

**RESOLUTION AUTHORIZING A ONE-TIME EMPLOYEE RETENTION PAYMENT
FOR MIDLAND INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Board of Trustees (the “Board”) of the Midland Independent School District (the “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, through its employment policies, may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c); 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, there is a public purpose served and a benefit to Midland Independent School District to seek to retain employees, increase morale, and help employees focus on the work they perform; and

WHEREAS, the Board wishes to encourage employees to return to MISD and perform at a high level in supporting students by providing a one-time retention payment for all employees in the amount of \$1,250; and

WHEREAS, the Board finds that the one-time incentive payment to returning employees will fulfill the need to support staff, boost morale, and incentivize employees to return to MISD for the 2026-'27 school year without tying the district into long-term financial obligations; and

WHEREAS, the qualifications for employees to receive the retention payment are as follows:

- Must be in a full-time, TRS-eligible position with Midland Independent School District, inclusive of any full-time retirees currently serving in a TRS-eligible position; and
- Must be hired by January 4, 2026; and
- Must be currently active in the district's ERP system as of June 1, 2026 and returning for the 2026-27 school year; and
- Must remain employed with the district in a full-time role through January 31, 2027

WHEREAS, if an employee who receives the payment leaves the district before January 31, 2027, the district will withhold the retention amount from the employee's last paycheck.

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

RESOLVED, that the Board of Trustees of the Midland Independent School District authorizes and directs the Superintendent to provide a one-time retention payment for full-time district employees employed in a TRS-eligible position with Midland Independent School District in the amount of \$1,250 as outlined herein before June 30, 2026; and

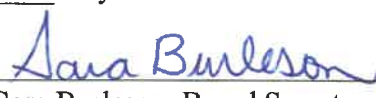
RESOLVED, this resolution only applies to this one-time payment to full-time employees. To be eligible, employees must be employed in a TRS-eligible position, as defined by TRS, with the Midland Independent School District; and

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

This Resolution does not establish ongoing policy, and the Midland Independent School District is not obligated to provide any additional payments beyond those contemplated.

PASSED AND APPROVED this 10th day of June, 2026 by the Board of Trustees for the Midland Independent School District. by a vote of 7 Ayes and 0 Nays.

By: 
Josh Guinn, Board President

Attest: 
Sara Burleson, Board Secretary