

**Cedar Hill Independent School District**  
**BOARD OF TRUSTEES**

**Meeting Date:** June 18, 2012

**Presented by:** Mr. Horace Williams, Superintendent of Schools

**Subject:** Resolution to authorize one time retention payment to staff employed for 2012-2013 school year as date of June 18, 2012

**Action Items**

**BOARD GOAL:**

Align the budget process to achieve district goals.

**BACKGROUND INFORMATION:**

The district has not been able to give employees a pay raise for the past two fiscal years and it appears that we will not be able to in the 2012-2013 budget. It has been determined that funds will be available in the 2011-2012 budget closing process. In an effort to retain employees that helped the district obtain a "Recognized Academic rating", the following resolution is submitted to the board to give all professional employees a onetime payment of \$400 and all other employee a onetime payment of \$200. The total estimated cost of these payments with related taxes is \$335,000 based on currently employment numbers as of June 18, 2012.

**RECOMMENDATION:**

Approved attached resolution.

**BOARD ACTION REQUIRED:**

Approve attached resolution as presented.

**POLICY AUTHORIZATION**

CCA (Legal), CH (Legal) and CH (Local)

**CONTACT PERSON(S):**

Michael McSwain  
Horace Williams

**FUNDING SOURCE:**

Fund 199 General Fund  
Fund 240 Child Nutrition Fund

**ENCLOSURES:**

Attached