

**Board Agenda Item:** Early Resignation Notification Incentive Program  
*Consider and take possible action on approval of the Employee Early Resignation Notification Incentive Program.*

**Presented for:**

Board Action       Report/Review Only

**Supporting Documents:**

None       Attached       Provided Later

**Contact Person:**

Rachel Kistner; Superintendent

**Background Information:**

To allow the District an earlier opportunity to begin forecasting salary and benefits components of the 2026-2027 budget, provide opportunity for hiring decisions, and provide extra planning time for staffing, teaching assignments, and preparing course offerings for students, the Italy Independent School District is offering a one-time incentive payment in the amount of five hundred dollars (\$500.00), less all taxes and appropriate withholdings, to eligible employees who provide early notice to the District of their intent to resign effective at the end of the 2025-2026 school year. Early resignation notification period will expire after 4:00 PM on March 26, 2026.

**Fiscal Implications:**

\$500 per resignation

**Administrative Recommendation:**

***The Administration recommends approval of the Employee Early Resignation Notification Incentive Program.***