



Meeting Date: December 19, 2024

Submitted By: Cecilia Davis
Title: Deputy Superintendent

Agenda Item: Discussion and possible action regarding approval of a one-time sign-on incentive for Special Education and Bilingual Teachers and Paraprofessional new hires for the 2024-2025 school year

DISCUSSION/ACTION ITEM

RECOMMENDATION:

Judson Administration recommends that the Board of Trustees approve a one-time sign-on incentive of \$3000 for the Special Education and Bilingual Teachers and a \$2,000 one-time sign-on incentive for Special Education and Bilingual Paraprofessional new hires for the 2024-2025 school year. The incentives will be paid from Title II carryover funds in June of 2025.

IMPACT/RATIONALE:

In an effort to increase recruitment efforts while limiting the impact on local funds, JISD Administration recommends a one-time sign-on incentive of \$3000 for the Special Education and Bilingual Teachers and \$2,000 for Special Education and Bilingual Paraprofessional new hires for the 24-25 school year. The incentives will be paid from Title II carryover funds in June of 2025.

As of July 1st through November 21, 2024, the number of Special Education and Bilingual new hires are as follows:

- o Number of SPED teachers: $21 \times \$3000 = \$63,000$
- o Number of SPED paras: $15 \times \$2000 = \$30,000$
- o Number of Bilingual teachers: $2 \times \$3000 = \$6,000$
- o Number of Bilingual paras – 0

Cost to pay out one-time sign-on incentive for hires this year = \$99,000

The number of current vacancies for Special Education and Bilingual are as follows:

- o Number of SPED teacher vacancies: $15 \times \$3000 = \$45,000$
- o Number of SPED para vacancies: $13 \times \$2000 = \$26,000$
- o Number of Bilingual teacher vacancies: $4 \times \$3000 = \$12,000$
- o Number of Bilingual teacher vacancies: $1 \times \$2000 = \2000

Cost to pay out one-time sign-on incentive if all current vacancies were hired this year = \$85,000

Total Payout Cost for 24-25 SY Special Education & Bilingual Teacher & Para New Hires = \$184,000
(if all vacancies were filled)

BOARD ACTION REQUESTED:

Approval/Disapproval