

MAGNOLIA INDEPENDENT SCHOOL DISTRICT
EDUCATOR EARLY RESIGNATION INCENTIVE PROGRAM RESOLUTION

WHEREAS, the Board of Trustees of the Magnolia Independent School District is committed to providing the best possible educational opportunities for its students and being good stewards of available public funds;

WHEREAS, in the best interest of the Magnolia Independent School District and for appropriate public purposes, the Board of Trustees should reasonably attempt to obtain an accurate forecast prior to the end of the current 2025-2026 school year of those employees who do not intend to return to employment for the 2026-2027 school year as such forecast will enable the school district to better address hiring needs in an increasingly competitive market; and

WHEREAS, obtaining such a forecast is in the best interest of the District and allows the District to further its educational mission by properly assessing its personnel needs for the 2026-2027 school year, and such a forecast will increase the quantity and quality of educators to fill vacant positions for the 2026-2027 school year which directly impacts the students we serve.

NOW, THEREFORE, BE IT RESOLVED that the District shall offer an Early Resignation Incentive Program to all educators who qualify under the Program Agreement attached to this Resolution, as follows:

- A. Eligible Employees: Campus educators employed under a Probationary, Term or Non-Chapter 21 Contract as of September 1, 2025 shall be eligible to participate in the Program provided that they meet the eligibility requirements set forth in the Program Agreement.
- B. Basic Terms of the Program:
1. Each eligible employee who elects to participate in the Program shall permanently resign his or her employment with the District in accordance with the timelines set forth in the Program Agreement.
 2. Each participant shall receive compensation in accordance with the Program Agreement.
- C. Method of Participation: The Superintendent or his designee shall provide the Program Agreement to all eligible educators on or before March 2, 2026. Each eligible educator shall be informed that he or she must deliver the signed Program Agreement and a letter of resignation to the Superintendent or designee's office no later than March 31, 2026.

D. Superintendent's Discretion: The Superintendent or his designee shall take all actions necessary and appropriate to implement the intent of this resolution.

PASSED, APPROVED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE MAGNOLIA INDEPENDENT SCHOOL DISTRICT, this 9th day of February, 2026.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Magnolia Independent School District during a properly noticed and scheduled meeting held on February 9, 2026. A quorum of the Board of Trustees being then present, it was duly moved and seconded that the resolution was then adopted according to the following vote:

Ayes: 7

Nays: 0

Abstentions: 0

To certify which, witness my hand and the official seal of the District this 9th day of February 2026.

MAGNOLIA INDEPENDENT
SCHOOL DISTRICT

By: [Signature]
Gary Blizzard, President, Board of
Trustees

ATTEST:

By: [Signature]
Sonja Ebel, Secretary, Board of Trustees

ATTACHMENT: (Early Resignation Incentive Program Agreement)