

BOARD RESOLUTION

THE STATE OF TEXAS

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THE COUNTY OF BEE

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RESOLUTION ALLOWING EMPLOYMENT CONTRACTS TO BE AMENDED

WHEREAS the Board of Trustees of Beeville Independent School District recognizes that the United States Internal Revenue Service has issued Internal Revenue Service Code Section 409A which places strict requirements on deferred compensation arrangements; and

WHEREAS in response to the Internal Revenue Service Code Section 409A, the Beeville Independent School District finds that it is in the best interests of the Beeville Independent School District that all current and future Beeville Independent School District employment contracts should be revised to include the following language:

Annualized Salary: If the Employee will work on a less-than-12-month basis, the Employee's salary will be paid on an annualized basis. The District will make deduction from each paycheck for income tax withholding and benefits.

RESOLVED that the Board of Trustees of Beeville Independent School District will amend all current Beeville Independent School District employment contracts to include the verbiage found in "**Exhibit A**" attached hereto and include the verbiage found in "**Exhibit A**" attached hereto to all future Beeville Independent School District employment contracts as it is in the best interests of the District. In accordance with the terms of current employment contracts, employees will be required to agree in writing to the amendment. The Superintendent of Beeville Independent School District is hereby authorized to make the aforementioned additions to the Beeville Independent School District employment contracts.

BE IT SO ORDERED.

Adopted on this ____ day of _____, 2008.

BEEVILLE INDEPENDENT SCHOOL DISTRICT

Board President

ATTEST:

Board Secretary

**EXHIBIT A TO
BEEVILLE INDEPENDENT SCHOOL DISTRICT RESOLUTION ALLOWING
EMPLOYMENT CONTRACTS TO BE AMENDED**

Annualized Salary: If the Employee will work on a less-than-12-month basis, the Employee's salary will be paid on an annualized basis. The District will make deduction from each paycheck for income tax withholding and benefits.