



**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
DENTON INDEPENDENT SCHOOL DISTRICT REGARDING A
ONE-TIME EMPLOYEE RETENTION PAYMENT**

WHEREAS, the Board of Trustees (“Board”) of the Denton Independent School District (“District”) is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board, through its employment policies, may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c); and

WHEREAS, the Board is authorized by Texas Education Code § 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, as a result of the Federal Government allocation of the CARES Act Elementary and Secondary School Emergency Relief (ESSER I and III) funds to Texas and as the Governor of the State of Texas has made this funding available to the District for the funding of its operations, the District is able to allocate those funds as needed to assess the unfinished learning for the children of Denton ISD; and

WHEREAS, many of the employees of the Denton Independent School District (the District), 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, retention of staff serves to directly improve student learning, and the vast majority of employees have worked diligently during adverse conditions to continue to provide an education to the District’s students; and

WHEREAS, the Board wishes to encourage employee retention by providing a one-time retention payment for full-time employees \$500.00; and

WHEREAS, the Board finds that in order to remediate unfinished learning, it will be necessary to have retiring educators assist with tutoring, providing classroom assistance and substitute teaching; and

WHEREAS, the Board finds that the one-time retention payment will fulfill the intent of the ESSER grant by addressing needs created by the Covid-19 pandemic, and is reasonable and necessary for the course of ongoing business and to remediate unfinished student learning; and

WHEREAS, the public purpose for this one-time payment is to increase retention of current employees.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE DENTON INDEPENDENT SCHOOL DISTRICT:

RESOLVED, that the Board of Trustees of the Denton Independent School District authorizes a one-time retention payment for employees employed in a TRS eligible position with Denton ISD of \$500.00 who are eligible as outlined herein.

RESOLVED, this resolution only applies to this one-time payment to employees. To be eligible, employees must be employed in a TRS eligible position, as defined by TRS, with Denton ISD and must be either:

1. Employed and on the District payroll as of May 27, 2021, and have indicated their intent to return to Denton ISD for the 2021-2022 school year; or
2. Employed and on the District payroll from November 1, 2020 through May 27, 2021, and have submitted their retirement paperwork to Denton ISD.

RESOLVED, the Board authorizes and directs the Superintendent to provide a one-time retention payment for full-time employees of \$500.00.

RESOLVED, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

This Resolution does not establish ongoing policy and the Denton Independent School District is under no obligation to provide any additional payments beyond those contemplated by this Resolution.

PRESENTED and passed this 8th day of June 2021, by a vote of ____ Ayes and ____ Nays by the Board of Trustees of the Denton ISD.

Denton ISD Board of Trustees
