

**Discussion and approval of the Texas School Action Fund to Incentivize Educators Support  
the P-20 Rural Model  
May 11, 2026**

1. Board Goal -  
Domain 2: Effective, Well Supported Staff  
Domain 3: Positive School Culture
2. Background:  
The Texas School Action Fund (SAF) grant plays a crucial role in supporting the implementation of the P-20 Rural Model, a comprehensive initiative to transform rural education. The SAF provides funding for planning and implementation, helping rural schools redesign to align educational efforts from pre-kindergarten through higher education. This alignment is designed to enhance student outcomes and foster a seamless educational journey. One of the key components of the SAF's strategy is incentivizing educators through strategic staffing and compensation. By offering stipends or increased pay, the grant aims to attract and retain highly effective teachers and leaders in rural, often struggling campuses, ensuring that these areas benefit from exceptional educational talent and leadership. This approach not only supports the development and sustainability of the P-20 Rural Model but also helps close the educational gap in rural communities.
3. Process:  
The 2025-2026 School Action Fund (SAF) allocations are being utilized as a strategic incentive for Batesville staff members who have demonstrated outstanding commitment to the P-20 Rural Model. These funds acknowledge the heightened cognitive demands and extensive collaborative planning required for the effective daily delivery of multi-grade Project Lead The Way (PLTW) and Problem-Based Learning (PBL) modules. Such initiatives are vital for transforming rural education and improving student performance. Based on a total allocation of \$36,100, the incentive structure is categorized into five distinct tiers according to staff roles:  

Level 1: Certified Teachers	Level 4: Para Instructional Staff
Level 2: Noncertified Teachers	Level 5: Sign Language Interpreters
Level 3: Professional Staff	
4. Fiscal Impact:  
A total of \$36,100 in remaining grant funds from the Texas School Action Fund has been designated by Batesville for distribution across five distinct tiers.
5. Recommendation:  
It is the administration's recommendation that the remaining \$36,100 in SAF grant funds for Batesville be approved for allocation among the five specified tiers as outlined.
6. Action Required:  
Action required
7. Contact Person:  
Dr. Juan Hinojosa  
Anne Marie Espinoza