

WICHITA FALLS ISD BOARD OF TRUSTEES
March 22, 2016

Agenda Item:	Incentive Pay for Early Retirement/Resignation Notice
Administrator Responsible:	Denise Williams, Director of Human Resources
Attachments:	Updated Template on WFISD Retirement/Resignation

Action Needed For Discussion Information Report

Information:

On February 9, 2016 the Wichita Falls Independent School District Board of Trustees accepted and approved the recommendation to allow for ‘Incentive Pay’ for early notice of retirement/resignation. The ‘Incentive Pay’ would be awarded to WFISD Certified Teachers/Professionals on a term or continuing contract, who submitted an early notice of their intent not to return to the WFISD for the 2016-2017 school year.

Qualifying Conditions:

- Employee must be on a term or continuing contract
- Employees that are on a probationary contract are not eligible
- Employees considered for termination/non-renewal of their contract are not eligible for the incentive
- Employee must submit early notice between January 1 and March 11, 2016
- Employees retiring with TRS will receive \$1500.00
- Employees resigning from the WFISD will receive \$750.00
- Employees must complete the 2015-2016 contract year.

The results of the one-time ‘Incentive Pay’ produced the results that were hoped for.

- Tenured employees communicated their plan early and will be compensated
- Administration has accurate (and early) information to plan for future staffing

Thank you for approving and supporting this one-time recommendation. It has proven to be a ‘Win - Win’ for employees and administration.