



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 12/09/2025

Item Title: Resolution #025/25-26 Retention Stipend for all X Action
Full-Time & Part Time employees and Information
Substitutes who worked 71 days or more Discussion

BACKGROUND:

The Superintendent proposes a retention stipend to all full-time and permanent part-time employees who are employed as of July 1, 2025 or 1st day of the 25-26 working calendar and who remain employed in the same capacity by BISD on December 19, 2025, and substitute teachers who worked 71 days or more during the period beginning on August 11, 2025 through November 21, 2025, in the amount of \$750.00 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 19, 2025.

FISCAL IMPLICATIONS:

Local Funds \$5,000,000.00 approximately

RECOMMENDATION:

Recommend approval of Resolution #025/25-26 for a Retention Stipend to be paid on or after December 19, 2025 to all full-time and permanent part-time employees who were employed as of July 1, 2025 or 1st day of the 25-26 working calendar and who remain employed in the same capacity on December 19, 2025, and substitute teachers who worked 71 days or more during the period of August 11, 2025 through November 21, 2025, in the amount of \$750.00.

Approved for Submission to Board of Education:

Dr. Jesus H. Chavez

Submitted by: Superintendent

Recommended by: Superintendent

Approved by: Superintendent

A handwritten signature in black ink that reads "Jesus H Chavez".

Dr. Jesus H. Chavez
Superintendent

RESOLUTION #025/25-26

GRANTING EMPLOYEE RETENTION STIPEND

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 2025-2026 Budget at will be set at Seven Hundred and Fifty Dollars (\$750.00) 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 the General Fund Unassigned Fund Balance.
4. All full-time and permanent part-time, other than substitute teachers, who were employed by Brownsville ISD as of July 1, 2025 or 1st day of the 25-26 working calendar, and who remain employed in the same capacity on December 19, 2025, shall be eligible to receive a one-time stipend in the amount of Seven Hundred and Fifty Dollars (\$750.00). This stipend shall be paid to these eligible employees as a part of the December 2025 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-one (71) days or more during the period beginning on August 11, 2025

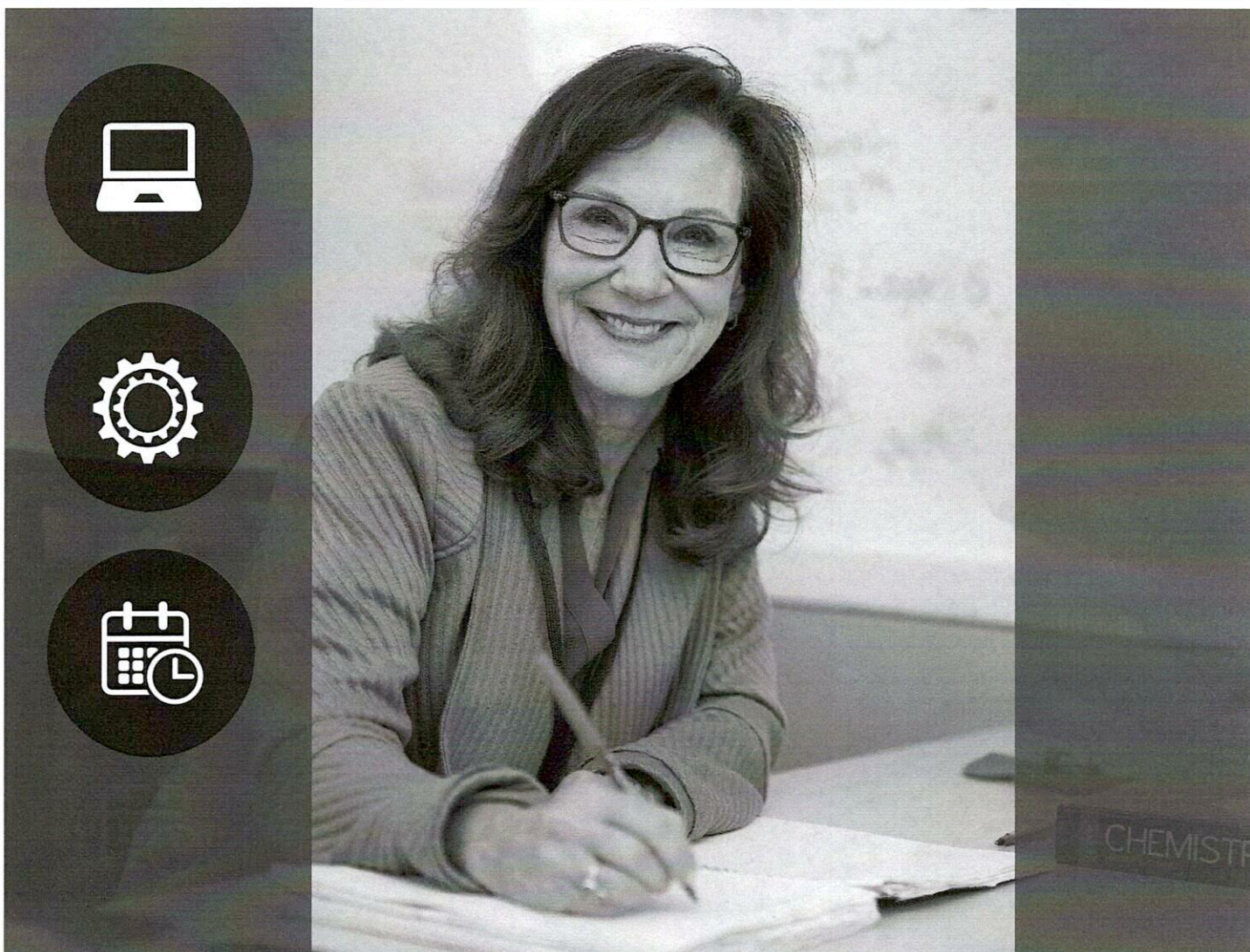
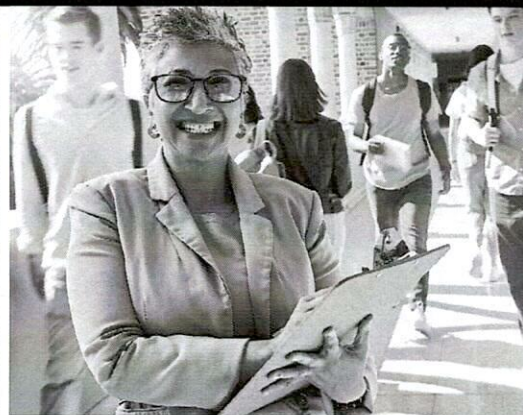
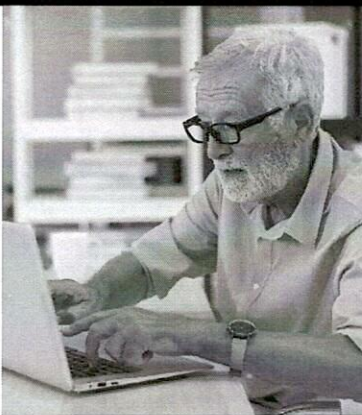
through November 21, 2025, inclusive shall be eligible to receive a one-time stipend in the amount of Seven Hundred and Fifty Dollars (\$750.00). This stipend shall be paid to these eligible employees as a part of the December 2025 payroll distribution, or as close thereto as possible.

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 9th day of December 2025 by the **Brownsville Independent School District Board of Trustees.***

Daniella Lopez Valdez
President

Minerva M. Pena
Secretary

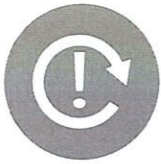


Employment After Retirement

How it Works for You



September 2025



EAR Exceptions for Service Retirees

A service retiree who retired after Jan. 1, 2021 cannot work for a TRS-covered employer without violating the EAR restrictions and beginning the three strikes process unless the retiree's work qualifies for an EAR exception. For this reason, it's important to know what EAR exceptions are available to you and what work qualifies for those exceptions. You must always have a one full, calendar-month break in service before you may return to work for a TRS-covered employer even if the work qualifies for an EAR exception.

EAR Exceptions Available to Service Retirees:

- Substitute Employment
- One-Half Time or Less Employment
- Full-Time Employment (after a 12 full, consecutive-calendar-month break in service)
- Non-Profit Tutor Employment

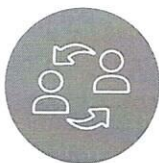
This section explores each of the exception types; provides examples for how a service retiree's employment can qualify for each exception and how it can exceed the limits for that exception; and discusses what happens if a retiree combines more than one EAR exception in a month.

Substitute

One-Half Time or Less

Full Time (After a 12 Full, Consecutive-Calendar-Month Break in Service)

Non-Profit Tutor



Substitute

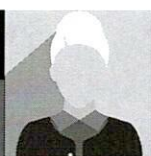
A substitute is a person who serves on a temporary basis in place of a current employee. You may work without any limit on the number of hours and days if:

- the position is not vacant;
- you are not paid more than the daily rate of pay established by the employer;
- and you do not perform any other type of work for a TRS-covered employer in the same calendar month.

You may work as a substitute in a vacant position for up to 20 days during a school year, but that position must not be vacant because you retired from it. If you continue to work in that vacant position beyond 20 days in a school year, then, on the 21st day, your work in that position will no longer be considered as substitute work and may be at risk of exceeding EAR limits.

Your work may also qualify as substitute work if you temporarily serve as a monitor for an in-person class while the classroom teacher temporarily instructs the class virtually.

Working any part of a day, as a substitute, counts as working a full day.



Complying with EAR Limits

After retiring in December and observing a one full, calendar-month break in service, Julia decided to begin substituting in February at a local school district for positions that were not vacant. She performed no other work for a TRS-covered employer during this time.

Julia complied with the EAR limits. She was able to substitute without any limit on the number of hours and days because the positions she substituted for were not vacant, and she did not perform any other work for a TRS-covered employer during that time.



Sally retired in February 2020. She returned to work in December 2020 as a classroom monitor while Greta, the teacher of record, was temporarily teaching the class remotely. She worked in this position until February 2021, when Greta returned to teaching in the classroom after having taught virtually for 12 weeks.

Sally complied with the EAR limits. She was considered a substitute because she was temporarily monitoring the classroom in person while Greta temporarily provided remote instruction.



Jack retired in February. After a one-month break in service, Jack returned to work as a substitute. Now three teachers at Jack's school are currently teaching classes remotely until they complete quarantine. Beginning in April, Jack will be covering two classes for each teacher every day. He is expected to continue working in these positions until May 15.

Jack is complying with the EAR limits. He is considered a substitute while temporarily monitoring the classroom in person while the three teachers provide remote instruction.



Exceeding EAR Limits

Kay decided to begin substituting in a position that recently became vacant. She substituted for a total of 23 days.

Kay was limited to working no more than 20 days as a substitute in a vacant position. She began substituting in the vacant position on the first of the month. As soon as her work in the vacant position continued past the 20th day (which was the 28th of the month), she was no longer considered a substitute for the month, which means her work on the 29th through the 31st was considered one-half time or less employment, not substitute employment. Since she worked in both a one-half time or less position and as a substitute in the same month, Kay was subject to the limits for combining EAR exceptions, and she exceeded those limits by working more than 11 days.

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		