

ENCINITAS UNION SCHOOL DISTRICT ENRICHMENT TEACHER PROPOSAL

JUNE 7, 2016

ISSUES:

1. The District Health and Wellness Program will not receive supplemental funding from private donations next year.
2. The District Health and Wellness Program has been created over the course of the past four years and currently provides a well-articulated program that supports physical education, and social-emotional development for students while providing teachers with collaboration time for grade-level planning.
3. School sites are requesting support in providing higher paying enrichment teacher positions to augment and support art, science, engineering, coding, world languages, music, and physical education.
4. Teacher collaboration and the enrichment wheel are critical in providing our teachers with quality team planning time and extending the learning of our students.
5. The District budget is in the planning stages. Although an initial budget will be adopted in June, final numbers from the 2015/2016 budget will not be known until September, 2016 and some assumptions built into the 2016/2017 budget will not be realized and understood until September of 2017.

GOALS:

1. Redesign the funding structure for the current Health and Wellness Program that allows the District to keep this program and provide support for other enrichment programming needs at school sites.
2. Design a pilot program with bridge year funding (partial one-time dollars) to create a new enrichment teacher position. This pilot enrichment program is designed to: 1) Augment pay for site enrichment teachers; 2) Elevate the enrichment teacher position; 3) Reduce site costs for enrichment teachers; and 4) Help retain enrichment teachers.

PROGRAM PROPOSAL:

Create a new teaching position called "Enrichment Teacher." The current health and wellness instructor position would be folded into this new enrichment teacher position. Each site would also have 2-4 other enrichment teacher positions that would provide instruction in art, science, engineering, coding, music, world languages, physical education, or other enrichment programming. This pilot enrichment program would support student wheel time and teacher collaboration time. Some of the costs for these new positions would be paid by the District.

Pay Structure -	Enrichment teachers would be paid at a higher rate than hourly wheel teachers currently are paid. Hourly rates are currently paid at \$25 per hour. The daily, weekly and annual rate of pay for these positions varies at each site based upon hours worked. The new proposal would be based upon the following:
Work Year -	160 days of work
Position Status -	Salaried (Full teacher work day)
Enrichment Teacher Pay -	\$32,000 per year / or \$200 per day (approximately twice the substitute pay and ½ of first year total teacher compensation)
Site Share of Cost -	60% or \$19,200 per year per teacher (less than sites are currently paying for similar hourly positions)
District Share of Cost	40% or \$12,800 per year per teacher
Health and Wellness Program Costs -	District will pay 100% of cost of enrichment teachers supporting Health and Wellness Program

DISTRICT PROGRAM COSTS

District Enrichment Teachers - previously Health and Wellness Instructors (13 FTE)	@ \$200 per day for 160 days	\$416,000
Site Enrichment Teachers (estimate -27 FTE) (other 60% of cost would be paid by sites)	@ \$ 80 per day for 160 days	\$345,600
Estimated Labor Related Costs		\$ 35,262
Total		\$796,862

The District would then have the following teaching positions and rates of pay:

Teacher	Step and Column
Enrichment Teacher	\$200 per day X 160 days - \$32,000 per year
Hourly Teacher	\$25 per hour - Sites could still hire additional support teachers at the hourly rate
Substitute Teacher	\$120 per day

SAMPLE PLANS

All sites would continue to receive the District Health and Wellness Program (2 sessions per student per week except kindergarten which receives 1 session) consisting of yoga and World Ready Traits and Skills instruction provided by District Enrichment Teachers for 160 days of programming paid for by District.

In addition, Sites would also offer an enrichment program supporting an enrichment wheel and teacher collaboration time similar to one of the models given below. Sites would still determine what programming would be offered at their school. Sites under 600 students can choose to have 2-3 enrichment teachers and sites over 600 students can choose to have 3-4 enrichment teachers. The model is shown in weekly costs to highlight the difference between what sites are currently paying for and receiving weekly as contrasted with the proposed changes:

SCHOOL	ENRICH TEACHERS	HOURS PER WEEK	SITE COSTS (WEEK)	DISTRICT COSTS (WEEK)
PDL CURRENT ENRICHMENT SCHEDULE	2	5 hrs. per day 25 hrs. weekly each Total Hrs. - 50 hrs.	\$1,250	\$ 0
PDL PROPOSED ENRICHMENT SCHEDULE - Weekly cost -\$2,000	2	Enrichment Teacher Work Week – 40 hrs. Total Hrs. – 80 hrs.	\$1,200 (60%)	\$ 800 (40%)

SCHOOL	ENRICH TEACHERS	HOURS PER WEEK	SITE COSTS (WEEK)	DISTRICT COSTS (WEEK)
ME CURRENT ENRICHMENT SCHEDULE	3	5 hrs. per day 25 hrs. weekly each Total Hrs. - 75 hrs.	\$1,875	\$ 0
ME PROPOSED ENRICHMENT SCHEDULE Weekly cost -\$3,000	3	Enrichment Teacher Work Week – 40 hrs. Total Hrs. – 120 hrs.	\$1,800 (60%)	\$1,200 (40%)

SCHOOL	ENRICH TEACHERS	HOURS PER WEEK	SITE COSTS (WEEK)	DISTRICT COSTS (WEEK)
LCH CURRENT ENRICHMENT SCHEDULE	4	6 hrs. per day 30 hrs. weekly each Total Hrs. - 120 hrs.	\$3,000	\$ 0
LCH PROPOSED ENRICHMENT SCHEDULE Weekly cost -\$4,000	4	Enrichment Teacher Work Week – 40 hrs. Total Hrs. – 160 hrs.	\$2,400 (60%)	\$ 1,600 (40%)