



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
Robert Grossi - Financial Implications Section Only

Cc: Eboney Lofton, Chief Academic and Accountability Officer

Date: June 8, 2021

Re: Amended SY22 Staffing due to Pandemic

Action Item 4.4.1

Recommendation 1: Permanent 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 26 permanent substitutes at the rate of \$150 per day. The permanent substitutes will be used to assist with students who are quarantined and to cover for educators who are absent. Permanent substitutes will be assigned to a specific building but can be used at other buildings as the need exists. 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 | 2 |
| Hatch | 358 | 2 |
| Holmes | 502 | 2 |
| Irving | 477 | 2 |
| Lincoln | 665 | 3 |
| Longfellow | 687 | 3 |
| Mann | 469 | 2 |
| Whittier | 475 | 2 |
| Brooks | 911 | 4 |
| Julian | 967 | 4 |

Financial Impact: \$694,200.

Note: The financial impact of permanent substitutes in 2019-2020 was \$851,760. Due to the severity of the COVID-19 pandemic throughout the 2019-2020 school year, we compensated permanent substitutes at \$180 per day. The number of COVID-19 cases has now drastically decreased and the vaccination is becoming increasingly available; therefore, we have lowered the compensation to \$150 per day.

Recommendation 2: 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 3: 1.0 FTE Remote Multineeds Elementary Special Education Teacher and 1.0 FTE Remote Middle School Special Education Teacher

This is a one year position contingent on results of MOU. 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 4: Four (4) Contingent Teaching Positions

We are requesting the budget for four (4) teaching positions. These positions would be used in the event we have an increase in our projected enrollment or an increase in students qualifying for special education.

Financial Implications of Recommendations

In considering this request from a financial perspective, the following points need to be factored into the Board's decision: (1) The most significant expense request of permanent substitutes will be contained within next year's budget regardless of whether the substitutes are hired as permanent or on an "as needed" basis. Based on the shortage in the labor market and the fact the 2021-22 school year will be critically important to the students, the recommendation for permanent substitutes seems prudent. (2) Each of the above expense requests are deemed as eligible expenses to be paid for within the \$3,018,000 ESSER 3 fund grant the District will receive (3) Decisions on the above requests should be considered one-time decisions that will be evaluated next year based on the residual effects of COVID, student enrollment and changes to the labor market.