October 2026

I am requesting approval to add two part-time special education paraprofessional positions to better meet current and anticipated student needs, improve the consistency of student support, provide required IEP services, and reduce the district's reliance on overtime.

These positions would provide targeted coverage throughout the school day and allow the district to more efficiently allocate paraprofessional support where it is needed most.

Rationale for the Request

The district is currently experiencing increased demands on paraprofessional staffing due to student needs, IEP requirements, and anticipated enrollment.

Adding two part-time positions would address several areas of concern:

1. Reduce Overtime Costs

    One current paraprofessional has been working additional hours to help cover gaps in transportation. While this has allowed the district to maintain necessary support, the continued use of overtime is not an efficient long-term staffing solution.

2. Prepare for a New Student Beginning in March

    The district is anticipating a new student beginning in March who will require one-to-one paraprofessional support for medical needs. Rather than waiting until the student's arrival to address the staffing need, adding part-time positions now would allow the district to establish staffing capacity, train personnel, and develop an appropriate support schedule before the student's start date.

Part-time paraprofessionals could be scheduled strategically to provide:

- New classroom support for recent IEP changes.
- Lunch/recess coverage when appropriate - 5th grade is missing a duty-free lunch.
- A current Special Education teacher has less than 30 minutes of prep a day.

Proposed Staffing Model

The potential schedules have been developed based on student schedules and potential/current IEP requirements.

Financial Consideration

Although adding two part-time positions represents an additional staffing expense, the positions could be viewed in comparison to the district's current and anticipated costs associated with:

- Ongoing paraprofessional overtime connected to transportation costs
- Coverage required for newly added IEP minutes
- Staffing needs associated with the student beginning in March

*Cost update:

For starting in December:

One staff member at 16.50 an hour for a total of 667 hours would be $11,005.50, and both would be $22,011.00

For a full-year contract, at the same rate for 1023.5 hours would be $ 16,887.75, and both would be $33,775.50

Recommendation

The Pupil Services Department recommends that the Boyceville School Board approve the addition of two part-time special education paraprofessional positions.

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