



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 12/10/2024

Item Title: Retention Stipend for all Full-Time & Part-Time employees and Substitutes who worked 72 days or more X Action Information Discussion

BACKGROUND:

The Superintendent proposes a retention stipend to all full-time and permanent part-time employees who are employed as of July 1, 2024 or 1st day of the 24-25 working calendar and who remain employed in the same capacity by BISD on December 20, 2024, and substitute teachers who worked 72 days or more during the period beginning on August 12, 2024 through November 22, 2024, in the amount of \$500.00 to be paid in one (1) installment. This stipend is being made for the public educational purpose of working for the district and to retain employees at the Brownsville Independent School District. The funds for these compensation payments will come from the General Fund Unassigned Fund Balance. Payments will be distributed on or after December 20, 2024.

FISCAL IMPLICATIONS:

Local Funds \$4,800,000 approximately

RECOMMENDATION:

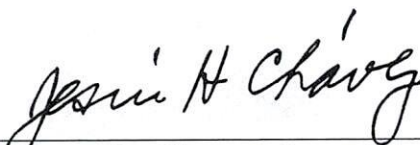
Recommend approval of Resolution #024/24-25 for a Retention Stipend to be paid on or after December 20, 2024 to all full-time and permanent part-time employees who were employed as of July 1, 2024 or 1st day of the 24-25 working calendar and who remain employed in the same capacity on December 20, 2024 and substitute teachers who worked 72 or more during the period of August 12, 2024 through November 22, 2024 in the amount of \$500.00

Approved for Submission to Board of Education:

Dr. Jesus H. Chavez
Submitted by: Superintendent

Recommended by: Asst. Supt./Exec. Dir.

Approved by: Chief Officer


Dr. Jesus H. Chavez, Superintendent

**RESOLUTION #024/24-25 GRANTING EMPLOYEE RETENTION STIPEND
FOR WORK PERFORMANCE**

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

WHEREAS, the Board acknowledges that its employees will continue to be required to expend extra time and effort in the process of accelerating student educational achievement arising from performance issues due to experiences and substantial loss of learning time; and,

WHEREAS, the Board finds that the need to maintain ongoing morale in these times requires that the Board, in some way, recognize the courage and sacrifice of its employees who are and will be performing such services:

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Brownsville Independent School District that:

1. The recitals set forth above are found by the Board to be true and correct.
2. The amount of the Retention Stipend to be added to the employee compensation provisions set forth in the District's 2024-2025 Budget at will be set at Five Hundred Dollars (\$500.00) for all eligible employees (as defined in Paragraphs 4-5, below). The amounts earned under this Paragraph shall be distributed to in accordance with the provisions of Paragraphs 3-6, below.
3. Amounts to be paid to BISD full-time and permanent part-time employees, employed as of the respective dates described in Paragraphs 4 and 5, below, will be funded from all eligible funds available to the District
4. All full-time and permanent part-time, other than substitute teachers, who were employed by Brownsville ISD on July 1, 2024 or 1st day of the 24-25 working calendar, and who remain as employed in the same capacity on December 20, 2024, shall be eligible to receive a one-time stipend in the amount of Five Hundred Dollars (\$500.00). This stipend shall be paid to these eligible employees as a part of the December 2024 payroll distribution, or as close thereto as possible.
5. Substitute teachers, who were employed by Brownsville ISD and have worked for a period of seventy-two (72) days or more during the period beginning on August 12, 2024, and November 22, 2024, inclusive shall be eligible to receive a one-time stipend in the amount of Five Hundred Dollars (\$500.00). This stipend shall be paid to these eligible employees as a part of the December 2024 payroll distribution, or as close thereto as possible.
6. The Retention Stipend described in this Resolution is considered to be a one-time stipend and will be considered as non-TRS compensable.

Adopted the ___th day of December 2024 by the Brownsville Independent School District Board of Trustees.

ERASMO CASTRO
President

ATTEST:

MINERVA M PENA
Secretary