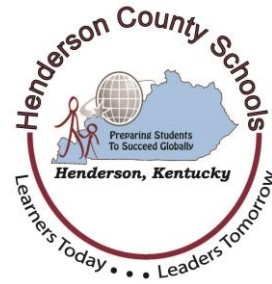


Henderson County Schools

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8.2.2016

To: Marganna Stanley, Superintendent
From: Bonnie Gelke, Director of Special Education
Regarding: School Psychologists National Board Certification

I appreciate the board's support of the school psychologists to receive a \$2000.00 stipend per year for those that are Nationally Board Certified. The praise they received was very well received by all school psychologists. I think this will help us attract school psychologists to Henderson County. However, I cannot recommend that the pay be retroactive for the following reasons.

1. The speech pathologist pay was not retroactive and there are thirteen speech pathologists. If I had to go back and retroactively pay the SLPs it would be a fiscal hardship for the special education department.
2. KDE does not reimburse HCS for the stipend as they do the teachers, but we could be handle as a rank and step increase yearly from our special education budgets. Retroactive pay for all those employees would directly take from the students.

Again, the board's willingness to help us get the extra pay for the school psychologist and attract applicants is so appreciated, but if we did the retroactive pay for one school psychologists wouldn't we have to do the same for all speech pathologists? I am afraid the decision would take materials and technology out of the hands of kids.