

Proposed additions to DEC(LOCAL) Compensation and Benefits: Leaves and Absences
Draft for February 23, 2026, Board Meeting

Payment for Accumulated Leave Upon Retirement

An employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:

- 1) The employee's retirement is voluntary, i.e. the employee is not being discharged or nonrenewed.
- 2) The employee is retiring under the Teacher Retirement System of Texas (TRS).
- 3) The employee has at least five consecutive years of service with the District as a full-time employee immediately preceding retirement.
- 4) An educator under a Chapter 21 contract retires at the end of the school year.
- 5) The employee provides advance written notice of intent to retire. Contract employees must provide written notice at least 30 calendar days before the last day off employment. Noncontract employees must provide written notice at least 14 calendar days before the last day of employment.
- 6) The uses 10 or fewer state or local leave days the year immediately preceding retirement.

The employee shall receive payment for up to 50 days of accumulated state and local leave, to a maximum of \$100 per day for exempt employees and \$50 per day for nonexempt employees. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.