



710 17th St. SW, Faribault, MN 55021

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Date: June 20, 2022

TO: Finance Committee

From: [Katherine Schultz](#)

RE: FY23 EL Staffing

Currently, our EL teachers have the highest caseloads in the Big 9. They are at 56 students per FTE. At the elementary level, larger caseloads are “doable” as students have the innate ability to acquire language. As students approach puberty, this ability begins to disappear or diminish quickly. Students at the middle and high school levels must learn a language much the same way our World Languages Students learn a new language. We have been operating with four EL FTEs at the high school and added .5 EL at the ALC. This past fall, one of the EL teachers resigned and a social studies teacher was hired to cover the EL needs as a licensed EL teacher could not be hired. This spring, that position was cut as a social studies cut when in reality it was an EL cut. Also, the .5 ALC position was cut as an ALC cut. Being an English Learner is a qualification to attend the ALC and, by law, if a language learner is enrolled, we must provide language instruction. Beyond the law, it is a basic human right to learn the language of school well (Lau v. Nichols). 60% of our student body in Faribault is multilingual. 35% qualify for English language support. If our students are to truly be college and career ready, they must learn English well. Caseloads this high do not ensure our students get the language instruction they are entitled to.

Language instruction is a Tier 1 right. It is not an intervention or “extra.” It is core instruction. Our goal focused on “Student-centered Learning” states that “all students will receive high-level accessible Tier 1 instruction.” We must stand behind this goal and provide the resources necessary to ensure our EL students receive more than the bare minimum. Our Equity goal



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states, “we commit to a high quality education for every student.” 35% of our students are language learners. If we are to give a high quality education to these students, effective language instruction must be a priority.

The estimated staffing cost for these positions is estimated to be \$105,000 to be funded from the general fund