



# Terrell Independent School District

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*Expect More. Achieve More.*

## **RESOLUTION OF THE BOARD OF TRUSTEES OF THE TERRELL INDEPENDENT SCHOOL DISTRICT REGARDING A ONE-TIME EMPLOYEE RECRUITMENT AND RETENTION PAYMENT**

**WHEREAS**, the Board of Trustees (“Board”) of the Terrell Independent School District (“District”) is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

**WHEREAS**, the Board, through its employment policies, may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.5113(c); and

**WHEREAS**, the Board is authorized by Texas Education Code §45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

**WHEREAS**, recruitment and retention of teachers serves to directly improve student learning, and continuity in teachers is vital during the 2026-2027 school year to continue to provide the best education to the District’s students; and

**WHEREAS**, the Board wishes to encourage current and newly hired teachers remaining employed for the 2026-2027 school year by providing a one time payment to teachers in declared shortage areas in the amount of \$5,000 and a one time payment to teachers in non-declared shortage areas in the amount of \$2,000 for all TISD full-time SBEC certified teachers.

**WHEREAS**, the Board finds that the retention payment will fulfill the intent of addressing needs, and is reasonable and necessary for the course of ongoing business and to remediate unfinished student learning; and

**WHEREAS**, given the importance of the public interest served by this resolution, the Board authorizes the expenditure of funds from general revenues as a determination made in the interests served by this resolution; and

**WHEREAS**, the public purpose of this payment is to increase retention of teachers.

### **NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE TERRELL INDEPENDENT SCHOOL DISTRICT:**

**RESOLVED**, that the Board of Trustees of the Terrell Independent School District authorizes a one-time retention payment for current and newly hired teachers in a SBEC certified declared shortage teacher position with Terrell ISD of \$5,000 and \$2,000 one time payment to teachers in non-declared shortage areas and in a TISD full-time SBEC certified position.

**RESOLVED**, the Board authorizes and directs the Superintendent to provide a one-time retention payment for current and newly hired teachers in a SBEC certified declared shortage teacher position with Terrell ISD of \$5,000 and \$2,000 one-time payment to teachers in non-declared shortage areas and in a TISD full-time SBEC certified position. One-half of the incentive will be paid in November 2026 and one-half in May 2027.

**RESOLVED**, to be eligible, teachers must be employed in a TRS eligible position, as defined by TRS, with Terrell ISD and satisfy the following conditions:

1. The current teacher must be employed and on the District payroll as of September 1, 2025 and have indicated their intent to work for Terrell ISD for the entire 2026-2027 school year.
2. The newly hired teachers (*in a shortage declared area*) must be employed and on the District payroll as of September 1, 2026 and have indicated their intent to work for Terrell ISD for the entire 2026-2027 school year. A prorated amount shall be calculated for any hires after this date.
3. The current teacher and the newly hired teacher must be employed and on the District payroll in November 2026, and in May 2027, when the payments are made and eligible for teacher retention allotment (TRA).

**RESOLVED**, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

This Resolution does not establish ongoing policy and the Terrell Independent School District is under no obligation to provide any additional payments beyond those contemplated by this Resolution.

**PRESENTED** and passed this \_\_\_\_ day of April 2026, by a vote of \_\_\_\_ Ayes and \_\_\_\_ Nays by the Board of Trustees of Terrell ISD.

**President, Terrell ISD Board of Trustees**

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**Secretary, Terrell ISD Board of Trustees**

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