



**FOREST LAKE AREA SCHOOLS
FOREST LAKE, MN 55025**

September 15, 2011

AGENDA ITEM: 4

TOPIC: Hiring Additional Elementary Teachers

BACKGROUND: Staffing occurs in March based on enrollment numbers. There are always some fluctuations from the spring to the start of school in September. During the past few years, adjustments have been made, if necessary, after the first week of school (with the exception of adding kindergarten teachers when the need is clear prior to the start of school).

PROCESS: The overall K-12 enrollment is down from 2010-11 which would typically indicate we would not add staff. However, the few areas at the elementary level where there were higher class size concerns early in the summer continue to be areas of concern after the first week of school.

It should be noted there are class sizes at the secondary level that are higher than anticipated or desired, but additional secondary teachers cannot be added because of the need to reconfigure the secondary schedule which is not possible at this point in the school year.

There are potential solutions we have considered:

1. Make no changes in staffing.
2. Move students from higher class size schools to lower class sizes schools for a particular grade level.
3. Move teachers from lower class size grade levels to higher class size grade levels.
4. Hire additional staff to adjust the higher class sizes.

RECOMMENDATION: Hire additional staff to adjust higher class sizes.

- 1 FTE at Columbus, grade 5
- 1 FTE at Forest Lake, grade 4
- .5 FTE at Forest View, grade 3
- .5 FTE at Wyoming, grade 3
- 1 FTE at Scandia, grades 1 and 3