

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

STATE OF TEXAS	§
	§
COUNTY OF Bee	§

On the 17th day of January, 2012, the Board of Trustees of the Beeville Independent School District adopted by vote the following findings and resolution:

Whereas, Beeville Independent School District prides itself on an individualized and personalized approach to educating its students; and

Whereas, such an approach requires the full commitment, time, attention, and talent of its faculty and staff; and

Whereas, Beeville ISD employees are permitted to earn, accrue, and utilize leave days as specified in Board policies DEC (Legal) and (Local); and

Whereas, Beeville ISD employees have historically made full use of available leave each school year; and

Whereas, Beeville ISD believes there is a benefit to its students, its campuses, and the District as a whole when employee attendance is consistently high;

Whereas, Beeville ISD would like to institute an attendance incentive program to reward the collective effort of its employees based on overall employee attendance at each campus;

Be it therefore **RESOLVED**:

That the Superintendent is hereby authorized to develop and administer an employee attendance incentive program applicable to all Beeville ISD full-time employees beginning with the second half of the 2011-2012 school year.

Be it **FURTHER RESOLVED**:

That the Board of Trustees finds that its public purpose will be served by such a program as its employees will be incentivized to choose to forego use of leave days in order to dedicate themselves to a higher level of service to students and Beeville ISD schools;

That the Board of Trustees finds the District will receive value in the form of increased employee productivity, positive role-modeling for students, and an overall improvement in District morale;

That the Board of Trustees finds reasonably adequate controls are in place to ensure that such benefits will be received by the District, since incentive payments will be conditioned on specified measures of attendance and/or attendance improvement;

SIGNED this 17th day of January, 2012

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees