

**THE BOARD OF TRUSTEES OF THE
BIRDEVILLE INDEPENDENT SCHOOL DISTRICT**

May 23, 2024

RESOLUTION

WHEREAS, the Board of Trustees (“Board”) wishes to retain Birdville ISD (the “District”) employees for their continued service to the students and school community; and

WHEREAS, the Board of Trustees (“Board”) understands the additional challenges placed upon educators and other staff due to the current economic conditions and increasingly difficult working conditions due to the impact of COVID-19; and

WHEREAS, the Board of Trustees (“Board”) wishes to encourage employee retention to Birdville ISD (the “District”) during the 2024-25 fiscal year; and

WHEREAS, the Board anticipates that ESSER III federal revenues available to the District will allow for a one-time incentive payment to be paid to Qualified Employees of the District, as that term is defined below (Child Nutrition staff will be paid from the Child Nutrition Fund if funds are available); and

WHEREAS, a public school purpose will be served by the payment of a one-time retention payment to Qualified Employees in order to demonstrate support of its employees, enhance employee morale, and support the retention of employees; and

Now therefore it be resolved by the Board that:

1. The Board authorizes the payment of a one-time retention payment of \$1,000 to Qualified Full-Time Employees, and up to \$500 to Qualified Half-Time Employees, as defined below, for employees in an exempt position, as defined by the Fair Labor Standards Act (“FLSA”), as compensation for continued service to the District.
2. The Board authorizes the payment of a one-time incentive payment of \$1,000 to Qualified Full-Time Employees, and up to \$500 for Qualified Half-Time Employees, as defined below, for employees in a non-exempt position as defined by the FLSA, as compensation for continued service to the District.
3. Qualified Employees must have begun employment with the District no later than August 31, 2024 and are further defined as follows:
 - a. Full-Time Employees:
 - i. Individuals still employed under a contract or employment agreement as of September 13, 2024; and
 - ii. Individuals still employed in a permanent position (i.e., not a temporary or substitute position) on a full-time basis (i.e., employee works those hours associated with the full-time position) as of September 13, 2024.

- b. Half-Time Employees:
 - i. Individuals still employed in a permanent position (i.e., not a temporary or substitute position) on a half-time basis (i.e., employee works at least half of the hours associated with the full-time position) as of September 13, 2024.
- 4. This payment will occur the week after the September 13, 2024 qualification date for each qualified employee.
- 5. The Administration will have final authority to determine whether an individual constitutes a Qualified Employee for purposes of this incentive payment.
- 6. The one-time retention payment will be funded from the District's ESSER III federal funds except Child Nutrition staff, paid from the Child Nutrition Fund if funding is available.
- 7. The Board finds that a public school purpose will be served by the payment of this one-time retention payment resulting in a direct benefit to the District through the improved morale of employees and employee retention; that it retains sufficient control over the expenditures to ensure the public purpose is served; and that it will receive a return benefit in exchange for such payments.