

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE FRISCO INDEPENDENT SCHOOL DISTRICT
TO FULLY FUND THE TEACHER/EMPLOYEE RECRUITMENT AND RETENTION
PROGRAM MATCH FOR THE 2025-2026 FISCAL YEAR**

WHEREAS, Frisco Independent School District participates in the Region 10 Education Service Center Retirement Asset Management Services (RAMS) Teacher/Employee Recruitment and Retention Program (TERRP), a 401(a) retirement plan through which participating districts may provide matching contributions based on employees' voluntary contributions to eligible 403(b) and/or 457(b) retirement plans; and

WHEREAS, Frisco ISD has established a TERRP matching benefit for eligible employees equal to 25% of an employee's voluntary retirement plan contributions, up to 1% of the employee's base wages; and

WHEREAS, in accordance with the Board-adopted 2025-26 compensation plan, the District assigned \$1,000,000 in excess unrestricted revenue to fund TERRP matching contributions; and

WHEREAS, eligible matching contributions for fiscal year 2025-26 total \$1,241,903, exceeding the amount reserved for the program; and

WHEREAS, the District has sufficient excess unrestricted revenue available from the 2025-2026 fiscal year to fully fund all eligible TERRP matching contributions; and

WHEREAS, the District's TERRP provisions allow the Board of Trustees to authorize full funding of the match when eligible matching contributions exceed the amount initially reserved; and

WHEREAS, the Board of Trustees finds that providing the TERRP matching contribution serves a legitimate public purpose by supporting the recruitment and retention of qualified employees and promoting workforce stability; and

WHEREAS, the Board further finds that adequate controls are in place to ensure District funds are used only for eligible employees and contributions in accordance with the terms of the TERRP and the District's established matching provisions;

Be it resolved,

1. That all of the above-referenced findings and recitals are incorporated into and made a part of this Resolution.
2. That the Frisco ISD Board of Trustees finds that fully funding the TERRP matching contribution serves a legitimate public purpose by supporting the recruitment and retention of qualified employees and promoting workforce stability.
3. That, in furtherance of the public purpose stated in this Resolution, the Frisco ISD Board of Trustees authorizes the District to fully fund all eligible fiscal year 2025-26 matching contributions under the Region 10 RAMS TERRP, at a total cost of \$1,241,903, in accordance with the District's established TERRP provisions.

4. That the Frisco ISD Board of Trustees finds that adequate controls are in place to ensure that the expenditure of District funds authorized by this Resolution accomplishes the identified public purpose and is limited to eligible contributions made in accordance with the terms of the TERRP and the District's established matching provisions.

RESOLVED THIS 21st day of September, 2026.

By:

Keith Maddox, President
Board of Trustees of the
Frisco Independent School District

ATTEST:

Dynette Davis, Secretary
Board of Trustees of the
Frisco Independent School District