

**Resolution of the Board of Trustees of the Denton Independent School District
Regarding a One-time Employee Retention Payment
June 8, 2021**

SUMMARY:

This item requests approval of a resolution providing a one-time retention payment for employees employed in a TRS eligible position with Denton ISD.

PREVIOUS BOARD ACTION:

No previous Board action.

BACKGROUND INFORMATION:

The Federal Government has allocated CARES Act Elementary and Secondary School Emergency Relief (ESSER I and III) funds to Texas and in turn, Governor Abbot has made this funding available to the District for the funding of its operations. The District is now able to allocate those funds as needed to assess the unfinished learning for the children of Denton ISD. The retention of staff serves to directly improve student learning and the vast majority of employees have worked diligently during adverse conditions to continue to provide an education to the District's students. Therefore, it is suggested that the District encourage employee retention by providing a one-time retention payment for employees employed in a TRS eligible position with Denton ISD.

FISCAL IMPLICATIONS:

The District will provide a \$500 one-time retention payment for full-time employees in TRS eligible positions of Denton ISD. This cost will be paid from the District's ESSER funds made available by the federal and state governments.

BENEFIT OF ACTION:

Passage will fulfill the intent of the ESSER grant by addressing needs created by the Covid-19 pandemic and is reasonable and necessary for the course of ongoing business and to remediate unfinished student learning.

PROCEDURAL AND REPORTING IMPLICATIONS:

None at this time.

ALTERNATIVES:

No alternative actions are proposed.

SUPERINTENDENT'S RECOMMENDATION:

Superintendent recommends approval of the resolution as presented.

STAFF PERSONS RESPONSIBLE:

Dr. Scott Niven, Chief Financial Officer
Deron Robinson, General Counsel

ATTACHMENT:

Resolution Regarding a One-time Employee Retention Payment

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____