



# Special Education & Alternative Learning Environment (ALE) Incentive Update

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## Special Education and ALE Incentive

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### Why This Matters

#### ▲ Critical Shortage Area

National and regional deficits constrain traditional recruitment pipelines.

#### 📈 Competitive Teacher Market

Structured incentives ensure FSPS remains an industry-leading destination.

#### 🎓 Student Access to Quality Instruction

Staffing allocations directly impact equity and IEP execution.



# Pilot Data: 2025-26

### CERTIFIED PERSONNEL

**86.98%\*** **+1.1% Increase**

SPED Certified Teachers Retention

**Current Vacancies: 2  
Openings**

(Down from 8 last  
year)

### SUPPORT STAFF

**76.16%\*** **+1.32% Increase**

SPED Paraprofessionals Retention

**Recruitment: Active Ongoing**

**i** \* Metrics represent the three-year average of FSPS historical retention data. Trend indicators compare current cycles to the prior school year.

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# Incentive Structure

| Eligible District Role                                                                                                                      | Incentive Amount |
|---------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| SPED Self-Contained Teachers/Behavior Specialists/Speech Pathologists<br>Orr Learning Academy Classroom Teachers/Counselor/Media Specialist | \$5,000 / Year   |
| SPED Inclusion & Resource Teachers                                                                                                          | \$3,000 / Year   |
| SPED Paras & ALE Paras<br>Includes Self-Contained Paras, 1:1, Personal Care Aides, and ALE Support Paras                                    | \$3,000 / Year   |

# Distribution Model



### Semester Installments

Disbursed in two equal installments at the conclusion of the Fall & Spring semesters.



### Employment Requirement

Must be employed with the district for the entire semester in order to be eligible for the incentive.

## Excluded Roles

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Incentives are directed specifically at active classroom practitioners. The following support and leadership positions are excluded:

- ✖ Non-classroom support roles
- ✖ Special Education Coordinators & Admin
- ✖ Speech Teletherapy Facilitators

# Eligibility Requirements



### Attendance Standards

Must maintain acceptable professional attendance. No excessive or grossly excessive absences (protected leave is excluded).



### Timeline Compliance

Compliance with IEP deadlines (SPED teachers) and Student Action Plans (ALE teachers).



### Disciplinary Standing

Must not have active disciplinary actions or formal reprimands for the semester.



### Intensive Support Plan Exclusions

Employee must not be placed on intensive support plans.

# Action Item



### Board Action

Requesting formal approval of this incentive program as a permanent, recurring addition to SPED/ALE staff compensation.

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#### **Special Education & ALE Incentive 2026–27**

Approval of the incentive for the 2026–27 school year.

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#### **A Recurring Addition to Compensation**

Establish the incentive as a recurring budget addition for both Special Education and ALE staff.



# Questions?



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