

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: **Accumulated Leave Payment Policy DEC(LOCAL)**

Date: February 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 second 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:

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

- *Provide advance notice of intent to retire.* [Added after first reading in January 2026.]
- *For educators on Chapter 21 contracts, complete the school year.* [Added after first reading.]
- *Use 10 or fewer state and local leave days* in their final year before retirement. [Revised after first reading.]

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.

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:

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

I. Action: Second 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