

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE CARROLLTON-FARMERS BRANCH INDEPENDENT SCHOOL DISTRICT
(YEARS OF SERVICE SUPPLEMENTAL PAYMENT)**

STATE OF TEXAS

COUNTY OF DALLAS

On the 20th day of August 2026, the Board of Trustees of the Carrollton-Farmers Branch Independent School District adopted by vote the following findings and resolutions, and took the following action:

WHEREAS, employees of the Carrollton-Farmers Branch Independent School District (the “District”) 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, the District has significantly benefitted from the long-term years of service and dedication provided by certain District employees notwithstanding times of reduced funds, reduced resources, and general uncertainty regarding funding; and

WHEREAS, the Superintendent has outlined prudent and reasonable plans for the payment of a one-time supplemental compensation payment to eligible District employees identified in such plan and further specifies the payment amounts to be given to eligible employees as outlined in **Exhibit A** to this resolution; and

WHEREAS, contracts for employment for professional District employees recognize the possible payment of incentive pay or pay for performance, including years of service pay; and,

WHEREAS, the District desires to timely take the necessary steps to ensure that it can make this one-time supplemental compensation payment to all eligible District employees pursuant to the plan found in **Exhibit A**; and

WHEREAS, contingent upon and expressly subject to a determination by the Superintendent that additional funds are available to the District sufficient to enable it to make this one-time supplemental compensation payment to all eligible employees at the times and dates specified in **Exhibit A**, the Superintendent has presented all necessary information that will permit the Board to take whatever budgetary actions may be required or permitted in order to provide the one-time supplemental compensation payment in the 2026-27 school year, the District is adopting these findings and resolutions, and taking the actions noted herein, prior to the start of the 2026-27 school year .

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 to inform all eligible District employees at this time they will receive a one-time supplemental compensation payment pursuant to the plan presented and outlined in **Exhibit A**; and

That reasonably adequate controls are in place to ensure that such benefits will be received by the District, since the Superintendent will limit this supplemental compensation payment to those employees (contract and non-contract) that meet the eligibility requirements specified in this resolution and the respective plan; and

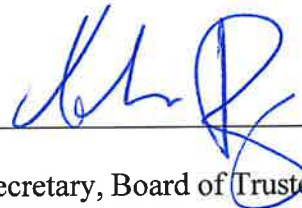
That any District employee who is not employed by the District as specified in **Exhibit A**, shall not be eligible for the one-time supplemental compensation payment under the plan; and

Finally, that the Superintendent has committed to, and is by the adoption of this resolution, required to, take all necessary steps to make sure that payment of this one-time supplemental compensation payment be done in accordance with the plan approved by the Board as outlined in **Exhibit A**.

SIGNED this 20th day of August 2026.

A handwritten signature in blue ink, appearing to read "C. Hatfield", written over a horizontal line.

President, Board of Trustees

A handwritten signature in blue ink, consisting of stylized initials, written over a horizontal line.

Secretary, Board of Trustees

EXHIBIT A

YEARS OF SERVICE SUPPLEMENTAL PAYMENT

Eligibility:

Subject to the availability of District funds and Board appropriation of same, employees employed in a full-time capacity in a TRS-eligible position are eligible to receive this one-time supplemental compensation payment. Employees' years of service are required to be consecutive. Employees must be continuously employed in 2026-27 through December 18, 2026 to receive such payment. The supplemental compensation payment will be paid in December 2026, or as soon thereafter as practicable. The supplemental payment will be subject to all necessary and required taxes and withholdings.

Payment:

The amount of the one-time supplemental payment an eligible employee receives under this plan will be based on the employee's years of employment with the District and will be paid at five-year increments in the year following the anniversary date as outlined below:

At each five-year anniversary, eligible employees will earn \$100 for each year of service.

Example 1: Employee has worked 5 years in an eligible position with the District. This employee will receive \$100 for each year of employment. The total supplemental payment will be \$500 to be paid in the employee's 6th year of eligible employment.

Example 2: Employee has worked 10 years in an eligible position with the District. The employee will receive \$100 for each year of employment. The total supplemental payment will be \$1000 to be paid in the employee's 11th year of eligible employment.