



Board of Education

ACTION

TITLE: Special Education and Alternative Learning Environment Incentive Proposal

DATE: July 20, 2026

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

BACKGROUND/CONSIDERATIONS:

Following the successful implementation of the Special Education (SPED) and Alternative Learning Environment (ALE) pilot incentive program, the administration is requesting approval to transition this initiative into an **ongoing, recurring addition** to eligible SPED and ALE staff compensation. Originally designed to combat national and regional educator shortages that constrain recruitment pipelines while aligning with guidelines from the Division of Elementary and Secondary Education (DESE), this incentive structure has proven successful in stabilizing staffing and driving retention. Securing this recurring compensation model guarantees that FSPS remains as a competitive destination for Special Education and Alternative Learning talent, protecting equitable access to high-quality instruction and support for our students.

RECOMMENDATION:

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

If the board agrees, the motion would read:

Move to approve the recurring Special Education and Alternative Learning Environment Incentive for eligible staff.