

**To:** Board of Education  
**From:** Brad Swanson  
**Date:** May 23, 2022  
**Re:** 2022-23 Educational Support Personnel Recommendation: GBN/GBS

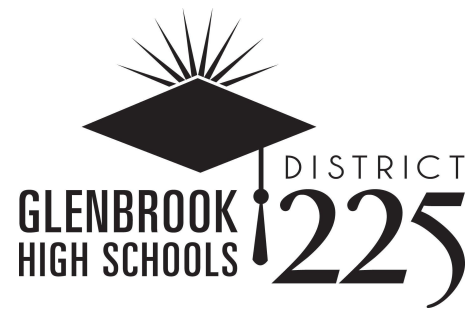
**Recommendation:**

The administration recommends that the Board of Education approve the following Educational Support Personnel FTE staffing for the 2022-23 school year as represented below.

2021-22		2022-23		Year-to-Year Difference
<b>GBS</b>		<b>GBS</b>		
BOE Approved	98.92 FTE	Recommended	108.58 FTE	+9.66 FTE
<b>GBN</b>		<b>GBN</b>		
BOE Approved	89.12 FTE	Recommended	97.36 FTE	+8.24 FTE

Please know that the increased request in staffing is a result of the following:

- Recommendation to hire five additional Instructional Assistants/District Substitutes at both GBN and GBS
  - Three at each building will focus on General Education, and two at each building will focus on Special Education.
  - These positions will replace the hiring equivalent of ten daily substitutes.
  - These positions will bring a greater sense of stability and expertise to many of our substitute assignments as we will have internal content area specialists filling the initial substitute needs on a given day.
  - Financial Implications:
    - The estimated total cost of salaries for the ten Instructional Assistants/District Substitutes is equivalent to the estimated total cost of ten current daily substitutes. Both positions have an estimated daily rate of \$170.
    - The estimated total cost of medical benefits for the ten Instructional Assistants/District Substitutes is \$90,000 - \$100,000.



- Recommendation to hire five additional Security Assistants at GBS and three additional Security Assistants at GBN
  - Three at GBS and one at GBN will work during the first shift.
  - Two at each building will work during the second shift.
  - This increase in staffing will address the recent safety and security external audit recommendations
  - Financial Implications:
    - The estimated total cost of salaries for the eight Security Assistants is \$220,000.
    - The estimated total cost of medical benefits for the eight Security Assistants is \$75,000 - \$85,000.

NOTE: This Educational Support Personnel FTE staffing request does not include non-certified positions at GBA, GBOC, or Special Education Instructional Assistants at GBS and GBN. The staffing requests for these positions will be recommended to the Board of Education at a future meeting.