

EARLY NOTIFICATION OF VOLUNTARY RESIGNATION INCENTIVE PROGRAM RESOLUTION

RESOLUTION #023/11-12

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT

WHEREAS, the Brownsville Independent School District has always been and will remain committed to providing the best possible educational opportunities for its students while at the same time being good stewards of available public funds;

WHEREAS, due to the economic downturn, the current state budgetary shortfall and for other reasons, the Brownsville Independent School District is facing increasingly limited funding from state, federal and local revenue sources for the upcoming 2012-2013 school year and beyond;

WHEREAS, approximately seventy-eight percent (78%) of the Brownsville Independent School District's annual budget is made up of employee compensation and benefits.

WHEREAS, the Brownsville Independent School District Board of Trustees should appropriately seek ways to reduce expenditures in an effort to align such expenditures with anticipated available public funds, and to also continue its responsible stewardship of the public's funds, to include reducing personnel costs by reducing or eliminating job positions throughout the District;

WHEREAS, in the best interest of the school district and for appropriate public purposes, before fully considering whether the reduction or elimination of positions in the future is necessary in order to address its budgetary needs, the Brownsville Independent School District Board of Trustees should reasonably attempt to obtain an accurate forecast prior to the end of the current 2011-2012 school year of those employees who do not intend to return to employment for the 2012-2013 school year;

WHEREAS, determining what vacancies might exist prior to reducing positions is in the best interest of the District and allows the District to further its educational mission by assisting the Brownsville Independent School District Board of Trustees in properly assessing its personnel needs and costs for the 2012-2013 school year, and may result in significant cost savings to the District for the 2012-2013 school year.

NOW, THEREFORE, BE IT RESOLVED that the Board Trustees hereby declares that:

1. Current full-time employees with Brownsville Independent School District that meet specific board approved criteria shall be considered eligible for this Early Notification of Voluntary Resignation Incentive Program.
2. The Early Notification of Voluntary Resignation Incentive Program Payment shall be calculated as follows: Special Assignment/District-Wide Administration shall receive ten-percent (10%) of their current gross salary up to \$7,500, Professional Hiring Schedule Employees shall receive fifteen-percent (15%) of their current gross salary up to \$10,000, and Classified Employees shall receive twenty-percent (20%) of their current gross salary up to \$5,000.

3. Current full-time employees with Brownsville Independent School District who meet specific board approved criteria and who agree to voluntarily resign effective the last duty day of the 2011-2012 school year or the 2011-2012 contract year as appropriate, will be eligible to receive an Early Notification of Voluntary Resignation Incentive Program payment as specified herein, less applicable withholding, if the employee notifies the Human Resource Department by submitting a signed letter of resignation beginning at 8:00 a.m. on January 23, 2012 and ending at 5:00 p.m. on February 22, 2012.
4. Employees with a hire date on or after October 3, 2011 are not eligible for the Early Notification of Voluntary Resignation Incentive Program.
5. Any employee who accepts this offer of the Early Notification of Voluntary Resignation Incentive Program Payment in exchange for his/her voluntary resignation is required to execute the required paperwork as well as fulfill all assigned duties until the date of resignation, including regular attendance. Excessive absenteeism, as reasonably determined by the Employee's supervisor, will result in a revocation of this offer.
6. Any employee opting for this incentive will not be eligible for full-time employment with BISD for the 2012-2013 and the 2013-2014 school years.
7. Any employee who has been on administrative leave during the 2011-2012 school year or is currently on administrative leave is not eligible for the incentive.
8. Any employee who has resigned in lieu of proposed termination during the 2011-2012 school year is not eligible for the Early Notification of Voluntary Resignation Incentive Program.

BE IT FURTHER RESOLVED that a copy of this Resolution be placed in the Meeting Minutes of the Brownsville Independent School District Board of Trustees.

BE IT FURTHER RESOLVED that the Superintendent of Schools or his designee shall take all actions necessary and appropriate to implement the intent of this resolution including, in consultation with the BOARD, ending this offer prior to February 22, 2012 or prior to receipt of the listed number of employees if determined to be in the best interest of the school district.

PASSED, APPROVED AND ADOPTED BY THE BOARD OF TRUSTEES OF THE BROWNSVILLE INDEPENDENT SCHOOL DISTRICT, THIS 17 DAY OF January, 2012.

Dr. Enrique Escobedo, President

Luci B. Longoria, Vice President

Dr. Christina Saavedra, Secretary

Caty Presas-Garcia, Asst. Secretary

Rolando Aguilar, Member

Joe Colunga, Member

Minerva Pena, Member

Luci B. Longoria

Christina R. Saavedra, EdD

Rolando Aguilar

Joe Colunga

M. Pena
