WFISD Retirement/Resignation for Certified Employees
Impact of Incentive Pay
(Last day to submit written notice was March 11, 2016)

Month	2013			2014			2015			2016		
	Retire	Resign		Retire	Resign		Retire	Resign		Retire	Resign	
Jan	3	4	Prior to issuing contracts	4	5	Prior to issuing contracts	0	7	Prior to issuing contracts	2	3	Prior to issuing contracts
Feb	4	2		2	2		1	5		6	4	
Mar	10	2		6	6		3	11		32	19	
Totals through March	**17**	**8**		**12**	**13**		**4**	**23**		**40**	**26**	
Apr	14	8	83% 124 / 149 received after issuing contracts	8	11	83% 120 / 145 received after issuing contracts	6	22	82% 125 / 152 received after issuing contracts			TBD
May	15	18		17	31		13	20				
June	6	13		4	27		4	18				
July	1	22		1	4		2	25				
Aug	4	23		2	15		0	15				
TOTAL	**57**	**92**		**44**	**101**		**29**	**123**				

Language presented at the February 9th Special Session: *The _average_ number of teachers that retired between the time that contracts were issued and the start of the following year was 33. If we assume that all 33 of these retirees were at least making 59,000 (approx. salary for step 30) the cost to the District would be $1,947,000. If we knew these teachers were retiring BEFORE contracts are issued and in turn hire teachers to replace them with approximately 10 years of service (approximately 45,000) the cost to replace these positions would be $1,485,000 … a difference of $462,000.00.*

More importantly, if we knew of the retirements/resignations BEFORE contracts are issued, the District/Campuses would be able to recruit and interview earlier in the spring, knowing that we had definite vacancies to fill. This would also allow the WFISD to be at the front end of the hiring process – ahead of competing school districts, rather than waiting until late in the summer.

Total cost of early notice **incentive pay** is $72,750 for the current school year.

$$39 \text{ (1 not eligible) x } 1{,}500.00 = 58{,}500$$
$$\underline{19 \text{ (7 not eligible) x } 750.00 = 14{,}250}$$
$$\text{TOTAL } = 72{,}750$$

Having more accurate information going into staffing will allow for more efficient planning for campus & district administration.