



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 01/15/19

Item Title: Early Separation Incentive Pay X Action
2018-2019 Information
Discussion

BACKGROUND:

BISD is proposing an early resignation/Separation one-time incentive pay for employees leaving at the end of this school year 2018-2019 (June 2019). BISD Employees who have been with our school district for 25 years or more of consecutive service qualify for the \$5,000 one-time incentive pay. Employees who participate may not be re-employed with BISD for at least five years from the date of separation. TRS retirees employed by the district do not qualify for this one-time incentive pay. The intent of the incentive is to provide the district with the opportunity to plan for the 2019-2020 school year staffing and enrollment projections. The one-time incentive pay will be paid within two weeks of the submission of the resignation letter to the district. The district's one-time incentive pay will be valid from _____

FISCAL IMPLICATIONS:

District anticipates that approximately 100 employees will submit their of resignation/separation notice for a cost of approximately \$500,000.

RECOMMENDATION:

Recommend the one-time incentive pay for BISD employees (qualified) who submit their letter of resignation/separation for the end of the 2018/19 school year.

Approved for Submission to Board of Education:

Submitted by: Superintendent of Schools

Recommended by: AA Supt/Asst Supt/CFO

Miguel Salinas

Reviewed by: Staff Attorney

Dr. Esperanza Zendejas
Superintendent of Schools

When Necessary, Additional Background May Follow This.