WICHITA FALLS ISD BOARD OF TRUSTEES
November 16, 2026

Agenda Item:	Incentive Pay for Early Retirement/Resignation Notice
Administrator Responsible:	Jennifer Spurgers, Director of Human Resources
Attachments:	None

X Action Needed _____Future Action _____Presentation _____Report

Administrative Recommendation:

That the Wichita Falls Independent School District Board of Trustees a approve the administration's recommendation to amend the 2026–2027 Wichita Falls ISD compensation plan to establish a one-time early notification incentive of $750 for a resignation and $1,500 for a retirement, applying strictly to campus-level professional staff on a term or continuing contract who submit their early notice by January 31, 2027, contingent upon the successful completion of their 2026–2027 contract, as submitted by Director of Human Resources Jennifer Spurgers and recommended by Superintendent Dr. Donny Lee

Explanation:

Offering a monetary incentive motivates early notification by employees that may normally wait until the end of their contract term to inform the district of their intent to retire or resign. This knowledge is beneficial in staffing for the upcoming academic year and for early recruitment of campus professional staff.

Fiscal Note:

$1,500.00 incentive amount for Retirement Early Notification by campus level professional staff
$750.00 incentive for Resignation Early Notification by campus level professional staff