

**RESOLUTION OF THE MIDLAND INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES AUTHORIZING ONE-TIME EMPLOYEE  
APPRECIATION STIPEND FOR THE 2021-2022 SCHOOL YEAR**

WHEREAS, the Board is authorized under Texas Education Code Section 45.105 to expend funds of the Midland Independent School District for purposes necessary in the conduct of the public schools, as determined by the Board; and

WHEREAS, the Board acknowledges that in response to the pandemic a significant number of District personnel have, during the 2021-22 school year, been called upon to go above and beyond to ensure the success of District operations; and

WHEREAS, the Board finds that the need to maintain ongoing morale requires that the Board, in some way, recognize the courage and sacrifice of its employees; and

WHEREAS, the Board seeks to retain its employees, reduce turnover, increase morale, and help employees focus on work-related matters while at work, and determines that a substantial public purpose exists in doing so.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Midland Independent School District, in furtherance of the public purpose so stated in this Resolution, that:

1. The recitals set forth above are found by the Board to be true and correct.
2. All District employees have gone above and beyond this school year and have all contributed to the success of the District's operation and the delivery of instruction during the 2021-2022 school year.
3. All eligible District employees and eligible ESS substitute teachers shall be entitled to a one-time stipend up to Two Thousand Dollars (\$2,000.00) for the 2021-2022 school year.
4. To be eligible for the one-time stipend a District employee must continue employment with the District through May 28, 2022.
5. The stipends shall be distributed to District employees in accordance with the following eligibility criteria:
  - A. Active full-time District employees hired on or before August 27, 2021 will receive a stipend of \$2,000.
  - B. Active full-time District employees hired between August 30, 2021 and December 17, 2021 will receive a stipend of \$1,500.

C. Active full-time District employees hired between January 3, 2022 and March 31, 2022 will receive a stipend of \$1,000.

D. Active part-time District employees in a regular assignment or who have worked at least 750 hours between August 2, 2021 and March 31, 2022 will receive a stipend of \$1,000.

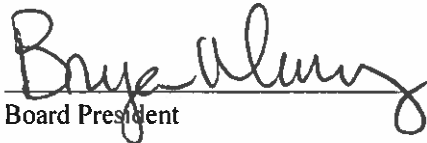
6. The stipends shall be distributed to ESS substitute teachers in accordance with the following eligibility criteria:

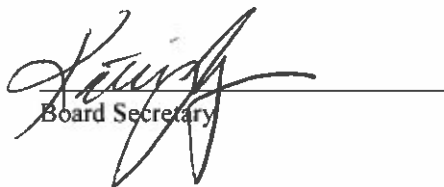
A. Currently assigned and active (long-term) ESS substitutes subbing in the same vacancy since August 2, 2021 and through May 28, 2022 will receive a \$1,000 stipend.

B. Active ESS substitutes who do not meet the eligibility criteria in Section 6.A and have subbed in a vacancy for more than 90 days will receive a \$500 stipend.

7. The stipends shall be distributed to eligible employees and eligible ESS substitutes in May of 2022, or as soon as reasonably practicable thereafter.

Adopted this 19th day of April 2022, by the Midland Independent School District Board of Trustees.

  
Board President

  
Board Secretary