



UNITED INDEPENDENT SCHOOL DISTRICT

AGENDA ACTION ITEM

TOPIC: Approval of Resolution Adopting One-Time Employee Retention Payment For All
Currently Active Part-Time District Employees Through the 2021-2022 School Year

SUBMITTED BY: David H Gonzalez **OF:** Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: December 15, 2021

RECOMMENDATION:

It is recommended that the Board of Trustees approve a Resolution Adopting a One-Time Employee Retention Payment For All Currently Active Part-Time District Employees who are employed as of December 1, 2021 and remain employed through the end of the 2021-2022 School Year.

RATIONALE:

BUDGETARY INFORMATION:

Administration will adjust the budget accordingly to meet the payment requirements.

BOARD POLICY REFERENCE AND COMPLIANCE:

**Regular Board Meeting
December 15, 2021**

Agenda Item: _____

**RESOLUTION ADOPTING ONE-TIME EMPLOYEE RETENTION INCENTIVE PAYMENT FOR ALL CURRENTLY
ACTIVE PART-TIME DISTRICT EMPLOYEES THROUGH THE 2021-2022 SCHOOL YEAR**

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

Whereas, the District's Board of Trustees is authorized by Texas Education Code section 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

Whereas, the District would like to provide its currently active part-time employees with a one-time Employee Retention Incentive Payment this school year, which will be paid on December 20, 2021 to those part-time employees who were actively employed with the District as of December 1, 2021 and remain actively employed with the District through the conclusion of the 2021-2022 school year; and

Whereas, the District shall be reimbursed by any employee who receives the one-time Employee Retention Incentive Payment if the employee does not remain actively employed by the District through the conclusion of the 2021-2022 school year, whether the separation from active employment with the District was voluntary or involuntary; and

Whereas, the District recognizes that this incentive payment is not considered salary and is therefore ineligible for credit in accordance with the Teacher Retirement System; and

Whereas, the Board finds that the public purposes described above are fulfilled by providing this incentive payment for those part-time employees who were actively employed by the District as of December 1, 2021.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the United Independent School District that the District shall issue a one-time Employee Retention Incentive Payment in the amount of \$ for all currently active part-time employees who do not also hold full-time employment positions with the District due to those employees being ineligible due to having received the one-time Employee Retention Incentive Payment for full-time employees that was approved by the Board on December 7, 2021.

The one-time Employee Retention Incentive Payment above will be payable on December 20, 2021, to all eligible part-time employees who were actively employed by the District as of December 1, 2021 and remain actively employed through the conclusion of the 2021-2022 school year, whether their separation from employment with the District was voluntary or involuntary.

SO ORDERED this 15th day of December, 2021.

BOARD OF TRUSTEES:

WITNESSETH:

Board President

Board Secretary