



# Oak Park Elementary School District 97

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TO: District 97 Board of Education  
Dr. Albert Roberts, Superintendent

FROM: Steve Cummins, Senior Director of Human Resources

DATE: May 28, 2015

RE: Staffing Recommendation for the 2015-2016 School Year

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Below is a synopsis of the recommendations and rationale for anticipated staffing needs in the 2015-2016 school year. Overall the projected staffing trends when comparing the 2014-2015 staffing levels to the 2015-2016 staffing levels can be summarized as follows:

Category	Approximate FTE Change
Elementary Classrooms	-2.0 FTE
Elementary Specials	-0.27 FTE
Middle School Core Classrooms	+3.0 FTE
Middle School Specials	1-1.5 FTE (6-9 class sections)
<b>OVERALL FTE IMPACT</b>	<b>Approximately 1.7-2.2 FTE</b>

The aggregate FTE change falls under the 7.4 FTE that was projected in the financial model. This affords room within the budgeted projections for newly created Data Analyst position and also refle.

## Elementary School (K-5) Staffing

K-5 regular education classroom teaching sections will be reduced by two positions overall during the 2015-2016 school year. The preliminary 2015-2016 staffing pattern was derived by matriculating all current students to the next grade level, and using historic data to estimate the anticipated Kindergarten sections. There will be one less regular classroom position at both Holmes and Irving Schools in the 2015-2016 school year relative to the 2014-2015 school year, due to a larger 5<sup>th</sup> grade cohorts leaving these buildings. Additionally, as cohorts larger/smaller in size move through a school building, teams and grade level reassignments occur to mirror the student grade level needs.

The K-5 Specials area teachers (Art, FLES, Music, PE) will decrease slightly for two reasons. First, having two less homeroom sections across the K-5 schools means that slightly fewer meeting times within a week for each curricular area. Second, as a result of the contract negotiations the department chair for each area will be teaching comparable sections as their peers (as opposed to the past where they had a reduced load and release during the work week), decreasing the sections taught by others.

Staffing alternatives to address these specials decreases include adjusting the FTE of our part-time department members. There are full time specials areas teachers in two departments who are resigning/retiring this year. In both of these instances current part-time teachers are being recommended to these full time roles. For 2015-16, we will employ new part-time teachers at the appropriate levels. For PE we will be creating a part-time position at the K-5 level as a full-time employee will be voluntarily reassigned to a middle school vacancy. For FLES, we are exploring a schedule that would involve teaching at both elementary and middle schools.

### **Middle School (6-8) Staffing**

There will be an increase to the seventh grade team at Brooks Middle School in the 2015-2016 school year pursuant to the Board presentation last year. The recommendation presented and accepted by the Board last year was based upon the desire to transition to uniform grade level team structures at both middle schools. This structure would support the needs of student cohorts in the final phase will have the Brooks 7<sup>th</sup> grade transition from two (2) five-person teams to three (3) four person teams. TO accomplish this, All grade levels at both buildings will have three (3) four person teams for the core subject areas (humanities, language arts, mathematics, science), which will accommodate anticipated student numbers for the next 6-8 school years as future current cohorts move to the middle school.

The increases to specials classroom teaching sections (1-1.5 FTE) primarily result from an overall number of students at the middle school. An increase of approximately 30 students is currently projected for the 2015-16 school year at each building, as the incoming 6<sup>th</sup> grade cohorts are larger than the outgoing 8<sup>th</sup> grade cohorts. This has the effect of additional section(s) needed for design, foreign language, and art elective. Lastly, we are committing sections within this middle school specials FTE increase to seek a part-time speech, drama and debate teacher at Brooks, so that this program offering exists at both middle school at levels responsive to student choice.

Administration will continue to assess and monitor student levels throughout the summer. Please let me know if you have any questions or comments.