

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Accumulated Leave Payment Policy DEC(LOCAL)

Date: January 21, 2026

Administrator Responsible/Position:

David Kauffman, Ed.D., Asst. Superintendent
of Human Resources and School Leadership

A. Purpose of Agenda Item:

Information Only Action Needed Receive Input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Priority, Goal, or Need Addressed:

Strategic Plan District/Campus
Improvement Plan Other

Priorities

- Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- Priority 2:** Maximizing Academic Performance.
- Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- Priority 5:** Obtaining and Maintaining Top Rated District Recognition

Board Goals for 2023-2028

- Goal 1*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- Goal 2*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028.
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- Goal 3*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

D. Summary: This is the first reading of a proposed change to policy DEC(LOCAL) pertaining Compensation and Benefits: Leaves and Absences. The proposed change would create a payment for accumulated local and state leave upon retirement for qualifying employees.

Background Information:

Purpose: The primary purpose for the proposed change is to support employee recruitment, retention, and attendance.

Research: The following districts have accumulated leave payment policies: Comal ISD, Gonzales ISD, Marion ISD, New Braunfels ISD, San Marcos CISD, Schertz-Cibolo ISD, and Seguin ISD.

A large-scale study on school district leave policies found that buyback provisions led to lower leave usage. Ehrenberg, R.G., Ehrenberg, R.A., Rees,

D.I., & Ehrenberg, E.L. (1991). School district leave policies, teacher absenteeism, and student achievement. *Journal of Human Resources* 26(1), 72-105.

Data: Current Navarro ISD Employees' accrued leave ranges from 0 days to 175 days.

Recently, some Navarro ISD employees who retired used 15 or more days and as many as 55 days of leave in their last year before retirement.

The Proposed Policy:

Eligibility criteria:

- Employed continuously as a full-time employee in the District for the last five years before retirement
- Retire voluntarily through TRS
- Maintain a minimum 95% attendance rate in their final year before retirement

Payment details:

- Up to 50 days of unused state and/or local leave
- \$100/day for exempt employees; \$50 for others

E. Comments Received:

LT DEIC Other: Compensation Task Force

All agenda items are reviewed by the Superintendent's Leadership Team.

F. Administrative Recommendation: That the Board add an Accumulated Leave Payment provision to policy DEC (LOCAL).

G. Fiscal Impact and Cost:

Amount: \$10,000-\$20,000/year, partially offset by reduced need for substitutes

Budget
 Bond

Grant/Special Funds

Other

H. Exhibits:

- Redline DEC(LOCAL) showing proposed changes

I. Action: First reading. No action recommended.

Motion by:

second by:

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
ABSTAINED: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED / DENIED / POSTPONED