



**PRESS RELEASE**

For Immediate Release  
May 20, 2022

**Board of Trustees approves raises and incentives for 2022-2023**

The Judson ISD Board of Trustees passed the raise and incentive portion of the compensation plan for 2022-2023 during the May 19th Board meeting. The raise and incentive proposal was developed after careful consideration of stakeholder feedback, data reviews, and assessing the urgent need for higher pay for district staff. The following pay raises were approved:

Teachers, counselors, librarians, and nurses will receive a 6 percent pay increase at midpoint. Auxiliary staff, clerical staff, police officers, and bus drivers will receive a 6 percent pay increase at midpoint. Other professional staff will receive a 4 percent pay increase at midpoint.

On top of the increase in pay, all employees will receive a retention incentive of up to \$1000. This incentive will be given in the winter. Full-time employees will receive \$1000, part-time employees will receive \$500, and long-term substitutes will receive \$400. Additionally, all hourly employees will benefit from a spring incentive of \$1000.

Other incentive benefits include district contributions toward Life Insurance (\$30,000) and Health Insurance (\$355 per month), as well as 5 visits per year for mental health services.

"This is truly a historical moment for our District to be able to provide this large of a pay raise for our very deserving employees. We know that the people in our Judson family are vital to the success, growth and well-being of our students; they give so much of their time, sometimes sacrificing time with their own families. Providing this pay raise is one way the District can give back to them. We are so grateful to have the support of the Board of Trustees in passing this plan that provides the best solution we can offer for competitive salaries that also shows our commitment to our hard-working and valued employees." -Dr. Jeanette Ball

The item was passed unanimously by the Board, sending a strong message of support to our staff. Trustees expressed their appreciation to employees that were in attendance and also addressed those who were watching the live stream.

During this meeting, the Board of Trustees also accepted nominations for board leadership roles and a vote was taken. The following board members are now serving in new capacities:

Jennifer Rodriguez, Board President  
Rafael "Rafa" Diaz, Jr., Board Vice-President  
Debra Eaton, Board Secretary

We welcome our new officers and are confident that they will continue to lead and be strong advocates for our students and staff. We appreciate the service of our former officers and are honored that they continue their work on the Board to make sound decisions to move our district forward.



*Press Release Contact: Dr. Nicole Taguinod*

*Phone: 210-945-5410*

*Email: [ntaguinod@judsonisd.org](mailto:ntaguinod@judsonisd.org)*

### **About Judson ISD**

Judson Independent School District is a Pre-K through 12<sup>th</sup> grade public school district in the San Antonio area. Prior to its current form, the district was known as Judson Rural School District No. 8. The rural district was created on June 25, 1958, by the Bexar County School Board and combined the existing districts of Converse, Kirby and Selma. The new district was named after Moses Campbell Judson. Today, Judson ISD serves over 23,000 students within the incorporated cities of Converse, Kirby, Live Oak, San Antonio, Selma, and Universal City. Judson ISD produces excellence throughout all campuses and builds strong connections with the community. The district earned a B rating from the Texas Education Agency and is constantly working on innovative ways to enhance the learning for its students. Judson ISD believes in providing a strong foundation for early learners by offering full day Pre-Kindergarten programs beginning at 3 years old. Being a district of choice provides Judson families to customize their own educational experiences through the multitude of programs the District has to offer. For more information, visit [www.judsonisd.org](http://www.judsonisd.org)

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It is the policy of Judson Independent School District not to discriminate on the basis of age, race, religion, color, national origin, sex, marital or veteran status, disability (or relationship or association with an individual with a disability), genetic information or other legally protected status in its programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended. In addition, the District also provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding non-discrimination on the basis of disability: Director of Guidance and Counseling. The following person has been designated to handle inquiries regarding compliance with Title IX and all other non-discrimination policies: Executive Director of Human Resources. 8012 Shin Oak. Live Oak, TX. 78233. (210) 945-5101.