

to all newly hired full-time Chapter 21 contract teachers who: (1) have signed a Chapter 21 contract with HCDE on or before June 3, 2022 for the 2022-2023 school year; (2) are working by the first contracted work day at an HCDE campus (ABS East, ABS West, Fortis Academy, or Highpoint East); and (3) participate in and complete all required professional development no later than September 2, 2022. The new hire Chapter 21 teacher recruitment incentive is to be paid with the September 30, 2022 payroll.

- b. **New Hire Full-Time Therapist Recruitment Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time recruitment incentive of \$1,500 to all newly hired full-time therapists (occupational therapists, physical therapists, music therapists, physical therapy assistants, and occupational therapy assistants) who: (1) are employed by HCDE on or before August 5, 2022; and (2) participate in and complete all required professional development no later than September 2, 2022. The new hire full-time therapist recruitment incentive is to be paid with the September 30, 2022 payroll.
- c. **New Hire Part-Time Therapist Recruitment Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time recruitment incentive of \$750 to all newly hired part-time therapists (occupational therapists, physical therapists, music therapists, physical therapy assistants, and occupational therapy assistants) who: (1) are employed by HCDE on or before August 5, 2022; and (2) participate in and complete all required professional development no later than September 2, 2022. The new hire full-time therapist recruitment incentive is to be paid with the September 30, 2022 payroll.

(3) **Retention Incentives.**

- a. **Ch. 21 Teacher Retention Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time retention incentive of \$2,500 to all Chapter 21 teachers who: (1) are employed by HCDE as of April 20, 2022 at an HCDE campus (ABS East, ABS West, Fortis Academy, or Highpoint East); and (2) continue in HCDE's employment and remain in good standing (not be proposed for nonrenewal, recommended for termination, or on a performance improvement plan) through December 15, 2022 and/or through June 9, 2023. Eligible employees employed on December 15, 2022 will receive the first half of the Retention Incentive, which is to be paid with the December 15, 2022 payroll. Eligible employees employed on June 9, 2023 will receive the second half of the Retention Incentive, which is to be paid with the June 15, 2023 payroll. The Department retains the right to deduct and recover the amount of the December 15, 2022 Retention Incentive payment from any employee who does not remain employed by HCDE (whether through voluntary or involuntary separation of employment) through June 9, 2023.
- b. **School Campus Aide, Counselor, Assistant Principal, Transition Specialist, Nurse, LSSP, and Behavior Specialist Retention Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time retention incentive of \$1,500 to all aides, counselors, assistant principals, transition specialists, nurses, Licensed

Specialist(s) in School Psychology (LSSPs), and behavior specialists who: (1) are employed by HCDE as of April 20, 2022 at an HCDE campus (ABS East, ABS West, Fortis Academy, or Highpoint East); and (2) continue in HCDE's employment and remain in good standing (not be proposed for nonrenewal, recommended for termination, or on a performance improvement plan) through December 15, 2022 and/or through June 9, 2023. Eligible employees employed on December 15, 2022 will receive the first half of the Retention Incentive, which is to be paid with the December 15, 2022 payroll. Eligible employees employed on June 9, 2023 will receive the second half of the Retention Incentive, which is to be paid with the June 15, 2023 payroll. The Department retains the right to deduct and recover the amount of the December 15, 2022 Retention Incentive payment from any employee who does not remain employed by HCDE (whether through voluntary or involuntary separation of employment) through June 9, 2023.

- c. **Full-Time Therapist Retention Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time retention incentive of \$1,500 to all full-time therapists (occupational therapists, physical therapists, music therapists, physical therapy assistants, and occupational therapy assistants) who: (1) are employed by HCDE as of April 20, 2022; and (2) continue in HCDE's employment and remain in good standing (not be recommended for termination or on a performance improvement plan) through December 15, 2022 and/or through June 9, 2023. Eligible employees employed on December 15, 2022 will receive the first half of the Retention Incentive, which is to be paid with the December 15, 2022 payroll. Eligible employees employed on June 9, 2023 will receive the second half of the Retention Incentive, which is to be paid with the June 15, 2023 payroll. The Department retains the right to deduct and recover the amount of the December 15, 2022 Retention Incentive payment from any employee who does not remain employed by HCDE (whether through voluntary or involuntary separation of employment) through June 9, 2023.
- d. **Part-Time Therapist and Full-Time School-Based Therapy Manager Retention Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time retention incentive of \$750 to all part-time therapists (occupational therapists, physical therapists, music therapists, physical therapy assistants, and occupational therapy assistants) and full-time School-Based Therapy managers who: (1) are employed by HCDE as of April 20, 2022; and (2) continue in HCDE's employment and remain in good standing (not be recommended for termination or on a performance improvement plan) through December 15, 2022 and/or through June 9, 2023. Eligible employees employed on December 15, 2022 will receive the first half of the Retention Incentive, which is to be paid with the December 15, 2022 payroll. Eligible employees employed on June 9, 2023 will receive the second half of the Retention Incentive, which is to be paid with the June 15, 2023 payroll. The Department retains the right to deduct and recover the amount of the December 15, 2022 Retention Incentive payment from any employee who does not remain employed by HCDE (whether through voluntary or involuntary separation of employment) through June 9, 2023.

e. **Part-Time School-Based Therapy Manager Retention Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time retention incentive of \$375 to all part-time School-Based Therapy managers who: (1) are employed by HCDE as of April 20, 2022; and (2) continue in HCDE’s employment and remain in good standing (not be recommended for termination or on a performance improvement plan) through December 15, 2022 and/or through June 9, 2023. Eligible employees employed on December 15, 2022 will receive the first half of the Retention Incentive, which is to be paid with the December 15, 2022 payroll. Eligible employees employed on June 9, 2023 will receive the second half of the Retention Incentive, which is to be paid with the June 15, 2023 payroll. The Department retains the right to deduct and recover the amount of the December 15, 2022 Retention Incentive payment from any employee who does not remain employed by HCDE (whether through voluntary or involuntary separation of employment) through June 9, 2023.

(4) **Ch. 21 Teacher Referral Incentive.** The Board of Trustees of Harris County Department of Education approves a one-time Ch. 21 teacher referral incentive of \$500 to all HCDE employees who: (1) are not on the HCDE Leadership Team; and (2) refer a full-time Chapter 21 teacher who is employed at an HCDE campus (ABS East, ABS West, Fortis Academy, or Highpoint East) and who remains employed by HCDE through June 9, 2023. The Ch. 21 teacher referral incentive is to be paid with the June 15, 2023 payroll.

(5) The Superintendent has the authority and discretion to implement this Resolution in accordance with its terms and to cause the payments to be distributed as set forth in this Resolution.

Adopted this 20th day of April, 2022 by the following vote:

_____ Ayes _____ Nays _____ Abstaining

Danyahel (Danny) Norris, HCDE Board President

ATTEST:

Richard Cantu, HCDE Board First Vice President