



## **RESOLUTION OF THE BOARD OF TRUSTEES OF JUDSON ISD WINTER RETENTION INCENTIVE**

**WHEREAS**, the Board of Trustees (“Board”) of the Judson 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 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**, since the inception of the COVID -19 pandemic, districts are experiencing more challenges with retaining qualified staff, contract and at-will, due to the significant increased pressure and demands placed upon staff due to the COVID -19 pandemic, and the administration believes the same challenge will continue during the 2023-2024 school year;

**WHEREAS**, retention of full time staff serves to directly improve student learning, and continuity in full time staff is vital during the school year to continue to provide the best education to the District’s students; and

**WHEREAS**, the public purpose for this payment is to increase retention of full time employees, and given the importance of the public interest served by this resolution, the Board authorizes the expenditure of funds from the ESSER III grant; and

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

**RESOLVED**, that the Board of Trustees of the Judson Independent School District authorizes a retention payment for full time employees that have a Start date on or before September 1, 2023, and continue to be employed and on payroll through November 30, 2023.

**RESOLVED**, the Board authorizes the payment to be made during the December payroll cycles, or as soon thereafter as practicable, in the following increments:


Full-Time Non-Teachers      \$1,000

Teachers, Counselors, Librarians, and Nurses with:

0-5 years	\$1,000
6-10 years	\$1,500
11-20 years	\$2,000
21+ years	\$2,500

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


**PASSED, ADOPTED AND APPROVED** this 16<sup>th</sup> day of November, 2023 by the Judson Independent School District.

  
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Jose A. Macias, Jr.

President, Board of Trustees



ATTEST:

  
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Laura Stanford

Secretary, Board of Trustees