Recommendation for approval of the revision to Fielding Elementary's TSSA Plan.

Submitted by: Heidi Jo West, Assistant Superintendent of Elementary Teaching and Learning on behalf of Ryan Greene, Fielding Elementary School Principal

Recommendation: It is recommended that the Box Elder School District Board of Education approve the Revision to Fielding's Teacher and Student Success Plan as submitted.

Recommended Motion:

I move that the BESD Board of Education approve Fielding Elementary School's revision to their Student Success Plans and for the schools in Box Elder School District for the 2026-2027 school year.

Background

Fielding has qualified for several overcrowding paraprofessionals, which has reduced the school's need to allocate TSSA funding toward aide support. As a result, the proposed Salaries allocation is to be reduced from $106,350.46 to $66,794.60, and the associated Employee Benefits allocation is to be reduced from $8,313.11 to $4,880.29.

The proposed Supplies and Materials allocation for replacement classroom Smart TVs is to be increased from $8,652.07 to $15,652.07 due to an increased number of classroom Smart TVs requiring replacement.

With the recent state recommendations from SB241 to allocate funds for teacher development in the Science of Reading, this proposal requests a new Travel allocation of $34,500.00. This includes $28,000.00 to send educators to a literacy conference, deepening staff learning in the area of literacy and allowing them to bring skills and strategies back to their teams at Fielding. It also includes $6,500.00 to send newer educators to a Professional Learning Community (PLC) conference, supporting their growth within Fielding's PLC framework.

Proposed Plan & Budget Adjustments

- **Salaries & Employee Benefits:** Fielding has qualified for several overcrowding paraprofessionals, which reduces our need to draw as many TSSA funds for aide support. Because these positions are now covered through overcrowding staffing rather than TSSA, we are able to reduce our Salaries and Employee Benefits allocations and redirect those funds toward the technology and professional development priorities.
- **Smart TVs** — Many of the Smart TVs currently in use at Fielding are 14 years old or older and are reaching the end of their functional life. These displays are central to daily instruction, from modeling reading and math strategies to delivering interactive lessons and multimedia content that keeps students engaged. As these units age, they become less

reliable and more prone to malfunction, which disrupts instructional time and limits teachers' ability to fully engage students with visual and interactive learning tools. Replacing these aging Smart TVs will ensure our classrooms have dependable, up-to-date technology that supports strong teaching and active student participation.
- **Professional Development**:We feel our money is best spent investing in our teachers by sending a group of educators to a literacy conference and supporting several of our newer educators in attending a Professional Learning Community (PLC) conference. Educators who attended the literacy conference last year returned with strategies that had a direct, positive impact on classroom instruction and student learning, and we believe expanding this opportunity will strengthen literacy instruction school-wide. Similarly, connecting our newer educators with PLC training will help them build strong collaborative practices early in their careers, deepening their instructional capacity and better supporting student growth.
- This includes $28,000.00 to send educators to a literacy conference, deepening staff learning in the area of literacy and allowing them to bring skills and strategies back to their teams at Fielding. It also includes $6,500.00 to send newer educators to a Professional Learning Community (PLC) conference, supporting their growth within Fielding's PLC framework.

Financial Implications

There are no anticipated negative financial consequences. Fielding has qualified for several overcrowding paraprofessionals, which has reduced the need to allocate TSSA funding for aide support and offsets the increases below.

- Salaries: $106,350.46 to $66,794.60, a reduction of $39,555.86
- Employee Benefits: $8,313.11 to $4,880.29, a reduction of $3,432.82
- Supplies and Materials: $8,652.07 to $15,652.07, an increase of $7,000.00
- Travel: $0.00 to $34,500.00, an increase of $34,500.00 ($28,000.00 literacy conference; $6,500.00 PLC conference for newer educators)

Policy Implications

There are no policy implications. All reallocated funds will be used according to district and state guidelines for approved educational purposes.

Staff / Student Implications

The proposed budget reallocation will positively impact both staff and students by investing directly in teacher capacity, instructional tools, and student engagement. Teachers will benefit from high-quality professional learning and targeted instructional strategies gained through the literacy and Professional Learning Community conferences, as well as from updated classroom Smart TVs that support clearer, more dynamic delivery of instruction. In turn, students will benefit from more responsive, evidence-based literacy instruction and from improved access to visual and interactive learning tools in the classroom. This investment will create a stronger, more supportive learning environment that directly aids student growth and achievement.