



September 23, 2025

FOR IMMEDIATE RELEASE

**Carroll ISD Board of Trustees Approves Employee Retention Stipend,
Contingent on VATRE Passage**

At the September 22 Regular Board Meeting, the Carroll ISD Board of Trustees approved a plan to provide employee retention stipends, contingent on the successful passage of the Voter-Approval Tax Ratification Election (VATRE) on November 4.

The stipend proposal follows recommendations from the Budget Reduction Advisory Committee (BRAC), which identified staff compensation, preservation of student programs, and a balanced budget as the three highest priorities for potential VATRE revenue.

If the VATRE is approved by voters, eligible employees will receive the following stipends:

- Full-time employees will receive a total retention stipend of \$2,000, distributed in two payments:
 - \$1,000 in November 2025
 - \$1,000 in April 2026
- Part-time employees* will receive half of the full-time amount, totaling \$1,000, distributed as:
 - \$500 in November 2025
 - \$500 in April 2026

**Retention stipend for part-time employees applies to any employee that is a .5 to .99 FTE.*

Eligibility Criteria

- To receive the November 2025 payment, employees must have been employed in good standing by the district as of September 1, 2025.





- To receive the April 2026 payment, employees must be in good standing and actively employed in the district as of January 5, 2026.

In addition to the stipend approval, Trustees directed district administration to begin developing a permanent, competitive compensation plan designed to attract and retain top talent in the years ahead. This plan will be developed over the coming months and presented to the Board by April 2026 as part of next year's staff salary package.

"The Board of Trustees recognizes that our staff are at the heart of the Dragon experience," said Superintendent Dr. Jeremy Glenn. "By approving this stipend plan, our Trustees are taking a tangible step to support employees immediately, while also preparing for a more sustainable and competitive compensation model moving forward."

The retention stipend plan will take effect only if the tax rate is ratified by voters in the November 4th election.

For more information about the November VATRE and its impact on Carroll ISD, visit www.southlakecarroll.edu/vatre

