



## **Memorandum**

**To:** Dr. Cone, Superintendent

**From:** Paul Goetzke, Executive Director of Human Resources

**Date:** 12/8/2025

**Subject:** Request for Additional Special Education Staffing Positions

Dear Dr. Cone,

After reviewing recent changes in student needs and enrollment patterns, the Special Education Department has identified urgent staffing requirements necessary to ensure student safety, compliance with IEP mandates, and the delivery of appropriate academic and behavioral support services. This memo outlines the current needs and the requested staffing additions.

### **1. Change in Needs for a Current Student – Junior High Campus**

The district is currently serving a student at the Junior High campus whose behavioral, social, and emotional needs have increased significantly as the student has continued to grow and develop. These emerging needs require a higher level of support than what was anticipated at the beginning of the school year.

#### **Request: 1 Paraprofessional – Junior High Campus**

The student is transitioning from a highly restrictive environment to a less restrictive setting. This shift will pose academic, mental, and physical challenges. Although the student has strong potential to succeed, specialized and consistent support is essential to promote safety, support regulation, and foster academic engagement. A dedicated paraprofessional is necessary to ensure the student experiences a successful transition and maintains stability throughout the school day.

### **2. Enrollment of New Students With Significant Needs – Intermediate Campus**

In addition, the district has recently enrolled several new students at the Intermediate campus who demonstrate substantial behavioral, social, and emotional needs. These students require intensive interventions and increased staff capacity. Their arrival was not anticipated during the initial staffing and budget allocation process.

#### ***La Vernia ISD Mission Statement***

*The mission of La Vernia ISD is to collaboratively educate and inspire all students to be life-long learners with unlimited possibilities as contributing members of society.*



# La Vernia Independent School District

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## **Request: 1 Registered Behavior Therapist (RBT) – Intermediate Campus**

The district is requesting the addition of a Registered Behavior Therapist who will be based at the Intermediate campus and will serve as the behavior specialist for elementary-aged students. Several students across these grade levels present significant behavioral challenges requiring specialized intervention beyond current staffing capabilities.

### **Why an RBT?**

A Registered Behavior Therapist provides individualized, evidence-based support that improves academic, behavioral, and social outcomes. RBTs are trained to implement behavior intervention plans with fidelity, teach replacement behaviors, reduce challenging behaviors, and increase student engagement. Their presence also minimizes disruptions to instruction and allows teachers to more effectively focus on academic delivery for all students. The addition of an RBT will significantly strengthen the district's capacity to support students with intensive behavior needs.

## **Recommendation**

Based on the significant and immediate needs outlined above, I recommend approval for the following positions:

- **1 Paraprofessional – Junior High Campus**
- **1 Registered Behavior Therapist – Intermediate Campus**

These positions are essential to maintaining student safety, complying with federal and state special education requirements, and supporting the academic and behavioral success of our students.

Respectfully,

Paul Goetzke  
Executive Director of Human Resources  
La Vernia ISD

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