

**BRACKETT INDEPENDENT SCHOOL DISTRICT  
RESOLUTION #2526-09**

STATE OF TEXAS	§
	§
COUNTY OF KINNEY	§

On the 8<sup>th</sup> day of December 2025, the Board of Trustees of the Brackett Independent School District adopted by vote, the following findings and resolutions:

**WHEREAS**, the Brackett Independent School District (“the District”) values its employees, both certified and non-certified, exempt and non-exempt, and believes they have frequently gone above and beyond what has been required of them in order to carry out their employment duties for the District, in terms of both effort and time; and

**WHEREAS**, as a result of the uncertainty surrounding school funding and mandatory requirements for the 2025-2026 school year, the District compensation plan did not include a retention incentive stipend as part of the budget process to ensure that employees will remain employed for the full 2025-2026 school year to allow for smooth operation of our schools; and

**WHEREAS**, after further review of the budget, the District has determined that there may be adequate funds in the General Maintenance and Operation Funds to allow additional compensation to its employees if the employee remains employed with the District for the full 2025-2026 school year, as a retention incentive stipend; and

**WHEREAS**, the District is proposing a one-time supplemental compensation, contingent upon and expressly subject to a determination by the Board of Trustees that there are additional funds that are sufficient for the 2025-2026 school year which enables the District to make this one-time supplemental compensation payment to its employees as described above; and

**WHEREAS**, due to funding concerns, there is no guarantee that this one-time supplemental retention incentive will be made this year, or in any future years; and

**WHEREAS**, the District acknowledges that the one-time supplemental compensation payment, shall be made in accordance with the law and in full compliance with Article III of the Texas Constitution.

Be it therefore **RESOLVED**:

That the Board of Trustees has further determined that there is a benefit to the District, as well as a legitimate public purpose served by awarding a one-time incentive stipend for the 2025-2026 school year.

**IT IS FURTHER RESOLVED** that if the employee signs an agreement to remain employed for the 2025-2026 school year, a portion of the General Maintenance and Operations Fund will be distributed through the award of the stipend as follows:

- Professional and/or Supervisory staff who meet the following criteria shall receive \$1,100:
  - Employed with the District as of December 8, 2025, and through the end of the 2025-2026 school year;
  - Employed to work at least full-time; and hold a Bachelor's (or higher) degree.
- Non-professional and/or non-Supervisory staff who meet the following criteria shall receive \$600:
  - Employed with the District as of December 8, 2025, and through the end of the 2025-2026 school year;
  - Employed to work at least full-time; and
  - Employed as a classroom inter or long-term substitute.
- Professional and/or Supervisory staff who meet the following criteria shall receive \$650:
  - Employed with the District as of December 8, 2025, and through the end of the 2025-2026 school year;
  - Employed to work at least part-time; and hold a Bachelor's (or higher) degree.
- Non-professional and/or non-Supervisory staff who meet the following criteria shall receive \$300:
  - Employed with the District as of December 8, 2025, and through the end of the 2025-2026 school year;
  - Employed to work at least part-time; and
  - Employed as a classroom intern or long-term substitute.

**IT IS FURTHER RESOLVED** that this retention incentive does not apply to regular substitutes. Part-time is defined as one-half or more of the time required of the standard workload for the same or similar full-time positions.

**IT IS FURTHER RESOLVED** that the Superintendent shall develop administrative regulations surrounding the implementation of this payment, specifically an agreement to remain employed with the District for the full 2025-2026 school year.

**IT IS FURTHER RESOLVED** that the one-time retention incentive stipend will be awarded in December of 2025 via direct deposit, and that any employee who starts work after December 8, 2025, shall not be eligible for the additional supplemental compensation.

**BE IT FURTHER RESOLVED**, that to ensure that such benefits will be received by the district, all employees will be required to remain employed through May 29, 2026, the last day of the 2025-2026 school year, in order to be eligible for this payment. All incentive payments made under this Resolution are contingent upon the Participant maintaining his/her employment and completing his/her assigned work schedule through the end of the 2025-2026 academic year as appropriate; and

**FINALLY, BE IT RESOLVED** that the Board of Trustees has determined that the expenditures authorized in this Resolution will serve a valid school district purpose, that sufficient controls will be put into place prior to the expenditure, and that such benefits will be received by the District. The employees will be required to be employed for the entire 2025-2026 school year to be eligible for this payment, in order to ensure that District operations run smoothly in accordance with the law and in full compliance with Article III of the Texas Constitution.

SIGNED this 8<sup>th</sup> day of December, 2025

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President, Board of Trustees

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Secretary, Board of Trustees