



**Prospect Heights School District 23
Board Memorandum
Discussion Item**

Date: May 12, 2021

Subject: Staffing Plan Update 2021-22

Prepared by: Don Angelaccio

This memo serves as an update and request for staffing needs for the 2021-22 school year.

Interviews and hiring for the 2021-22 school year is well under way and we have already completed the process for 7 of 10 anticipated vacancies. As we continue to review student needs and planning for next year, two additional requests have surfaced:

Special Education Teacher (Self-Contained/SAIL Program) at MacArthur

Due to increased student enrollment and a correlated increase in needs of students, Dr. Sroka has requested an additional 1 FTE to create a second section of SAIL program at MacArthur. Next year it is anticipated that we will have 12 students enrolled in the 6-8th grade program, along with 6 paraprofessionals. The varied needs of the students requires both additional space and additional instructional support.

Reading Support at Eisenhower

The second reading support position at Eisenhower has fluctuated over the years between a .50 and 1.0FTE based upon enrollment and anticipated student need. This uncertainty has created challenges and delays in scheduling and providing services. Upon reflection, it is clear that the demand for more intensive literacy support, both for direct intervention and general education coaching, have been increasing and are not likely to subside in the near future. The position is currently staffed at .63 FTE and administration is requesting an additional .37FTE to bring that position to 1 FTE.

These new requests equate to \$ 70,269 in new spending

When combined with the previously approved increase in staffing of 1.5FTE, the bottom line change in FTE is +2.87

Total Impact to Budget: \$ 131,359 (Approx.)

Staffing Highlights

2020-21	2021-22
<ul style="list-style-type: none">● Reduction of 2 FTE Core teacher sections● Increase 1 FTE Special Education teacher● Increase of .3FTE School Psychologist (created a .5 FTE)● Add .5 FTE Special Education Program coordinator.● Shift of 1 FTE ESP to 1 FTE Teacher at MacArthur to serve EL students.● 2 FTE Night Custodians● Increase .225 FTE Registrar/Receptionist● 4 certified staff and 1 ESP retirement	<ul style="list-style-type: none">● Modify MacArthur staffing structure● Add 1 FTE Teacher at MacArthur● Shift 1 FTE Technology Integration Specialist and expand role to provide instructional coaching support to teachers.● Increase .5 FTE School Psychologist to meet increasing need and reduce contracted services.● 2 certified staff retirements● Add 1 FTE Special Education Teacher at MacArthur● Add .37FTE to Reading Support at Eisenhower to increase current position to 1 FTE.