

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE TERRELL INDEPENDENT SCHOOL DISTRICT**

STATE OF TEXAS

COUNTY OF KAUFMAN

On the 19th day of May 2025, the Board of Trustees of the Terrell Independent School District adopted by vote the following findings and resolutions, and took the following action:

WHEREAS, employees of the Terrell Independent School District (the District) have frequently gone above and beyond what has been required of them in order to carry out their employment duties for the District, in terms of both effort and time; and

WHEREAS, since the inception of the COVID -19 pandemic, districts are experiencing more challenges with recruiting and retaining qualified staff, contract and at-will, and the district recognizes the importance of retaining qualified staff;

WHEREAS, the Superintendent has outlined a prudent and reasonable plan for the issuance of a one-time supplemental compensation payment to eligible District employees identified in such plan, for services performed during the 2024-2025 school year, and for returning for the 2025-2026 school year, and the plan further specifies the payment amounts to be given to eligible employees as outlined in **Exhibits A** to this resolution; and

WHEREAS, the District desires to timely take the necessary steps to ensure that it can make this one-time supplemental compensation payment in the 2024-2025 fiscal year to all eligible District employees pursuant to the plan found in **Exhibit A**; and

WHEREAS, contingent upon and expressly subject to a determination by the Superintendent that additional funds are available to the District sufficient to enable it to make this one-time supplemental compensation payment to all eligible employees at the times and dates specified in **Exhibit A**, and the Superintendent has presented all necessary information that will permit the Board to take whatever budgetary actions may be required or permitted in order to provide the one-time supplemental compensation payment in the 2024-2025 fiscal year.

WHEREAS, the payment of this incentive is specifically approved as an authorized expenditure of general funds; however, if it is determined that the incentive may be paid from other funding sources, the incentive is authorized from the general revenue funds and any other qualified funding sources.

Be it therefore **RESOLVED:**

That the Board of Trustees has determined that there is a benefit to the District as well as a legitimate public purpose served to inform all eligible District employees (contract and non contract) at this time that they will receive a one-time supplemental compensation payment pursuant to the plan presented and outlined in **Exhibit A**; and

That this one-time supplemental compensation payment is intended to increase retention and recognize the extra work performed and which continues to be performed by eligible District employees in assisting the District in accomplishing its goals in providing a safe and healthy learning environment for students; and

That reasonable and adequate controls are in place to ensure that such benefits will be received by the District, since the Superintendent will limit this one-time supplemental compensation payment to those employees (contract and non-contract) that meet the eligibility requirements specified in this resolution and the respective plan; and

That any District employee who is not employed by the District as specified in **Exhibit A**, shall not be eligible for the one-time supplemental compensation payment under the plan; and

Finally, that the Superintendent has committed to, and is by the adoption of this resolution, required to, take all necessary steps to make sure that payment of this one-time supplemental compensation payment be made in accordance with the plan approved by the Board as outlined in **Exhibit A**.

SIGNED this 19th day of May 2025.

President, Board of Trustees

Secretary, Board of Trustees

EXHIBIT

A

RETENTION/SERVICE SUPPLEMENTAL PAYMENT

Eligibility:

Subject to the availability of District funds and Board approval of same, employees employed in a full-time capacity in a TRS-eligible position are eligible to receive this one-time supplemental compensation payment. Employees must be employed or be qualified to begin employment on the first day of instruction, or employed within 30 days of the first day of instruction, and continuously employed in 2024-2025 through May 30, 2025 to receive such payment. Additionally, employees must remain employed and return to duty for the first day of instruction for the 2025-2026 school year and remain employed up to the date of payment in order to be eligible for the payment. The supplemental compensation payment will be paid in August 2025, or as soon thereafter as practicable. The supplemental payment will be subject to all necessary and required taxes and withholdings.

Payment:

The amount of the one-time supplemental payment an eligible employee receives under this plan will be based on the employee's **consecutive** years of employment with **the District** and will be paid as outlined below:

- 1) Eligible employees will earn \$300 for up to two years of service. The 2024-2025 school year will count as a service year for purposes of the payment in August 2025.
- 2) Eligible employees will earn \$600 for three to 10 years of service. The 2024-2025 school year will count as a service year for purposes of the payment in August 2025.
- 3) Finally, eligible employees will earn \$1,000 for more than 10 years of service. The 2024-2025 school year will count as a service year for purposes of the payment in August 2025.