

Interoffice Memo

The Glenbrook High Schools

TO: Mike Riggle

FROM: Jennifer Pearson

RE: Special Education Staffing (FY14)

DATE: 4/15/13

I've reviewed the special education course registrations resulting from articulations and the total number of special education students anticipated for the 2013-2014 school year in order to determine staffing requirements and make a recommendation for special education programming next year. In addition, I've met with district office staff, building administrators, and Instructional Supervisors to verify the need and discuss the impact of the Memorandum of Understanding pertaining to special education matters.

Overall, I am recommending a 0.4 (0.64%) increase in certified special education staffing. The following is a breakdown of FTE changes: a reduction of 0.4 special education teacher FTE due to decreased numbers of students with disabilities served at GBS, an increase of 0.4 special education teacher FTE at GBN due to an increase in students with IEPs, and an increase of 0.4 Speech and Language to address increasing numbers of students (21 students) as well as minutes (1085 minutes/week) based on students' IEP requirements. Further, we have increased number of students receiving transition services; however we are looking at alternatives to requesting an increase in staffing. One alternative may be to have the speech pathologist serve a dual role by case managing some students seen for speech services.

At-a-glance breakdown:

Total 2012-2013 Special Education Staff	62.2 FTE
Special Education Teacher	+0.4 FTE (GBN)
Special Education Teacher	- 0.4 FTE (GBS)
Speech Pathologist	+0.4 FTE (District-wide)
TOTAL 2013-2014 RECOMMENDATION	62.6 FTE (0.64% increase)

Regarding speech and language services, we analyzed the cost for hiring versus contracting speech and language services. Below are the approximate costs based on a salary for MA, Step 12.

SLP 0.4 FTE	District 225 Personnel	NSSSED Personnel	Agency Personnel
Hourly Salary	\$61.71/hour	\$51.23/hour	\$72.00/hr.
Portion of Benefits paid by the District for .4 (PPO)	Single \$2941 Family \$5450	Single \$3634 Family \$6900	Included in hourly rate
Surcharge	N/A	3% over salary and benefits	Included in hourly rate
Total Yearly Salary and Single Benefits (based on 72 days, 8 hours)	\$38,486	\$34, 137	\$41, 472

Although the figures above favor a contract through NSSSED, there are a number of advantages to hiring our own speech pathologist. First, we would have more control in hiring, evaluation, and work schedule. We would not be paying an averaged salary, as would be the case if we went with an agency. Further, we would not incur additional overhead or administrative costs for a person hired through NSSSED or an agency. In summary, we are recommending the hire of a 0.4 speech and language pathologist through the district.