

August 2025 Soliant Staffing Proposal

Acknowledgement

We are grateful for the support of Saginaw Public School District and their approval of a contract to include the Registered Behavior Technicians for the 2023-2024 and the 2024-2025 school year.

Impact of Implementation

With the implementation of increased support for our students with complex support needs, we have seen the following improvements:

- Consistency in the use of **Evidence Based Practices and Behavioral Support Plans** in the classroom setting.
- **Increased progress on IEP goals** in areas such as academics, communication, independent living, and social-emotional development under the supervision of RBTs and Board Certified Behavior Analysts (BCBAs).

Autism Spectrum Disorder Behavior and Staffing Proposal

- According to the CDC, approximately 1 in 36 children has been identified with an Autism Spectrum Disorder (ASD) (2022).
- ASD is about 4 times more common among boys than girls.
- ASD occurs in all racial, ethnic, and socioeconomic groups.
- Research suggests there are likely many causes of ASD including environmental, biological, and genetic factors.

ASD Caseload Trends for SPSP

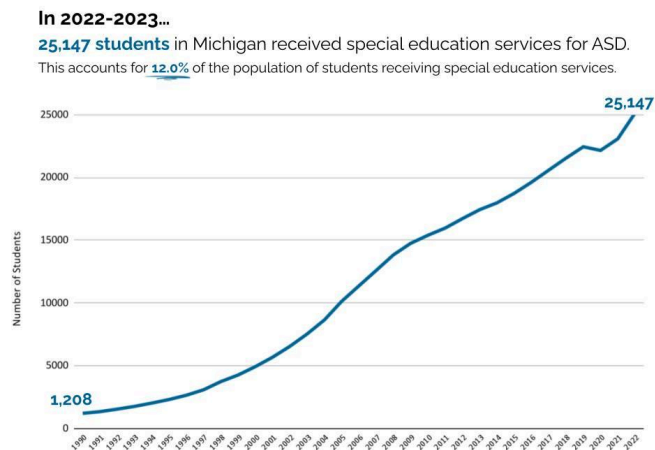
Year	Number of Students with ASD Eligibility
2023	82
2024	110
2025	130 (as of August 1)

Causation for increase in numbers:

- Students moving into the district with ASD eligibility
- Initial evaluations of students that had previously attended clinical ABA services.

- Re-evaluations of students, change of eligibility to ASD from ECDD, SLI, CI, or EI.
- Increased number of neurodivergent people in the world.

These numbers will continue to rise. (Data from START)



Saginaw Public Schools continues to demonstrate short staffing for classroom teachers and paraprofessionals.

Staffing shortages for our most complex students is expected to increase. Due to increasing complex behavioral incidences, staff retention is difficult. Districts in our Great Lakes Bay Region, across the state of Michigan, and nationally, are using outside resources to combat staffing issues. Using highly trained individuals is proving successful for the development of research based plans to decrease negative student behaviors within classrooms.

Full School Year Estimate (Cost indicated is the highest possible cost scenario for 1 person, based on 2024-2025 numbers):

Saginaw Public School District

- Long Term Sub \$50,400
- Teacher per year \$153,000 (salary and Benefits)
- SPSPD Paraprofessional: \$56,000 (salary and Benefits)

Soliant

- Registered Behavior Technician (RBT) \$59,400
 - Certified, trained, and supervised by a Board Certified Behavior Analyst
 - Collects data that is used for decision making process
- Board Certified Behavior Analyst (BCBA) \$121,500
 - Supervises and develops behavior plans

- Supports the classroom teacher in implementation of evidence based practices

We are proposing that SPSPD considers the continuation, and increase, of the contract between SPSPD and Soliant. Knowing that the needs of students continue to increase, we propose adding RBT and BCBA coverage to more of our self contained classrooms:

Note: Any paraprofessionals displaced by the addition of classroom BTs will be offered alternate assignments within the special education department.

	Cost Per Hour	Cost Per Day	Cost for 180 Student Days	Comparisons
(1) BCBA	\$100	\$671	\$121,500	
(10) RBTs	\$55 hr/each	\$330 per BT (\$3300 per day)	\$594,000	Cost for 5 paras at SPSPD \$300 per day or \$3000 a day
		Total	\$715,500	General Fund