



Oak Park Elementary School District 97

To: Oak Park Elementary School District 97 Board of Education
Dr. Patricia Wernet, Superintendent

From: Gina Herrmann, Senior Director of Human Resources

Cc: Ebony Lofton, Chief Academic and Accountability Officer

Date: May 25, 2021

Re: Additional SY22 Staffing due to Pandemic

Recommendation 1: Daily Substitutes

There has been a substitute teacher shortage for the past 5 years. In order to be proactive and to avoid a disconnect in learning for our students, we are recommending the District hire 14 daily substitutes at the rate of \$150 per day. The daily substitutes will be assigned to a specific building and be prepared to immediately cover for an educator in the event of illness. The daily substitutes will work on student attendance days only (178).

The allocation of the daily substitutes is listed below.

School	Student Population	Daily Substitutes
Beye	387	1
Hatch	358	1
Holmes	502	1
Irving	477	1
Lincoln	665	2
Longfellow	687	2
Mann	469	1
Whittier	475	1
Brooks	911	2
Julian	967	2

Financial Impact: \$373,800

The role and compensation of daily substitutes will be reviewed on an annual basis and approved by the Board of Education prior to each school year.

Recommendation 2: Permanent Live Streaming Substitutes

ISBE recently adopted a resolution that requires remote instruction to be made available for students who are not eligible for a COVID-19 vaccine (11 and under) **and** are under a quarantine order by a local public health department or the Illinois Department of Public Health. We are recommending the use of 14 permanent live streaming substitutes to provide students with access to education while under quarantine. Live streaming permanent substitutes will be assigned to specific buildings but will be required to report to another building on an as needed basis. Live streaming permanent substitutes will be paid \$180 per day.

The allocation of the live streaming permanent substitutes is listed below.

School	Student Population	Daily Substitutes
Beye	387	1
Hatch	358	1
Holmes	502	1
Irving	477	1
Lincoln	665	2
Longfellow	687	2
Mann	469	1
Whittier	475	1
Brooks	911	2
Julian	967	2

Financial Impact: \$448,560

The role and compensation of live streaming permanent substitutes will be reviewed on an annual basis and approved by the Board of Education prior to each school year based on the evolution of the COVID-19 virus.

Recommendation 3: Addition of 2.0 FTE Social Worker

COVID-19 has resulted in serious mental health issues throughout society. In order to appropriately assist our students as they return to school in the 2021-2022 school year, we are recommending the addition of two (2) full-time social workers. The social workers will report to buildings based on student needs.

Financial Impact: Approximately \$180,000

Recommendation 6: 1.0 FTE Remote Multineeds Elementary Special Education Teacher and 1.0 FTE Remote Middle School Special Education Teacher

We have identified students who will have medical exemptions from school for the 2021-2022 school year due to COVID-19. Some of these are higher needs students. We want to ensure their growth throughout the school year and meet the requirements as outlined in their IEPs. We are recommending the addition of two special education teachers who are designated to only teach our remote students who have IEPs.

Financial Impact: \$140,000

Recommendation 5: Contingency of 10.0 FTE Teachers

We are recommending that we have a contingency of 10 FTE for onsite or remote only teachers. Our recommendation is based on the points listed below:

1. We have identified students who will have medical exemptions from school for the 2021-2022 school year. As we continue to develop our remote learning option for next school year, we would like to have the ability to hire remote teachers when the plan is completed.
2. It is our goal to maintain small class sizes throughout the 2021-2022 school year to assist with the loss of learning and social emotional well-being of our students. We would like to have the ability to hire additional teachers if enrollment unexpectedly increases.
3. We remain in a pandemic and there is still uncertainty. If ISBE requires us to expand the remote learning option to additional students, we would like the ability to hire additional remote teachers.

The use of contingency FTE will be approved by an Interim Superintendent.