

**Dallas Independent School District
Support for Employee Salary Increases**

WHEREAS, the mission of the Dallas Independent School District (Dallas ISD) is to educate all students for success, and

WHEREAS, the trustees, as a body corporate, have the exclusive power and duty to govern and oversee the management of the public schools of a district, and

WHEREAS, retention and motivation of employees is a cornerstone of providing a high-quality education, and annual salary increases are a best practice method for motivating, rewarding and retaining employees based on performance, and

WHEREAS, the trustees shall adopt an annual budget for the district as required under Education Code 44.004, and

WHEREAS, the trustees shall adopt a tax rate each fiscal year as required by Tax Code 26.05, and

WHEREAS, the trustees adopted a 13-cent increase in the assessed property tax rate, contingent upon approval and passage of the tax rate increase in a November 2018 tax ratification election, and

WHEREAS, the administration presented to the community a 4 year forecast in the TRE presentation dated August 2018 showing the need for a tax rate increase in order to fund annual employee salary increases for the next 4 years in the event the state of Texas does not modify its school funding formula to provide a sufficient increase in local school funding, and

WHEREAS, the administration's 4 year forecast shows the need to set aside funds in the assigned fund balance in order to fund annual employee salary increases for the next 4 years in the event the state of Texas does not increase school funding,

THEREFORE, it is the current intent of the members of the Dallas Independent School District Board of Trustees to set aside \$126M in the assigned fund balance this year for annual employee salary increases, and to support the administration's efforts to implement the 4 year forecast for annual salary increases by setting aside funds in the assigned fund balance and approving a budget that includes annual salary increases, contingent upon approval and passage of the tax rate increase in the November 2018 tax ratification election. The support expressed in this resolution is subject to actions taken by the Texas Legislature concerning school funding and other factors beyond the control of the Board.

AGREED to August 16, 2018:

Trustee Edwin Flores, President: _____

Trustee Dan Micciche, 1st Vice President: _____

Trustee Joyce Foreman, 2nd Vice President: _____

Trustee Justin Henry, Secretary: _____

Trustee Lew Blackburn, Member: _____

Trustee Dustin Marshall, Member: _____

Trustee Audrey Pinkerton, Member: _____

Trustee Jaime Resendez, Member: _____

Trustee Miguel Solis, Member: _____