

for the 2024-2025 school year.

IT IS FURTHER RESOLVED that if the employee signs an agreement to remain employed for the 2024-2025 school year, a portion of the General Maintenance and Operations Fund will be distributed through the award of the stipend as follows:

- Professional and/or Supervisory staff who meet the following criteria shall receive \$1,100:
 - Employed with the District as of November 11, 2024, and through the end of the 2024-2025 school year;
 - Employed to work at least full-time; and
 - Hold a Bachelor's (or higher) degree.
- Non-professional and/or non-Supervisory staff who meet the following criteria shall receive \$600:
 - Employed with the District as of November 11, 2024, and through the end of the 2024-2025 school year;
 - Employed to work at least full-time; and
 - Employed as a classroom inter or long-term substitute.
- Professional and/or Supervisory staff who meet the following criteria shall receive \$550:
 - Employed with the District as of November 11, 2024, and through the end of the 2024-2025 school year;
 - Employed to work at least part-time; and
 - Hold a Bachelor's (or higher) degree.
- Non-professional and/or non-Supervisory staff who meet the following criteria shall receive \$300:
 - Employed with the District as of November 11, 2024, and through the end of the 2024-2025 school year;
 - Employed to work at least part-time; and
 - Employed as a classroom inter or long-term substitute.

IT IS FURTHER RESOLVED that this retention incentive does not apply to regular substitutes. Part-time is defined as one-half or more of the time required of the standard workload for the same or similar full-time positions.

IT IS FURTHER RESOLVED that the Superintendent shall develop administrative regulations surrounding the implementation of this payment, specifically an agreement to remain employed with the District for the full 2024-2025 school year.

IT IS FURTHER RESOLVED that the one-time retention incentive stipend will be awarded in December of 2024 via direct deposit, and that any employee who starts work after November 11, 2024 shall not be eligible for the additional supplemental compensation.

BE IT FURTHER RESOLVED, that to ensure that such benefits will be received by the District, all employees will be required to remain employed through May 29, 2025, the

last day of student instruction for the 2024-2025 school year, in order to be eligible for this payment. All incentive payments made under this Resolution are contingent upon the Participant maintaining his/her employment and completing his/her assigned work schedule through the end of the 2024-2025 academic year as appropriate; and

FINALLY, BE IT RESOLVED that the Board of Trustees has determined that the expenditures authorized in this Resolution will serve a valid school district purpose, that sufficient controls will be put into place prior to the expenditure, and that such benefits will be received by the District. The employees will be required to be employed for the entire 2024-2025 school year to be eligible for this payment, in order to ensure that District operations run smoothly in accordance with the law and in full compliance with Article III of the Texas Constitution.

SIGNED this _____ day of November, 2024.

President, Board of Trustees

Secretary, Board of Trustees