; and

Whereas, to be eligible for the Employee Retention Incentive Payment, employees must:

- Have been employed by the District on September 1, 2024;
- Remain employed through 2024-2025;
- Not have submitted a resignation for the 2025–2026 school year prior to the payment date;
- Be in good standing at the time of payment;
- Have signed an employment contract for the 2025–2026 school year, or, in the case of full-time auxiliary and paraprofessional staff, have signed a letter of reasonable assurance for the 2025–2026 school year; and

Whereas, any employee—except those resigning for documented health-related reasons—who receives the Employee Retention Incentive Payment but does not complete the 2025–2026 school year shall be required to reimburse the District in full for the amount of the incentive payment;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Robstown Independent School District that the District shall issue a one-time Employee Retention Incentive Payment in the amount of \$500.00, payable on or about June 30, 2025, to all eligible employees as described above.

SO ORDERED this ____ day of _____, 2025.

BOARD OF TRUSTEES:

WITNESSETH:

_____, Board President

_____, Board Secretary