



**Board of Trustees
Executive Summary of Board Agenda Item**

TITLE:

Approval of 2026 Resign/Retire Early Notification Incentive Program

JUSTIFICATION STATEMENT:

To provide the District ample opportunity to proactively address staffing and budget planning through a resign/retire early notification incentive

PURPOSE OF AGENDA ITEM: Action

TO BE HELD IN: Open Session

TEXAS GOVERNMENT CODES:

AUTHORITY FOR ACTION: Legal/Local Policy

STAFF RESPONSIBLE: Patricia Cortez, Chief Human Capital Management Officer; Martha Aguirre, Chief Financial Officer

DISTRICT IMPROVEMENT PLAN OBJECTIVE, GOAL, OR NEED ADDRESSED:

Strategic Lever III: Destination District - El Paso ISD solidifies its position as El Paso's destination district.

SUMMARY:

To support strategic staffing and optimize resources for the 2026-2027 school year, Administration is recommending an incentive to all central office full time personnel who provide early notification of their decision to retire or resign from the District. The incentive amount is \$3,000. The respective amount will be paid out with the last payroll check. Personnel must submit written notice no later than May 8, 2026, of intent to resign or retire at the end of assignment year.

ADMINISTRATIVE RECOMMENDATION/MOTION:

It is recommended that the Board of Trustees approve the Resign/Retire Early Notification Incentive Program, as presented.

FUNDING SOURCE: ACCOUNT NO.:

FISCAL IMPACT AND COST:

IMPACT ON OTHER FUCTIONS/OPERATIONS:

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

COMMENTS RECEIVED, IF ANY:

ATTACHMENTS:

