

CISD Board Agenda Item Synopsis

CISD Board Mission: Celina ISD will educate students at the highest levels, empower them to succeed, develop their leadership potential, instill faith-based traditional values, and prepare them to become contributing members of society.

Subject: Referral Incentive

Meeting Date: September 21, 2026

Submitted by: Mindy Schoen , Director of Human Resources

Goals		
Core Principles Community · Excellence · Innovation Leadership · Stewardship The Learner Experience Love the learner, drive the rigor Responsible for one's own learning Interdependent self-managers	✓ -	1. We will provide and support a safe, civil and collaborative culture.
	-	2. We will continuously provide and support effective teaching in every classroom.
	-	3. We will provide and support a guaranteed and viable curriculum.
	-	4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
	-	5. We will foster strong numeracy skills and commit to continual growth in math success.
	-	6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
	✓ -	7. We will attract, recruit, develop, and retain high-quality professional staff.

Background Information: Bus drivers continue to be a high-need position for Celina ISD and can be difficult to recruit and fill. Maintaining an adequate number of qualified bus drivers is essential to providing safe, reliable, and efficient transportation services for our students. In an effort to strengthen recruitment efforts and expand the pool of qualified applicants, administration recommends implementing an employee referral incentive for bus drivers. Current Celina ISD employees who refer a qualified candidate who is subsequently hired as a bus driver would be eligible to receive up to a \$750 referral incentive, subject to established program eligibility requirements.

Policy: DEA (LOCAL) – Compensation and Benefits: Compensation Plan
 District-approved compensation procedures and applicable payroll requirements.

Budgetary Impact: \$750 per eligible bus driver referral, paid from the appropriate District budget and subject to applicable payroll taxes and withholdings.

Recommendation: Administration recommends that the Board of Trustees approve a \$750 Employee Referral Incentive for eligible bus driver referrals in accordance with District-established eligibility and payment requirements.