



UNITED INDEPENDENT SCHOOL DISTRICT

AGENDA ACTION ITEM

TOPIC: Resolution Adopting Employee Retention Incentive Payment Program to Full Time District Employees During the 2015-16 School Year and Returning for the 2016-17 School Year and the Related Budget Amendment

SUBMITTED BY: Juan J. Cruz **OF:** School Attorney

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:

DATE ASSIGNED FOR BOARD CONSIDERATION: August 9, 2016

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees approve a Resolution Adopting Employee Retention Incentive Payment Program to Full Time District Employees during the 2015-16 School Year and Returning for the 2016-17 School Year and the Related Budget Amendment.

RATIONALE:

BUDGETARY INFORMATION:

Budget 2015-2016, Unassigned Fund Balance

BOARD POLICY REFERENCE AND COMPLIANCE:



Board of Trustees

Judd Gilpin
President
District 7

Juan Roberto Ramirez
Vice President
District 6

Aliza Flores Oliveros
Secretary
District 3

Ricardo Molina, Sr.
Parliamentarian
District 1

Javier Montemayor, Jr.
Member
District 5

Ricardo "Rick" Rodriguez
Member
District 5

Ramiro Veliz, III
Member
District 4

Roberto J. Santos
Superintendent

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UNITED INDEPENDENT SCHOOL DISTRICT

Special Called Board Meeting August 9, 2016

Agenda Item: IV - A

RESOLUTION ADOPTING EMPLOYEE RETENTION INCENTIVE PAYMENT PROGRAM TO FULL-TIME DISTRICT EMPLOYEES DURING THE 2015-16 SCHOOL YEAR AND RETURNING FOR THE 2016-17 SCHOOL YEAR

Whereas, the United Independent School District has experienced a loss of funding due to the downturn of the oil and gas industry in the State of Texas that particularly has affected the County of Webb; and

Whereas, due to the loss of funding, the District has reduced expenses wherever necessary; and

Whereas, the District wishes to retain its highly valued employees who have remained loyal to the District during these financially challenging times; and

Whereas, the District would like to provide its current full-time employees with a one-time Employee Retention Incentive Payment this school year, which will be paid on or about August 19, 2016 to those employees who were employed with the District during in the 2015-16 school year on a full-time basis and are continuing to be employed for the 2016-17 school year on a full-time basis; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the United Independent School District that the District issue a one-time Employee Retention Incentive Payment in the amount of:

Classroom Teachers	\$ _____
All Other Employees	\$ _____

The one-time retention incentive will be payable on August 19, 2016, to full time employees who were employed during the 2015-16 school year and continue to be employed for the 2016-17 school year in a full time position.

SO ORDERED this 9th day of August, 2016.

BOARD OF TRUSTEES:

Board President

WITNESSETH:

Board Secretary