



Spokane International Academy

Special Board Meeting

Published on March 29, 2026 at 2:14 PM PDT

Date and Time

Monday March 30, 2026 at 8:00 AM PDT

Location

Join Zoom Meeting

<https://us06web.zoom.us/j/86373525000?pwd=fjV57eCbjOL2yX43M8k45mgPUKPnLK.1>

Meeting ID: 863 7352 5000

Passcode: 598005

Agenda

	Purpose	Presenter	Time
I. Opening Items			8:00 AM
A. Record Attendance			1 m
B. Call the Meeting to Order			
II. Board Resolution			8:01 AM
A. Board Resolution - Additional Compensation for Special Education Caseloads	Vote		5 m
III. Closing Items			8:06 AM

	Purpose	Presenter	Time
A. Adjourn Meeting	Vote		

Coversheet

Board Resolution - Additional Compensation for Special Education Caseloads

Section: II. Board Resolution
Item: A. Board Resolution - Additional Compensation for Special Education Caseloads
Purpose: Vote
Submitted by:
Related Material: Board Resolution - Additional Compensation for Special Education Caseloads.pdf



Board Resolution - Additional Compensation for Special Education Caseloads

Purpose

Spokane International Academy is committed to ensuring that students receiving special education services are well-supported and that our teachers have manageable workloads. When caseloads grow too large, it can impact both staff sustainability and student services.

This resolution creates a clear, temporary, non-precedent-setting fair structure to compensate Special Education teachers when their caseload exceeds a manageable level for the remainder of the 25/26 school year.

Resolution

The Board approves the following:

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1. Caseload Expectation

A typical Special Education teaching caseload is up to 35 students.

2. Additional Compensation

When a teacher's caseload exceeds 35 students, they will receive: \$200 per student, per month for each student above 35.

3. Cap on Compensation

- Additional compensation will be capped at a maximum of \$2,000 per month per teacher

4. How Caseload is Counted

- Based on students for whom the teacher is the assigned case manager and has a completed, signed IEP on enrollment count day
- Reviewed and confirmed monthly

5. Full-Time and Part-Time Eligibility

- Full-time teachers are eligible for the full compensation outlined above
- Part-time teachers will receive compensation prorated based on their FTE (full-time equivalent)

- Caseload expectations for part-time staff may also be adjusted proportionally (e.g., 0.5 FTE = 17–18 student baseline)

6. Payment Details

- Paid monthly through regular payroll
- Adjusted as caseloads increase or decrease

7. Implementation

- The Director of Special Education, in conjunction with the CFO/ HR Director, will oversee tracking, verification, and payment
- This policy will be reviewed during the annual budget process or as staffing conditions change

8. Budget Considerations

- Funding will come from the school’s operating budget and/or special education funding sources
- Continued implementation is subject to available funding each year

9. Effective Date

This will take effect on 4/1/2026

Board Action

Adopted by the Board of Directors on _____, **2026**.

Board Chair: _____

Secretary: _____