



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Amend the Resolution for the Employee Separation from Employment Incentive for Full

Time District Employees for the 2015-2016 School Year

SUBMITTED BY: David Garcia, Assistant Superintendent **OF:** Human Resources Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: March 23, 2016

RECOMMENDATION:

RATIONALE:

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:



UNITED INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting

March 23, 2016

AMENDED

RESOLUTION ADOPTING EARLY NOTIFICATION OF EMPLOYEE SEPARATION FROM EMPLOYMENT INCENTIVE TO FULL TIME DISTRICT EMPLOYEES DURING THE 2015-16 SCHOOL YEAR

Whereas, the United Independent School District (“District”) will be implementing an Incentive Program for the early notification of resignations or retirements at the end of the 2015-16 school year for full-time employees that were employed for the entire 2015-2016 school year;

Whereas, eligible employees must submit their Separation from Employment form and the Incentive Agreement for Contracted Employees or Paraprofessional Employees to the District no later than April 1, 2016 at 5:00 p.m. with an effective date of separation of employment at the conclusion of the 2015-16 school year or January 31, 2017, as requested by the Employee;

Whereas, the District wishes to extend this incentive to its highly valued employees who have remained loyal to the District;

Whereas, the District’s implementation of a Separation from Employment Incentive Program will allow accurate staffing projections for the 2016-17 school/work year;

Whereas, the District will provide its current full-time employees with a one-time Separation from Employment Incentive Payment this school year, which will be provided as follows:

- \$ 1,000.00 for Contracted Employees; and
- \$ 500.00 for Paraprofessional/Auxiliary Employees

to be paid to eligible employees in accordance with District Guidelines established, which mandate minimum eligibility requirements and appropriate deadline regarding notification of separation from the District; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the United Independent School District that the District issue a one-time Separation from Employment Incentive Payment, as stated herein.

SO ORDERED this ____ day of _____, 2016.

BOARD OF TRUSTEES:

Board President

WITNESSETH: