

To: Board of Education  
From: Dr. Jennifer Pearson  
Mr. Brad Swanson  
Re: Special Education FTE Recommendation  
Date: April 27, 2020

**Recommendation:**

We recommend that the Board of Education approve a total 2020-21 Special Education Certified Staffing of **80.3 FTE (+3.6)**.

**Background:**

The Special Education FTE recommendation is being presented differently than in previous years. In addition to the regular staffing process, this year's FTE also reflects staffing based on contract negotiations for implementation in the 2020-21 school year. To help outline the FTE based on the different variables, we have broken the recommendation into two separate parts.

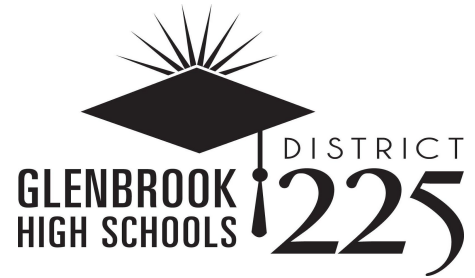
**Part 1: Special Education Certified Staff FTE**

2019-20 District Certified Special Education Staff	76.7 FTE
2020-21 District Certified Special Education Staff	
• Additional District Speech Pathologist	+0.8 FTE
• GBN 261 Special Education students (-9) Certified Special Education Teachers	- 1.7 FTE
• GBS 325 Special Education students (+20) Certified Special Education Teachers	+0.4 FTE

*Speech Pathologists 0.8 FTE Increase:*

Historically, we had staffed Speech Pathologists (SLPs) by caseloads with a maximum of 60 students per FTE and evaluated the number of total direct minutes provided to ensure that staff could meet the minutes within the allocated time in the school day. After reviewing multiple models (caseload, medical model, District 225 psychologist/social work model, and the ASHA model), we determined the most equitable model would be for our Speech Pathologists FTE to be calculated similarly to our other District Related-Service Staff (e.g. psychologists/social workers). Therefore, we are requesting an increase of 0.8 Speech Pathologist FTE to address the caseloads, the number of minutes of service delivery as required per the IEP, and the complexity of the students' needs.

**2020-21 District Special Education Certified Staff as a result of the staffing process only. Sub-Total: 76.2 FTE (-0.5)**



**Part 2: Special Assignment FTE (GEA Contract)**

2020-21 District Certified Special Education Staff

+4.1 FTE

Per the GEA contract, beginning the 2020-21 school year, the district will allocate a maximum of six (6) FTE in special assignments to reduce teacher workload. Since there were already existing special assignments of 1.9 FTE, the contractual increase is 4.1 FTE. This is a one-time increase to address the new contractual allocation.

**2020-21 District Special Education Certified Staff as a result of the staffing process and contractual special assignments. Total: 80.3 FTE (+3.6)**