

**BOARD OF TRUSTEES
AGENDA**

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| <input type="checkbox"/> Workshop | <input type="checkbox"/> Regular | <input checked="" type="checkbox"/> Special |
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(A) ☐ Report Only ☐ Recognition

Presenter(s):

Briefly describe the subject of the report or recognition presentation.

(B) ☒ Action Item

Presenter(s): SAMUEL MIJARES, SUPERINTENDENT
ISMAEL MIJARES, DEPUTY SUPERINTENDENT FOR BUSINESS AND FINANCE

Briefly describe the action required.

CONSIDERATION AND POSSIBLE ACTION TO APPROVE A RESOLUTION AUTHORIZING RETENTION BONUSES FOR ALL FULL TIME AND PART TIME EMPLOYEES WITH BENEFITS WHO REMAIN EMPLOYED WITH THE DISTRICT AS OF SEPTEMBER 13, 2021.

(C) **Funding source: Identify the source of funds if any are required.**

(D) **Clarification: Explain any question or issues that might be raised regarding this item.**

AS PER ATTACHED INFORMATION

SUPERINTENDENT RECOMMEDATION: "I am recommending that one time retention bonuses for exempt employees who remain employed with the District as of September 13, 2021 remain at \$3,000 and that one time retention bonuses for non exempt full time and part time employees with benefits who remain employed with the District as of September 13, 2021 be increased from \$1,000 to \$1,500 dollars."

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE EAGLE PASS
INDEPENDENT SCHOOL DISTRICT REGARDING RETENTION BONUSES FOR
EMPLOYEES DURING PANDEMIC**

WHEREAS, during the 2019-2020 school year, on March 13, 2020, the Governor of the State of Texas declared a statewide emergency, and, later that same day, the President of the United States declared a national emergency regarding COVID-19;

WHEREAS, On July 29, 2021, this disaster proclamation was renewed for all Texas counties;

WHEREAS, The Families First Coronavirus Response Act (FFCRA or Act) required certain employers to provide employees with paid sick leave or expanded family medical leave for specified reasons related to COVID-19, but that federal law expired on December 31, 2020;

WHEREAS, the Eagle Pass Independent School District Board recognizes that the health and safety of its students, staff, and community is important and desires to ensure that the school district and community are prepared to the fullest extent possible to protect the health and safety of students, staff, and community in light of COVID-19 concerns as we begin the 2021-2022 school year in-person;

WHEREAS, the District's public purpose is served by encouraging the continued employment of all staff members during this time;

WHEREAS, the District's public purpose is further served by offering a retention bonus for all full-time and part-time employees with benefits who continue their employment with the District through September 13, 2021;

WHEREAS, the continuity of District staff is vital to the well-being of District students and their families during this difficult time and recognition and appreciation for such employment continuity benefits the District by encouraging employment retention;

WHEREAS, this retention bonus will be paid for with federal funds awarded through a federal grant as well as the Maintenance and Operations Fund;

WHEREAS, the terms of the retention bonus will be set forth through Eagle Pass Independent School District DEA (REGULATION) which will reflect the circumstances upon which District employees will qualify for the retention bonus.

IT IS THEREFORE RESOLVED THAT the Board of Trustees of the Eagle Pass Independent School District finds that the recitals noted above are true and correct and hereby adopted and further finds a substantial public purpose exists in encouraging the continued employment of its staff for the 2021-2022 school year and therefore in ensuring that the school district and community are prepared to the fullest extent possible to educate its students in light of continued COVID-19 concerns.

Adopted on this the 30 day of August, 2021, by the Eagle Pass ISD Board of Trustees.

Jorge Barrera
President, Board of Trustees

Dr. Hector Alvarez
Secretary, Board of Trustee

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(REGULATION)

Retention Bonus

It has been determined that it is in the best interest of the District for its employees receiving benefits to be paid a one-time retention bonus for the 2021-2022 school year.

Payment for 2021-2022 School Year

All currently-employed full-time employees who are exempt from overtime in accordance with District Policy DEAB, who are working for the District on September 13, 2021, and who intend to remain employed with the District for the school year will receive a one-time retention bonus of \$3,000.

All currently-employed full-time employees and part-time employees with benefits who are not exempt from overtime in accordance with District Policy DEAB, who are working for the District on September 13, 2021, and who intend to remain employed with the District for the school year will receive a one-time retention bonus of \$1,500.

The one-time retention bonus will be made as a lump-sum payment in the paycheck scheduled on September 24, 2021.

This retention bonus is not for work already performed, but is being provided in an effort to benefit the District to retain current employees through the beginning of the school year and with the expectation that employees receiving the retention bonus will remain employed through the school year.

Employees who, by their own choice, fail to remain employed with the District through the 2021-2022 school year will be expected to reimburse the District.

Opportunity to Forgo Payment

Each employee who qualifies for a one-time retention bonus can elect to forgo the retention bonus by contacting the human resources department in writing prior to September 20, 2021.

There are many reasons why an employee may elect to not receive the one-time retention bonus; there is no requirement that an employee wishing to forgo a retention bonus provide a reason to the District for such a decision.

Funding Sources

All laws and rules regarding funding sources for the retention payments will be followed.

Approved:

DATE ISSUED: August 30, 2021

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DEA(REGULATION)-X

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(REGULATION)

Samuel Mijares, Superintendent
August 30, 2021

Board Review: Date