

DEER PARK INDEPENDENT SCHOOL DISTRICT

**Early Notification Incentive Hearing
2800 Texas Avenue
Deer Park, Texas**

**February 13, 2017
6:30 p.m.**

AGENDA

- I. Opening of Meeting by Chairman
- II. Discussion of DPISD Plans to Offer Early Notification Incentive
- III. Public Participation [This is the appropriate time for audience members to address the Board of Trustees regarding the proposed 2017 Early Notification Incentive.]
- IV. Adjournment

If, during the course of the meeting covered by this notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item included in this notice, then such closed meeting as authorized by Government Code Chapter 551, Subchapter D (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed meeting concerning any and all subjects and for any and all purposes permitted by Section 551.071 through Section 551.084, inclusive, or the Open Meetings Act, including, but not limited to:

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 - For the Purpose of discussing the purchase, exchange, lease or value of real property.

Section 551.073 - For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment of duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 - To consider the deployment, or specific occasions for implementation, of security personnel and devices.

Section 551.082 - For the purpose of considering discipline of a public school child or children; or considering a complaint or charge that is brought against an employee of the school district by another employee that directly results in a need for a hearing.

Section 551.0821 – For the purpose of deliberating a matter regarding a public school student if, personally identifiable information about the student will necessarily be revealed by the deliberation.

Section 551.084 - For the purpose of excluding witness or witnesses from a hearing during examination of another witness.

Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting then such final action, final decision or final vote shall be at either:

- A. the open meeting covered by this notice upon the reconvening of this public meeting, or
- B. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

THE BOARD OF TRUSTEES MAY CONSIDER THE ITEMS LISTED IN THIS NOTICE IN ANY ORDER OTHER THAN THAT LISTED ABOVE. THIS NOTICE WAS POSTED IN THE ADMINISTRATION BUILDING AT 10:00 A.M. ON FEBRUARY 8, 2017, AND REPRESENTATIVES OF THE MEDIA WHO HAVE REQUESTED NOTICES OF DEER PARK INDEPENDENT SCHOOL DISTRICT BOARD MEETINGS HAVE BEEN NOTIFIED.

**Albert Lee Giddens
President, Board of Trustees**

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**Deer Park Independent School District
Deer Park, Texas**

TO: Superintendent Victor White and Board of Trustees

FROM: Peaches McCroskey, Deputy Superintendent for Human Resources

DATE: January 18, 2017

SUBJECT: Early Notification Incentive

ACTION: Required Hearing on February 13, 2017
Consider for Approval at Regular Meeting on February 20, 2017

Background

The District began offering an early notification incentive in the spring of 2008 and has found it to be an invaluable tool giving the District more time and flexibility in hiring the most qualified applicants for open positions. The program offers a one-time \$1,000 payment to certified employees who would be recommended for a contract by their supervisors and who are not planning to return to work the following year if they submit a letter of resignation or retirement before March 1, 2017. The administration would like to offer that incentive once again for the spring of 2017; however, we must meet a legislative requirement before we can implement the incentive for this year.

The 83rd Texas Legislature passed a law that requires a public hearing before compensating a public employee more than the amount owed under his or her contract. Therefore, we will hold a public hearing addressing the Early Notification Incentive prior to the workshop on February 13, 2017. A formal recommendation will be brought to the Board at the regular Board meeting on February 20, 2017.

Financial Implications

For the last four years, this retirement incentive has cost the district between \$35,000 and \$40,000 each year. We anticipate the cost for this year to be very similar.

District Instructional Plan

Objective 4.1: Hiring Qualified Staff

Human Resources will utilize a variety of methods to ensure that the best teachers and paraprofessionals are employed in the district so that all students will be able to realize their potential through effective instruction and support.

Recommendation

The administration recommends that the Board of Trustees approve the Early Notification Incentive offering a one-time \$1,000 payment to certified employees who would be recommended for a contract by their supervisors and who are not planning to return to work the following year if they submit a letter of resignation or retirement before March 1, 2017.



Peaches McCroskey
Deputy Superintendent for Human Resources

Concurrence:



Victor E. White, Jr.
Superintendent of Schools