

# Staffing Proposal- 2022-2023 School Year

Overall district enrollment in 2022-2023 is anticipated to be similar to the 2021-2022 school year. Enrollment, along with programming changes, anticipated student needs, and proposed improvements to district services and operations have led to the following staffing recommendations for the 2022-2023 school year.

- Overall, this staffing plan includes **13.4 FTE** less staffing than the staffing plan for the 2021-2022 school year.
- This staffing plan includes the equivalent of an additional 1.5 FTE teaching positions and 1.3 FTE paraeducator positions in the areas of Special Education (District-wide Speech and Language Teacher and Homebound/Virtual Support Special Education Teacher).
- This staffing plan includes the equivalent of an additional 1.0 FTE classroom teacher position at River Heights Elementary and 1.3 FTE paraeducator position staffing at Downville and Knapp Elementary Schools.
- In addition to the base instructional staffing plan, 7 FTE positions are included to
  continue meeting COVID-19 related needs (Math and ELA Interventionists, Health Room
  Assistants). These positions will allow the SDMA to be responsive to academic needs
  associated with missed learning and meet student health needs. These positions will be
  prioritized in the budget for any available federal and/or state COVID-19 relief funding.
- Due to reallocation of duties associated with oversight of community education, and management of the pool/field house, a reduction of 0.5 FTE in administration will carry into the 2022-2023 school year.
- A reduction of 25 FTE of staffing (along with the previously expanded supervisory aide staffing) is a result of lower levels of COVID-19 within the community (staffing plan reductions are included at the end of the plan).

#### **Administration Staffing Summary**

	2018-2019 FTE	2019-2020 FTE	2020-2021 FTE	2021-2022 FTE	2022-2023 FTE	FTE Change +/-
Admin	16.0 FTE	16.0 FTE	16.0 FTE	17.0 FTE	16.5 FTE	- 0.5 FTE

School administration has been reduced 0.5 FTE with reassignment of AD/AP to Community Ed.

#### **District Wide Staffing Summary**

	2018-2019 FTE	2019-2020 FTE	2020-2021 FTE	2021-2022 FTE	2022-2023 FTE	FTE Change +/-
Teacher	6.15 FTE	5.65 FTE	9.15 FTE	9.65 FTE	11.15	+1.5 FTE
Health Room Assistant	2.0 FTE	+0.0 FTE				



- Due to an increase in the number of students receiving speech and language services within the SDMA, the hiring of 0.5 FTE Speech and Language Teacher is being recommended at this time.
- Due to an increase in the number of students requiring homebound instruction and virtual students requiring special education services the hiring of 1.0 FTE Homebound/Virtual Support Special Education Teacher is being recommended at this time.

### **High School Staffing Summary**

	2018-2019 FTE	2019-2020 FTE	2020-2021 FTE	2021-2022 FTE	2022-2023 FTE	FTE Change +/-
Teacher	58.33 FTE	62.97 FTE	65.46 FTE	67.95 FTE	67.95 FTE	0.0 FTE
Paraeducator	7.15 FTE	8.56 FTE	9.18 FTE	9.18 FTE	9.18 FTE	0.0 FTE

No Change

## Middle School Staffing Summary

	2018-2019 FTE	2019-2020 FTE	2020-2021 FTE	2021-2022 FTE	2022-2023 FTE	FTE Change +/-
Teacher	50.33 FTE	52.83 FTE	54.58 FTE	53.13 FTE	53.13 FTE	0.0 FTE
Paraeducator	7.77 FTE	7.42 FTE	8.36 FTE	8.20 FTE	8.20 FTE	0.0 FTE

No Change

#### **Elementary School Staffing Summary**

	2018-2019 FTE	2019-2020 FTE	2020-2021 FTE	2021-2022 FTE	2022-2023 FTE	FTE Change +/-
Teacher	115.01 FTE	112.92 FTE	132.61 FTE	117.05 FTE	118.05 FTE	+1.0 FTE
Paraeducator	18.01 FTE	22.09 FTE	24.39 FTE	24.70 FTE	27.3 FTE	+2.6 FTE

- Due to larger class size an **Increase of 1.0 FTE Grade 2 Teacher** at River Heights is recommended.
- Due to increased needs in special education, an Increase of 1.3 FTE Special Education
   Paraeducators is recommended at this time. These two positions will be housed at Wakanda and River Heights.
- Due to the need to provide additional academic and behavioral support to students, and to assist with student supervision, it is recommended that **1.3 FTE Regular Education Paraeducators** be added at this time. These two positions will be housed at Knapp and Downsville.

#### **District Title I/Elementary Intervention Staffing Summary (no changes)**

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	FTE
	FTE	FTE	FTE	FTE	FTE	Change +/-
Teacher	4.68 FTE	5.02 FTE	4.93 FTE	4.93 FTE	4.93 FTE	0.0 FTE



Paraeducator         1.95 FTE         2.6 FTE         2.6 FTE         2.6 FTE         2.6 FTE         0.0 FTE
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No Change

## **Library Media Center Staffing Summary**

	2018-2019 FTE	2019-2020 FTE	2020-2021 FTE	2021-2022 FTE	2022-2023 FTE	FTE Change +/-
Teacher	2.0 FTE	0.0 FTE				
Clerical	47.5 Hrs/day	44 Hrs/day	45.25 Hrs/day	46.25 Hrs/day	46.25 Hrs/day	0.00 Hr/day

No Change

## COVID-19 Staffing Recommended for 2022-2023 School Year

The following positions are being recommended at this time for the 2022-2023 school year to continue to mitigate learning loss attributed to the COVID-19 Pandemic.

- Instructional needs associated with learning not yet achieved (learning loss) due to the COVID-19 pandemic verified through local assessment data has shown the need for increased interventionists at the K-5 levels. In order to be responsive to these needs, it is recommended that the 3.0 FTE Math Interventionists to serve Oaklawn, River Heights, and Wakanda that were hired as part of the 2021-2022 staffing plan be continued for 2022-2023.
- In addition to the interventionist positions above, it is recommended that **1.0 FTE ELA and 1.0 FTE Math Interventionists** be added for the 2022-2023 school year at the High School.
- Due to increased health needs across the district an increase of 2.0 FTE Health Room
   Assistant at the elementary level is recommended. This increase, along with the existing 1.0

   FTE Health Room Assistant (COVID funded elementary) will result in a total of 3 FTE Health
   Room Assistants staffing at Oaklawn, River Heights, and Wakanda.

# **COVID-19 Staffing Reductions from 2021-2022 Staffing Plan**

- 4.0 FTE Full Time Substitute Teachers
- 7.0 FTE Full Time Custodians
- 1.0 FTE Additional School Nurse
- 3.0 FTE K-5 Virtual Teachers
- 3.0 FTE 6-8 Virtual Teachers
- 5.0 FTE Elementary Teachers
- 2.0 FTE Middle School Teachers
- 9 part-time supervisory aides (or increased hours of other aide positions)

<sup>\*</sup>Throughout the plan, paraeducators are considered to be a 0.65 FTE.