



## PRESS RELEASE

For Immediate Release  
November 30, 2021

### **Judson ISD Board of Trustees Approves a Retention Incentive for All Employees**

During a special board meeting on November 30, 2021, the Judson ISD Board of Trustees approved a retention incentive for all staff employed in the district. The incentive would be provided to all employees who were employed by the district as of November 19, 2021 and are employed throughout the end of the school year. The estimated cost of the incentive is \$4.2 million which will be funded from ESSER funds that were provided as one-time monies to help districts recover from the pandemic. The amount to be given to each employee depends on how the individual is employed with the district. All amounts are gross amounts.

- Full-Time Employees will be paid \$1,000
- Part-Time Employees will be paid \$500
- Substitutes who have worked 50+ days will be paid \$500
- Substitutes who have worked between 20 and 49 days will be paid \$400

This incentive acknowledges the hard work and commitment that the staff has shown to students and our community, as well as the commitment and appreciation the District has for its quality employees. It is important that the Judson ISD family is appropriately acknowledged for all they do to ensure our students learn and grow in an environment that is safe and engaging.

“The Judson ISD Board of Trustees and I are beyond grateful and truly impressed at the dedication and perseverance our staff continues to display. These last few years have not only brought on unique challenges, but it has highlighted the way our District bands together to always do what is best for kids. The Board of Trustees and I want to provide this retention incentive in the December paycheck as a token to acknowledge the invaluable work and efforts that have been shown by our very deserving staff,” Dr. Jeanette Ball.

### **Familiar Faces, New Roles**

During the November 30 Board Meeting, Dr. Ball appointed two leaders to be promoted into new positions. These two individuals were chosen for their proven track records of success in motivating staff, engaging students, and building a culture of respect. When Dr. Ball presented them with the opportunity to take on a new challenge, these life-long learners saw this as an opportunity and accepted without hesitation, proving their commitment to growth and to the overall success of our students.

Mr. Jesus Hernandez III has been promoted to Director of Pupil Services. In this position, Mr. Hernandez will lead the district’s efforts in working with students, parents, staff and the community to increase student engagement and behavior through high expectations for academic success, ensuring social emotional well-being, and guaranteeing all students due process. Mr. Hernandez is a strong advocate for students and a visionary leader within the community. His many years of experience as an administrator will positively impact the district’s alternative education program.



Mr. Richard Mendoza has been promoted to Principal of Judson High School. Mr. Mendoza holds a Master's Degree and his Principal Certification along with many years of leadership experience. In this new role, Mr. Mendoza will provide leadership and direction to promote effective teaching and learning throughout the school, as well as providing positive experiences and choices for students. Alongside his team of administrators, Mr. Mendoza will continue connecting with and maintaining strong school-family-community relationships. As a former coordinator for athletics, Mr. Mendoza builds strong relationships while building structure and vision for in the programs he leads. As a Judson High School alumnus, he understands the importance of strong traditions of excellence and the belief that all students are critical to the success of a campus. He has demonstrated positive interactions with all stakeholders by encouraging active involvement in decision-making, building trust, and establishing rapport with teachers, families, and communities. Mr. Mendoza's passion for students and natural ability to lead makes him a great fit to return home as a Judson Rocket.

*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)