

# AWSYC Head Start Staff Compensation Incentive Plan

(August 23, 2022)

## SUMMARY:

- This item requests Trustees' approval for all Head Start Staff and Managers to receive one-time funds of a \$500 hiring/retention incentive (projected to be in the October payroll) and for our Head Start Paraprofessionals to receive an additional one-time fund of \$1000 incentive (projected to be in the January payroll) with completion of the school year required.

## Board Goal:

- I. **Vision.....**In pursuit of excellence the district will
  - b. Develop and maintain a culture where learning remains our first priority.
  - e. Develop a budget focused on student and professional learning.
- II. **Growth, Change, and Fiscal Responsibility.....** In pursuit of excellence the district will
  - e. Demonstrate effective and efficient management of district resources.
  - f. Provide leadership and/or oversight to ensure District meets all fiscal, legal, and regulatory requirements.

## PREVIOUS BOARD ACTION:

- None

## BACKGROUND INFORMATION:

-We received an Information Memorandum from Head Start (ACF-IM-HS-22-04 Competitive Bonuses for the Head Start Workforce). It encourages us to use some of our American Rescue Plan funds (ARP) as incentives to recruit/retain our Head Start staff. Our Policy Council approved this plan on our 8-5-22 meeting. We are now seeking Board approval. The (ARP) funds available exceed the amount to cover the cost of these incentives.

## SIGNIFICANT ISSUES:

-None

## FISCAL IMPLICATIONS:

- For fiscal year(s) 2022-2023, cost(s) are estimated to be approximately \$16,000 for hiring/retention incentives and 16,000 for additional Paraprofessional incentives. A list of Head Start employees receiving these incentives will be given to the finance department with payroll instructions.

## BENEFIT OF ACTION:

-These one-time (ARP) fund incentives will help to recruit and to retain our key Head Start Staff (Teachers, Paraprofessionals, & Managers).

## PROCEDURAL AND REPORTING IMPLICATIONS:

-The Governing Body's review and approval of these reports demonstrates active involvement & oversight of Denton ISD's Head Start program.

## PUBLIC COMMENT RECEIVED

-Comments received from public through the AWSYC Head Start Policy Council

## ALTERNATIVES:

- No alternative actions are proposed ...

## OTHER COMMENTS:

- Supportive statements

**SUPERINTENDENT'S RECOMMENDATION:** *Recommended Approval of this Incentive Plan for our Head Start Staff.*

## STAFF PERSONS RESPONSIBLE:

- Angela Hellman, Director of Head Start

## ATTACHMENT:

- None

## APPROVAL:

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_

*Angela Hellman, Director of Head Start*