

**Board Resolution Approving a
One-Time Salary Increase for the 2024-2025
School Year**

WHEREAS, the United Independent School District (“District”), a Texas political subdivision, by and through its Board of Trustees (“Board”), desires to support full-time District employee salaries in the 2024-2025 school year;

WHEREAS, according to the Texas Association of School Boards (“TASB”), since 2019, there has been no increase by Texas lawmakers to the basic allotment, despite inflationary price increases of up to 19% on supplies, utilities, and other items use for District operations;

WHEREAS, according to TASB, Texas lawmakers budgeted \$3.99 billion for public schools which was never allocated due to disagreements regarding the approval of a proposed voucher program;

WHEREAS, despite a state funding shortfall for the reasons stated herein, which has caused financial challenges for school districts across the state of Texas, the Board finds that supporting full-time District employee salaries in the 2024-2025 school year is reasonable, necessary and justified in the conduct of the District’s public schools as determined by the Board and as authorized by Section 45.105 of the Texas Education Code;

WHEREAS, the Board finds that supporting a one-time salary increase for full-time District employee salaries in the 2024-2025 school year is necessary to maintain the District’s operations and services that will be provided by the District’s employees in the 2024-2025 school year; and

WHEREAS, the Board finds that a one-time salary increase as described in this Resolution will be paid for services rendered and is not compensation to be paid as a retention payment, merit pay, or bonus, and the right of full-time District employees to said one-time salary increase will accrue proportionately as services are rendered.

IT IS THEREFORE RESOLVED BY THE UNITED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES THAT:

1. The findings and recitals in the preamble of this Resolution are hereby found to be true and correct;
2. The UISD Board of Trustees authorizes a one-time salary increase for the 2024-2025 school year in the amount of _____ for full-time District employees only, as allowed by Section 45.105 of the Texas Education Code and reasonable, necessary, and justified in the conduct of the District’s public schools;
3. The UISD Board of Trustees determines that the one-time salary increase authorized by this Resolution will be paid to full-time District employees only, in _____ equal payments; the payment dates are to be determined by the Administrators-in-Charge based on services

rendered by the full-time District employees and subject to proration in a proportionate amount to services actually rendered;

4. The UISD Board of Trustees determines that the one-time salary increase authorized by this Resolution is outside of the District's normal salary schedule and shall not bind the District to continue to pay the one-time salary increase beyond the 2024-2025 school year; and
5. It is hereby found, determined and declared that a sufficient written notice of the date, time, place, and subject of the meeting of the UISD Board of Trustees at which this Resolution was adopted was posted at a place convenient and readily accessible at all times to the general public for the time required by Texas Government Code Chapter 551, and that this meeting has been open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The UISD Board of Trustees further ratifies, approves and conforms such written notice and posting thereof.

Adopted this 6th day of June 2024, by the United ISD Board of Trustees.

APPROVED:

Ramiro Veliz, III
Board President

ATTEST:

Michelle Molina
Board Secretary