



Board of Education

ACTION

TITLE: FSPS Special Education and Alternative Learning Environment Incentive Proposal

DATE: July 21, 2025

RESPONSIBLE ADMINISTRATOR: Dr. Chris Davis, Assistant Superintendent of Human Resources and Campus Support

BACKGROUND/CONSIDERATIONS:

This presentation outlines a proposed incentive structure aimed at addressing the recruitment and retention challenges within Special Education (SPED) and Alternative Learning Environments (ALE) at Fort Smith Public Schools. In light of a nationwide educator shortage and new guidance from the Division of Elementary and Secondary Education (DESE), the proposal offers a monetary incentive to eligible SPED and ALE staff. The plan includes eligibility criteria focused on attendance, compliance, and professional conduct. The objective is to ensure all students have access to highly qualified educators while supporting staff retention in these critical roles.

RECOMMENDATION:

The administration recommends that the Board of Education approve the Special Education and Alternative Learning Environment incentive proposal for eligible staff.