

## Employee Compensation Package Details for the 2016-2017 Fiscal Year

In the event that the district's financial condition is firm and stable, Brackett ISD Board of Trustees authorizes the recognition of service through a one-time, lump sum payment of \$500.00 *or amount to be determined*, to eligible district employees, in appreciation for the hard work and dedication to the district. The lump sum payment, if ultimately approved, will be by separate disbursement with a regular payroll disbursement in the 2016-2017 fiscal year.

To be an **eligible district employee**, a person must meet all three (3) of the following criteria:

- (1) Is a full-time or part-time contract or at-will employee of Brackett ISD as of the first day of instruction for the 2016-2017 school year (not substitute, long-term substitute, or temporary hire);
- (2) Is assigned to a budgeted, allocated position for the 2016-2017 year; and
- (3) Is employed at the time the one-time, lump sum payment is made.
- (4) Part-time employees will only receive one-half of the board approved compensation payment.

This one time, lump sum payment is subject to all required state and federal deductions and will be approved by the Board of Trustees for the 2016-2017 school year only if the district is financially able.

**Please Note:** The lump sum is not a guaranteed payment to employees. This decision will be made during the Fall semester, after reviewing school finances and determining that the district's financial condition is firm and stable. At that time, Brackett Board of Trustees will make a decision. The one-time, lump sum payment is authorized and budgeted for as a component of the 2016-2017 compensation plan.