



710 17th St. SW, Faribault, MN 55021

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## Faribault Public Schools Memo

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Date: November 9, 2022  
From: Katie Schultz  
To: Finance Committee  
Subject: FACES Addition

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### Request for Program/Budget Addition

Fiscal Year 2022-23

**Adjusting the assignment of a Jefferson FACES and addition of a full-time Spanish-speaking FACES.**

**Submitted in collaboration by Katie Schultz and Nick Jurrens**

Last fall, a shifting of FACES occurred. The principals made the decision together to move .5 FACES (Dora) from Jefferson to the high school, allowing her to be 1.0 at the High School. The principals felt the high school's needs were greater than the elementary needs and, in turn, agreed to give up time at elementary buildings to make this happen. At that point, each elementary building had ONE FACES in their building and they felt that would be sufficient. Within a month, the principal at Roosevelt requested a full-time Somali-speaking FACES and this was granted. Also within this time frame, a second Somali-speaking FACES was hired in place of the Spanish-speaking FACES who was moved to the high school. Jefferson then had two Somali-speaking FACES with the principal agreeing to cover the Spanish-speaking needs of the building. Lincoln was the only elementary school left with no Somali-speaking FACES even though they have an equal number of Somali-speaking families as Roosevelt. Katie put together a proposal for a Somali-speaking FACES at Lincoln as she felt this was an inequity that needed to be addressed. Katie submitted the proposal to Cabinet but was told that the



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principal at Lincoln would need to submit the proposal. Katie sent the proposal to the principal, and he did not move forward with it.

Currently, we have two Somali-speaking FACES at Jefferson with no one available for our Spanish-speaking students and families. The families are reaching out to the high school FACES (Dora) and she does not have the capacity to cover both buildings. Although having two Somali-speaking FACES at Jefferson is helpful, it is not addressing the needs of a large portion of their student body. Lincoln is also in need of a Somali-speaking FACES. Currently, they are calling on one of the Jefferson FACES to cover their needs. Their needs are equal to that of Roosevelt who has a full-time FACES in both Spanish and Somali.

Katie's vision for the future is that FACES become district-wide employees, that they are assigned to and track specific families versus specific school buildings. This is a goal that will take more than a few years to achieve. Until we reach that goal, we need to ensure our students and their families have the ability to communicate with their school buildings.

We propose that one of the Somali-speaking FACES from Jefferson be moved to Lincoln and a full-time Spanish-speaking FACES be hired to cover the needs of our Spanish-speaking families at Jefferson.

This proposal aligns with our Equity goals related to Access and Representation. This also aligns with our Family Engagement goals of families feeling safe and welcome in their schools. It is also linked to our Mental Health goals of helping families and students flourish. The total estimated cost for this position for FY23 is approximately \$40,200.