

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT**

STATE OF TEXAS	§
	§
COUNTY OF SAN PATRICIO	§

On the 15th day of December 2025, the Board of Trustees of the Gregory-Portland Independent School District adopted by vote, the following findings and resolutions:

WHEREAS, the Gregory-Portland Independent School District (“the District”) values its auxiliary and operational department employees, 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, in recognition of these efforts, and to reinforce the District’s commitment to safety and professional development, the District is proposing a one-time, \$500.00 incentive payment for eligible hourly, non-exempt employees who successfully complete required Workers’ Compensation Safety Training within an allotted time frame; and

WHEREAS, after further review of the budget, the District has determined that there are adequate funds in the General Fund to allow for the distribution of the proposed one-time incentive stipend; and

WHEREAS, the proposed one-time incentive stipend is 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 incentive stipend payment to its employees as described above; and

WHEREAS, the District acknowledges that the one-time incentive stipend 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 determined that there is a benefit to the District, as well as a legitimate public purpose served by awarding the one-time incentive stipend as described above for the 2025-2026 school year.

IT IS FURTHER RESOLVED that if the eligible hourly, non-exempt employees successfully complete the required Workers' Compensation Safety Training within the allotted time frame, a portion of the General Fund will be distributed through the award of the one-time incentive stipend as follows:

- All hourly, non-exempt employees in the following departments shall receive \$500.00:
 - Maintenance Department Staff
 - Custodial Department Staff
 - Transportation Department Staff (Drivers, Aides, Mechanics)
 - Technology Department Staff
 - Child Nutrition / Food Service Department Staff
 - Safety & Security Department Staff

IT IS FURTHER RESOLVED that the one-time incentive stipend will be awarded in December of 2025 via direct deposit.

IT IS FURTHER RESOLVED that the Board of Trustees approves the corresponding budget amendment to fund this one-time incentive stipend from the General Fund balance, in an amount not to exceed \$150,000.00.

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.

SIGNED this 15 day of December, 2025.

President, Board of Trustees

Secretary, Board of Trustees