

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Accumulated Leave Payment Policy DEC(LOCAL)

Date: March 23, 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 third 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.

The Proposed Policy:

Eligibility criteria:

- Retire voluntarily through TRS
- Employed continuously as a full-time employee in the District for the last five years before retirement

- If the employee is on contract, the retirement date would be the last day of their contract term.
- Provide advance notice of intent to retire.
- Use 10 or fewer state and local leave days 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.

The Board asked questions and provided comment during the first reading at the January Board Meeting and reviewed the revised policy proposal at the second reading in February.

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

G. Fiscal Impact and Cost:

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

Budget
 Bond

Grant/Special Funds

Other

H. Exhibits:

- Draft of proposed additions to DEC(LOCAL)
- Draft language for the 2026-27 Employee Handbook

I. Action: I move that the Board add an Accumulated Leave Payout benefit for qualifying employees upon their retirement by adopting the proposed additions to policy DEC(LOCAL).

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