



## JUDSON INDEPENDENT SCHOOL DISTRICT

**Meeting Date:** July 31, 2025

**Submitted By:** Dr. Lacey Gosch  
**Title:** Assistant Superintendent

**Agenda Item:** Discussion and possible action regarding approval of proposed revisions to the AET/Librarian role at the Elementary Campuses.

### DISCUSSION/ACTION ITEM

#### **RECOMMENDATION:**

That the Board approve revisions to the AET/Librarian role at the Elementary Campuses for the 2025-2026 School Year.

#### **IMPACT/RATIONALE:**

At the May 15, 2025 Board Meeting, the Board of Trustees voted to approve a split paid position for librarians at the elementary campuses. Utilizing title funding and SCE funding that had previously been allocated for Academic Enrichment Teachers (AET) would be shifted to fund half of the Elementary Librarian salaries, thus removing approximately \$750,000 from the local budget. The decision was to ensure that elementary campuses would retain a librarian at each site, and that the AET program would be able to continue through the library for the student population. The decision created a split funded position where the employee (a certified librarian) would allocate 50% of their time and effort to the role of librarian and 50% of their time and effort to the role of AET. With the recent changes in title funding, the State Compensatory Education (SCE) funding and Title funding rules have shifted. SCE funds are no longer earmarked strictly for certain salaries and have been moved to the considered part of the local budget and are no longer categorical funds that can be used to remove budgetary constraints from district in the local budget. In addition, title funding has been frozen and funds in Title II, III, and IV have also been restricted. With the changes in the funding sources, the AET funding has also shifted. The decision of the board was also to hire a certified librarian and keep a librarian at all 29 district site. At the present time, the district has experienced attrition at seven locations. The positions are posted, but the district has been unable to fill those positions. To best support our district and ensure that our library programs are in compliance with the latest legislation and campus academic goals, the district seeks an alternative option for managing the libraries. For the AET role, a certified teacher is required for the curriculum, and the librarian role fills the gap. However, in lieu of the ability to hire a certified librarian, the options result in either a non-certified librarian or



## JUDSON INDEPENDENT SCHOOL DISTRICT

---

a non-certified teacher to fulfill the role. It is recommended that the AET program be sunsetted at this time. With the shortage in librarians, it may be necessary for some of our campuses to assist and support multiple sites. This may be required to ensure proper programming. The district will continue to seek certified individuals to fill the current vacancies, but seeks the flexibility to examine other options to serve our campus sites. This recommendation would be to remove the AET responsibilities and move the position back to a campus librarian with the ability of the district to utilize existing positions to assist in campus library support until a more permanent recommendation can be made for future years.

### **BOARD ACTION REQUESTED:**

**Approval/Disapproval**