CALALLEN ISD

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CALALLEN INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES AGENDA ITEM

MEETING DATE: November 16, 2026

AGENDA ITEM TITLE: **Consider approval of Retirement Incentive Program for 2026-2027; 2027-2028; and 2028-2029 school years**

PRESENTER: **Scot Hafley, Superintendent of Schools**

☐ Presentation/Communications ☐ Consent ☒ Action
☐ Informational Report ☐ Old Business ☐ Discussion Only

SUMMARY: Under the proposal, employees who are eligible to retire from TRS, are employed full-time, notify the District of their **intent to retire by February 1** of the applicable school year, and work through the end of their current contract or assigned work calendar would qualify for a one-time financial incentive. The amount would be based on years of service in Calallen ISD, with different amounts for salaried and hourly employees. Payments would be included in the employee's final paycheck.

DISTRICT PRIORITIES:

PRIORITY 1: Building and Sustaining a Culture of Performance and Preparedness for Life Beyond High School	N/A
PRIORITY 2: Building and Sustaining a Culture of Faculty and Staff Commitment	2.1 Faculty and Staff Commitment
PRIORITY 3: Increasing Community Engagement and Commitment	N/A
PRIORITY 4: Ensuring Effective and Efficient Operations	N/A

RECOMMENDATION: Administration recommends the Board approve Retirement Incentive Program for 2026-2027; 2027-2028; and 2028-2029 school years as presented.

MOTION LANGUAGE: ☒ No specific language required.

FUNDING SOURCE AND FINANCIAL IMPACT: ☒ Not Applicable

Funding Source: Fund Balance	Financial Impact: TBD