



Pecos-Barstow-Toyah

Independent School District

RESOLUTION OF THE BOARD OF TRUSTEES OF THE PECOS-BARSTOW-TOYAH INDEPENDENT SCHOOL DISTRICT REGARDING A ONE-TIME EMPLOYEE RETENTION PAYMENT

WHEREAS, the Board of Trustees ("Board") of the Pecos-Barstow-Toyah 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, there is a public purpose served and a benefit to Pecos-Barstow-Toyah Independent School District to seek to retain employees, increase morale, and help employees focus on the work they perform; and

WHEREAS, the Board wishes to encourage employees return to PBTISD and perform at a high level in supporting students by providing a one-time retention payment for all employees in the amount of four percent (4%) based on the average teacher salary outlined in the 2026-'27 Teacher Salary Schedule for teachers and four percent (4%) at the 2026-'27 Compensation Plan midpoint job classification for all other employees; with a minimum floor of \$1,750.00; and

WHEREAS, the Board finds that the one-time incentive payment to returning employees will fulfill the need to support staff and boost morale, and to incentivize employees to 'Return to PBTISD' for the 2026-'27 school year.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE PECOS-BARSTOW-TOYAH INDEPENDENT SCHOOL DISTRICT:

1. That the Board of Trustees of the Pecos-Barstow-Toyah Independent School District authorizes and directs the Superintendent to provide a one-time retention payment for employees employed in a TRS-eligible position with Pecos-Barstow-Toyah Independent School District of four percent (4%) based on the average teacher salary outlined in the 2026-'27 Teacher Salary Schedule and four percent (4%) at the midpoint job classification as outlined in the 2026-'27 Compensation Plan for all other employees who are eligible as outlined herein.
2. 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 Pecos-Barstow-Toyah Independent School District. Returning to employment with PBTISD for the 2026-'27 school year and must be employed with PBTISD on August 10, 2026.
3. 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 Pecos-Barstow-Toyah Independent School District is not obligated to provide any additional payments beyond those contemplated.

PRESENTED and passed this 20th day of January 2026 by a vote of 7 Ayes and 0 Nays by the Board of Trustees of the Pecos-Barstow-Toyah Independent School District.

Pecos-Barstow-Toyah Independent School District Board of Trustees

Shirley
COLE
Jaydine

Kimberly Butler
Emily H. Hines

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Becky Gonzales