



**Meeting Date:** February 20, 2025

**Submitted By:** Cecilia Davis  
**Title:** Deputy Superintendent

**Agenda Item:** Discussion and possible action regarding approval of a one-time retention incentive for Special Education and Bilingual Teachers and Special Education and Bilingual Instructional Paraprofessionals for the 2024-2025 school year from Title II Funds

## DISCUSSION/ACTION ITEM

### **RECOMMENDATION:**

Judson Administration recommends that the Board of Trustees approve a one-time retention incentive of \$750 for the Special Education and Bilingual Teachers and a \$300 one-time retention incentive for Special Education and Bilingual Instructional Paraprofessionals for the 2024-2025 school year. The incentives will be paid from 2024-2025 ESSA Title II Carryover Funds in August 2025 for the above staff that were in Judson ISD effective January 2025 and return in August 2025 for the 2025-2026 SY.

### **IMPACT/RATIONALE:**

In an effort to increase retention efforts while limiting the impact on local funds, JISD Administration recommends a one-time retention incentive of \$750 for the Special Education and Bilingual Teachers and \$300 for Special Education and Bilingual Instructional Paraprofessionals for the 24-25 school year. The incentives will be paid from Title II Carryover Funds in August of 2025.

The number of Special Education and Bilingual teachers and instructional paraprofessionals for the 2024-2025 school year:

- o Number of SPED teachers:  $279 \times \$750 = \$209,250$
- o Number of SPED paras:  $291 \times \$300 = \$87,300$
- o Number of Bilingual teachers:  $91 \times \$750 = \$68,250$
- o Number of Bilingual paras:  $2 \times \$300 = \$600$

*Cost to pay out one-time retention incentive for Special Education and Bilingual Teachers and Special Education and Bilingual Instructional Paraprofessionals year = \$365,400 plus fringe benefits of 10 percent for a total of \$401,940.*

### **BOARD ACTION REQUESTED:**

**Approval/Disapproval**