

RESOLUTION

NORTH EAST INDEPENDENT SCHOOL DISTRICT

June 15, 2026

WHEREAS, the North East Independent School District (NEISD) has always been and will remain committed to recruit and retain quality personnel,

WHEREAS, the administration of NEISD has determined funds are available to provide NEISD employees with a one-time retention supplement for the first semester of the 2026-2027 school year to further the educational purpose of helping retain its valued employees who ultimately provide or contribute to providing students with quality educational services; and

WHEREAS, the Board of Trustees finds that retention of employees throughout the course of the 2026-2027 school year is an important benefit to the District and that a retention supplement will promote employee morale and retention;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby declares that each full-time District classroom teacher with a hire date on or before October 1, 2026 shall receive a one-time retention supplement of \$652, such amount to be payable in the month of November expressly conditioned upon the qualified employee's completion of their 2026 fall semester work schedule in good standing;

BE IT FURTHER RESOLVED that all other employees and Kids' Involvement Network (KIN) Assistants of the North East Independent School District would be eligible for a retention supplement of one percent (1%) of the annualized pay grade midpoint under the employee's applicable 2026-2027 salary range with a minimum supplement payment of \$250. To qualify for the supplement, the employee must have a hire date on or before October 1, 2026. The supplement amount shall be paid in one payment in the month of November based upon the qualified employee's completion of their 2026 fall semester work schedule in good standing. All other temporary and substitute employees are ineligible for the supplement.

BE IT FURTHER RESOLVED that the Board of Trustees approves a prospective retention supplement in Spring 2027 for eligible employees in the event the District's total student enrollment exceeds the projected number of 51,088 by more than 750 students and/or the average student attendance rate is above 93.5% as of October 30, 2026. In the event that one or both of these triggering events occur, the District administration shall provide a one-time retention supplement of one percent (1%) of the annualized midpoint under the employee's applicable 2026-2027 salary range with a minimum supplement of \$250. To qualify for the supplement, the employee must have a hire date on or before February 1, 2027. The supplement amount shall be paid in one payment in the month of May expressly conditioned upon the qualified employee's completion of their 2027 spring

semester work schedule in good standing. All other temporary and substitute employees are ineligible for the supplement.

BE IT FURTHER RESOLVED that any employee who receives the retention supplement and separates from employment prior to the last day of their 2026 fall or spring work schedule will not have met the requirement to earn the retention supplement, and such employee will have then received an overpayment. For any employee who received the retention supplement and then fails to meet the requirements, the amount of the retention supplement will be deducted from their final paycheck or from their leave payout, or will otherwise be expected to reimburse the District the amount of the retention supplement.

PASSED, APPROVED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE NORTH EAST INDEPENDENT SCHOOL DISTRICT, this 15th day of June, 2026.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the North East Independent School District during a properly noticed and scheduled meeting held on June 15, 2026. A quorum of the Board of Trustees being then present, it was duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

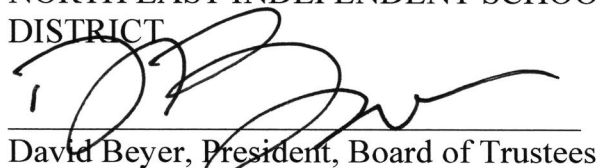
Ayes: 6
Nays: 0
Abstentions: 0

To certify which, witness my hand and the official seal of the District this 15th day of June, 2026.

President, Board of Trustees

NORTH EAST INDEPENDENT SCHOOL
DISTRICT

By:


David Beyer, President, Board of Trustees

ATTEST:

By:


Lisa Thompson, Secretary, Board of Trustees