



JARRELL INDEPENDENT SCHOOL DISTRICT

Memo to the Board of Trustees

Date: November 19, 2025

Reported by: Robert Navarro, CFO

Subject: Employee Retention Stipend 25-26

Background Information: Employee retention is at the forefront of all school districts in Texas. As part of JISD's strategic goals, our aim to provide competitive salaries to ensure we retain the best personnel for our district. To that end, we are proposing a \$500 retention stipend for all active full time JISD employees and \$250 for all active part time JISD Employees on record as of December 1, 2025. The stipend will be paid in December of 2025.

Strategic Goal: Employee Retention

Item Addressed: Retention Stipend – Employees who leave prior to end of school year will have it deducted.

Budget Information: \$365,000

Recommended Action: I motion to approve a retention stipend in the amount of \$500 for full time JISD employees and \$250 for part time JISD employees in December of 2025, as presented.

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