

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 28, 2024

Agenda Item: O.2

Board Goal: Student Achievement / Finance

Subject: Consideration and possible adoption of Proposed Revisions to the Hays CISD Compensation Plan for the 2024-2025 School Year

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy: DEA (Local)

Law or Rule

N/A

C. Goal or Need Addressed:

In order to address shortages in special education teachers and substitutes, the district requests approval to amend the 24-25 Compensation Plan that was approved on June 24, 2024, to provide more competitive SPED stipends and incentives as well as specialized substitute rates for SPED classes.

D. Summary:

Previous Board action relating to this item: N/A

Future action anticipated: N/A

Background Information: In accordance with DEA (Local), the Board approves any amendments/changes to the district's compensation plan. The district presented three proposals for consideration to address the SPED teacher staffing shortage in Hays CISD at the October 21 meeting. The changes brought before the Board for action represent the option presented as Proposal B at that meeting. It includes varying levels of support to increase funds for Grow Your Own efforts in the district to encourage individuals to become SPED teachers, increase SPED stipends for teachers, create a recruitment/retention incentive stipend for SPED teachers, and increase daily rates for substitute teachers and substitute paraprofessionals serving in SPED classrooms.

E. Comments Received

Cabinet

DLT

FBOC

Teacher Org Reps

Other: Special Education Dept

F. Administrative Recommendation:

Administration recommends adoption of the proposed revisions to the compensation plan.

Advantages and benefits of this proposal: By increasing our investment in our SPED teachers and substitutes working in SPED classrooms, we can better retain our current staff and attract staff from other areas, internally and externally.

Expected results in terms of student benefit/achievement: Our students receiving special education services will benefit from the education and safety support that comes from fully staffed classrooms.

Effect of this action on other parts of the system: With better staffing, it will help ease the stress of current teachers and staff in classrooms.

Consequences of not approving this recommendation: A lack of action may prevent us from better serving our students and supporting our staff. Additionally, it would prevent the district from being more competitive in attracting applicants to Hays CISD to ease the shortage.

G. Fiscal Impact and Cost: Amount: \$795,990

Budget

Bond

Grant/Special Funds

Other

Budget Amendment Needed

- \$40,000 increase in the Grow Your Own Budget
- \$616,250 increase for SPED classroom teachers only via increases SPED stipends and recruitment/retention incentives
 - SPED Teacher Stipend Increase of \$375 in addition to the current \$1,750 for SPED classroom teachers only
 - SPED Assignment Specialized Stipend Increase of \$1,250 to the current \$2,500 for SPED classroom teachers only
 - SPED Classroom Teacher Recruitment/Retention Incentive of \$1,500
- \$139,740 increase in Daily Rates for Substitutes in Special Education Classrooms
 - Guest Teacher Daily Rate increase for SPED Classroom from \$125 per day to \$170 per day
 - Guest Teacher Long Term Daily Rate increase for SPED classrooms from \$130 per day to \$175 per day for those who are uncertified and from \$155 per day to \$200 per day for certified
 - Paraprofessional daily rate increase for SPED classrooms from \$115 to \$125 per
 - Paraprofessional Sub Long-Term Rate increase for SPED classrooms from \$120 per day to \$130 per day

H. Monitoring & Reporting Timeline

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and timeline: The CHRO, in collaboration with the Chief Academic Officer, will continuously monitor the efficacy of the changes to staffing in SPED classrooms

Next report to the Board:

I. Suggested Motion:

I move that the Hays CISD Board of Trustees adopt the proposed revisions to the Hays CISD Compensation Plan for the 2024-2025 School Year, as presented.