

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE JUDSON INDEPENDENT
SCHOOL DISTRICT IN SUPPORT OF A CORRECTIVE PAYMENT FOR EARNED
TEACHER INCENTIVE ALLOTMENT COMPENSATION**

WHEREAS the Board of Trustees (“Board”) of Judson Independent School District (“District”) is committed to supporting instructional excellence, retaining effective educators, and administering compensation fairly, accurately, and in good faith;

WHEREAS Sabrina Richmond (“Employee”) met the applicable criteria for compensation under the District’s Teacher Incentive Allotment program for the exemplary designation and thereby earned compensation associated with that program;

WHEREAS, due to an administrative oversight, Employee was inadvertently omitted from the District’s initial payment list for such earned compensation;

WHEREAS the Board finds and determines that the proposed payment to Employee is not a gift, gratuity, donation, or bonus unrelated to services rendered, but instead is a corrective payment of compensation earned by Employee in furtherance of the District’s educational mission;

WHEREAS the Board finds that authorizing the payment serves a predominant public purpose by promoting teacher retention, morale, fairness, and trust; encouraging instructional excellence; and supporting the District’s ability to recruit and retain effective educators for the benefit of District students;

WHEREAS the Board further finds that the District will retain sufficient control over the expenditure through this Board action, the District’s payroll and accounting processes, and the documentation supporting Employee’s eligibility and entitlement to the payment;

WHEREAS the Board further finds that the District will receive a clear return benefit from the payment, including the correction of an administrative error, the fulfillment of an earned compensation obligation, the promotion of employee morale and confidence in District administration, and the advancement of the District’s educational objectives;

WHEREAS the Board determines that this payment is being made in good faith to correct an inadvertent omission and to ensure that Employee receives compensation lawfully earned for services performed;

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

1. The Board hereby approves a corrective payment to Sabrina Richmond in the amount of \$7,768 as Teacher Incentive Allotment compensation earned for the exemplary designation.
2. The Board finds that the payment serves a valid public purpose and constitutes a proper expenditure of District funds under applicable law.

3. The Superintendent or designee is authorized to process the payment through District payroll and to take all actions necessary to implement this Resolution, including preparing any supporting documentation required for audit, accounting, or compliance purposes.
4. This Resolution shall take effect immediately upon adoption.

ADOPTED this 8th day of June, 2026.

Monica Ryan
President, Board of Trustees

ATTEST:

Lesley Lee
Secretary, Board of Trustees