RESOLUTION OF THE BOARD OF TRUSTEES
OF THE AGUA DULCE INDEPENDENT SCHOOL DISTRICT

STATE OF TEXAS §
§
COUNTY OF NUECES §

On the 9th day of November 2026, the Board of Trustees of the Agua Dulce Independent School District adopted by vote, the following findings and resolutions:

WHEREAS, the Agua Dulce Independent School District ("District") values its employees, both certified and non-certified, exempt and non-exempt, and believes they have frequently gone above and beyond what has been required of them in order to carry out their employment duties for the District, in terms of both effort and time; and

WHEREAS, as a result of the uncertainty surrounding school funding and mandatory requirements for the 2026-2027 school year, the District compensation plan did not include a retention incentive stipend as part of the budget process and to ensure that employees will remain employed for the full 2026-2027 school year to allow for smooth operation of our schools; and

WHEREAS, after further review of the budget, the District has determined that there are adequate funds to allow additional compensation to its employees if the qualified employees continue to work through the end of the 2026-2027 calendar, as a retention incentive stipend. Should qualified employees' current employment end prior to their current calendar term for the 2026-2027 school year, employees will be subject to pay back the incentive out of their last paycheck; and

WHEREAS, the District is proposing a one-time supplemental compensation, contingent upon and expressly subject to a determination by the Board of Trustees that there are additional funds that are sufficient for the 2026-2027 school year which enables the District to make this one-time supplemental compensation payment to its employees as described above; and

WHEREAS, the District acknowledges that the one-time supplemental compensation payment shall be made in accordance with the law and in full compliance with Article III of the Texas Constitution.

Be it therefore **RESOLVED:**

That the Board of Trustees has determined that there is a benefit to the District, as well as a legitimate public purpose served by awarding a one-time incentive stipend for the 2026-2027 school year if the qualified employees continue to work through the end of their current contract term, as a retention incentive stipend and should a qualified employees' employment end prior to their last calendar employment date for the 2026-2027 school year, said employee will be subject to pay back the incentive.

IT IS FURTHER RESOLVED that if the if the qualified employees continue to work through the end of their current 2026-2027 calendar year, as a retention incentive

stipend; the award of the stipend will pay out as follows:

- The general stipend amount shall be Three thousand dollars ($3,000.00) for all full time staff. Full time requires that an employee work at least _35__ hours per week. One thousand five hundred dollars ($1,500.00) for all part time staff. Part time requires that an employee work on average _20__ hours per week to be eligible. Seven hundred fifty dollars ($750.00) for all other staff working 10 hours per week to be eligible.

- The amount of one-time retention stipend is determined on a pro-rated rate which is the amount that an employee is eligible to receive, divided by the number of days employees are scheduled to work, multiplied by the days employees have remaining.

BE IT RESOLVED that the Superintendent shall develop the payments for the implementation of these stipends, specifically who is eligible and the proportion of the payment to be received by less than full time staff within each category outlined above.

IT IS FURTHER RESOLVED that the one-time retention incentive stipend will be awarded in December of 2026; and

BE IT FURTHER RESOLVED, that to ensure that such benefits will be received by the District, all employees will be required to remain employed through the end of their work calendar for the 2026-2027 academic year to be eligible for this payment. All incentive payments made under this Resolution are contingent upon the employee maintaining his/her employment and completing his/her assigned work schedule through the end of the 2026-2027 academic year as appropriate and that should they not, then their last paycheck shall include repayment of their incentive payment amount.

FINALLY, BE IT RESOLVED that the Board of Trustees has determined that the expenditures authorized in this Resolution will serve a valid school district purpose, that sufficient controls will be put into place prior to the expenditure, and that such benefits will be received by the District. The employees will be required to be in attendance for the entire 2026-2027 school year to be eligible for this payment, to ensure that District operations run smoothly in accordance with the law and in full compliance with Article III of the Texas Constitution.

SIGNED this 11th day of November, 2024.

President, Board of Trustees

Secretary, Board of Trustees