



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Approval of Resolution Adopting One-Time Employee Retention Payment For All
Full-Time District Employees Through the 2021-2022 School Year

SUBMITTED BY: David H Gonzalez **OF:** Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: December 7, 2021

RECOMMENDATION:

It is recommended that the Board of Trustees approve a Resolution Adopting a One-Time Employee Retention Payment For All Full-Time District Employees who are employed as of December 1, 2021 and remain employed through the end of the 2021-2022 School Year.

RATIONALE:

BUDGETARY INFORMATION:

Administration will adjust the budget accordingly to meet the payment requirements.

BOARD POLICY REFERENCE AND COMPLIANCE:



UNITED INDEPENDENT SCHOOL DISTRICT

Special Called Board Meeting
December 7, 2021
Agenda Item: _____

RESOLUTION ADOPTING ONE-TIME EMPLOYEE RETENTION INCENTIVE PAYMENT FOR ALL CURRENT FULL-TIME DISTRICT EMPLOYEES THROUGH THE 2021-2022 SCHOOL YEAR

Whereas, the United Independent School District ("District") wishes to retain its highly valued employees who have remained loyal to the District; 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 December 10, 2021, to those full-time employees who were employed with the District as of December 1, 2021, and remain employed with the District through the conclusion of the 2021-2022 school year; and

Whereas, the District shall be reimbursed by any employee who receives the one-time Employee Retention Incentive Payment if the employee does not remain employed by the District through the conclusion of the 2021-2022 school year, whether the separation from employment with the District was voluntary or involuntary; and

Whereas, the District recognizes that this incentive payment is not considered salary and is therefore ineligible for credit in accordance with the Teacher Retirement System.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the United Independent School District that the District shall issue a one-time Employee Retention Incentive Payment in the amount of \$_____ for all full-time employees.

The one-time Employee Retention Incentive Payment above will be payable on December 10, 2021, to all full-time employees who were employed by the District as of December 1, 2021 and remain employed through the conclusion of the 2021-2022 school year, whether their separation from employment with the District was voluntary or involuntary.

SO ORDERED this _____ day of December, 2021.

BOARD OF TRUSTEES:

Board President

WITNESSETH:

Board Secretary

David H. Gonzalez
Superintendent

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