

November 2022 Special Education COSSA Board Report

Certified Staffing Update

Over the last month we have hired:

- 1 High School Special Education Teacher at Marsing High School
- Contracted 1 Online Teacher through Hello Hero for Wilder Special Education Students

We still need:

- 1 ERR Teacher at Marsing Middle School
- 1 PK Teacher at Marsing

We have leads on two teachers to fill these positions by January 1st 2023.

Classified Staffing Update

Over the last month we have hired:

- 1 CBRS to support Wilder Elementary TLC
- 1 Para to support Homedale Elementary SDC
- 1 Para to support Homedale Elementary ERR
- .5 Para to support Homedale Elementary RR/ERR

Although we hire, some students have needed additional support so additional classified staff have been added:

- Due to student need we added a 1:1 for one student at Homedale Elementary and hired the parent to support the student.
- We foresee another student at Homedale Elementary in ERR needing additional staffing support due to medical needs which will again increase classified staffing needs.

We still need:

2 CBRS TLC COSSA Academy

1 Para ERR COSSA Academy

.5 Para Homedale Elementary

1 Para Homedale High School

1 Para Homedale Middle School

1 Para Marsing High School

1 Para Marsing Middle School ERR

1 Para/CBRS Marsing TLC

2 Paras Marsing PK

.5 Para Notus PK

1 Para Wilder K-12

1 Para/BI Wilder SDC

1 BI Wilder SDC

.5 SLPA/SLP Notus (new position as current SLP support through contract left district)

Principal Castleton created the following flyer that he posted in his building and social media. This generated 4 paraprofessional applications so far. Thank you Principal Castleton for helping get the word out about the need to support the students attending Homedale Elementary.

**HOMEDALE
ELEMENTARY
SCHOOL**
Home of the Trojans



**Come Work
You can make a difference
With Us!**

**Hiring
NOW!**

**APPLY THROUGH COSSA!
HIRING BONUS, COMPETITIVE PAY**
THROUGH OUR PARTNERSHIP WITH COSSA, HOMEDALE
ELEMENTARY SCHOOL CURRENTLY HAS OPENINGS FOR
PARAPROFESSIONALS AND CLASSROOM AIDES!

HELP WANTED:

109 PENNY LANE
WILDER, IDAHO 83676
(208) 482-6074
<https://www.cossaschools.org>

WHEN YOU SUBMIT YOUR APPLICATION TO COSSA, BE SURE TO SPECIFY THAT YOU WISH TO WORK AT HOMEDALE ELEMENTARY SCHOOL. ONCE HIRED, YOU WILL RECEIVE A SIGNING BONUS, COMPETITIVE PAY, AND BE ASSIGNED TO WORK AS A PARAPROFESSIONAL OR CLASSROOM AIDE, WORKING EXCLUSIVELY WITH STUDENTS IN A VARIETY OF SETTINGS AT THE SCHOOL.

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Difficulties with hiring:

- We interviewed one paraprofessional that indicated that our current pay scale even with the signing bonus of \$1000 was not “competitive pay.” They indicated that competitive pay is at least \$13/hr and decided to take a job at the YMCA. She indicated that \$10/hr “wasn’t worth her time.” She did say that if we were able to pay her a wage of at least \$13/hr to call her as she was very interested in the position and thought she would have enjoyed working with the students.
- We interviewed a teacher, who had glowing references from previous school districts, that indicated the current state teacher career ladder even at the highest amount available would still be a \$20k pay cut from their last position in Nyssa, and although they loved what we had to offer in terms of the working conditions and culture at COSSA, pay was the biggest issue in coming on board.
- I have contacted the following companies in pursuit of BI/CBRS additional support and all have indicated they do not have any available staffing at this time:
 - Advocates for Inclusion
 - Centerpointe Inc
 - RISE
 - Foundations for Independence
 - Sunderlin Behavioral Interventions, Inc.

We continue to pursue positing positions as well as contracted services to support student needs across the districts.

Time and Effort

As we near the end of the first semester, it will be time to complete Time and Effort Reporting. Please remember that COSSA staff are paid through IDEA Federal Funds or designated funds to meet Maintenance of Effort Requirements. 100% of COSSA staff time needs to be spent supporting our students with special needs due to the excess costs of educating these students.

Allowable uses:

- Supervision at Recess/Lunch/Bus to support the behavioral needs of students with behavioral goals as well as other students.
- Support of students on IEPs in Special Education Classroom
- Support of students on IEPs in General Education Classroom where IEP indicates this support is needed.
- 1:1 support of student(s) as indicated on IEP
- Small group instruction of students on an IEP
- Whole class instruction of students on an IEP
- Preparing lessons for student(s) on an IEP
- Writing IEP and/or Eligibility documentation for students on an IEP
- Conducting Assessments of students on an IEP
- Observing students on an IEP for IEP development or Eligibility
- IEP team meetings
- Supporting Classroom accommodations as indicated on the IEP
- Progress Monitoring students’ IEP goals

Non-examples

- Providing accommodations for students on a 504
- Providing interventions prior to special education referral
- Supervising ISS

- Support of general education teacher rather than specific accommodations/supports needed for student(s) on an IEP
- Substituting for a general education teacher