

**Ector County Independent School District
Odessa, Texas**

Memorandum

TO: Board of Trustees
FROM: Tom Crowe, Superintendent of Schools
SUBJECT: **DISCUSSION OF REQUEST FOR APPROVAL TO ABSORB THE TEACHER RETENTION BONUS INTO THE SALARY SCHEDULE**
DATE: August 14, 2018

While we have maintained a \$3,000 Retention Bonus for teachers for a number of years, it makes recruiting more difficult as our starting salary appears to be so much lower than other school districts.

If we were to absorb the bonus into the salary schedule we can report a more accurate salary to people as we recruit them. Also, the Retention Bonus does not count on the teacher's TRS retirement total. If we were to absorb it into their salary, it will help them with their highest years as they approach retirement.

It is recommended the Board of Trustees approve the request to absorb the Teacher Retention Bonus into the Salary Schedule as presented.

Respectfully submitted,

Tom Crowe
Superintendent of Schools