

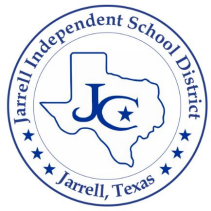
Retention Stipend



Robert Navarro
Chief Financial Officer
Regular Board Meeting
November 19, 2025

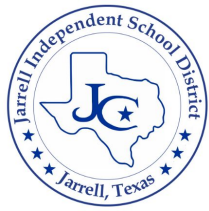
Summary

- Employee retention continues to be a challenge for all school districts in Texas.
- As part of our strategic goals, JISD is committed to finding and retaining the best personnel for our district.
- In our 25-26 budget, we included a 3% pay raise to all employees.
- The fiscal year enrollment is on track per our estimates.



Budget Status 25-26

- Budgeted Enrollment with ADA: 4,216
- Actual Enrollment with ADA as of October snapshot: 4,230
- This shows us on budget with estimated ADA revenue.
- Anticipate additional enrollment as the year progresses based on forecasted demographer report and FY 24-25 trend.



Propose

- Proposing a retention stipend of \$500 per full time JISD employees and \$250 for part time JISD employees on record as of December 1, 2025.
- This equates to \$365,000.
- If approved, stipend will be paid out in December.
- Employees who do not complete the school year will have the paid stipend deducted from final pay.

