

Board Agenda Item #	IV D- Action Item
Date:	11/14/19
To:	Magnolia Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Varol Gurler, Principal of MSA SA
RE:	Approval of Additional Positions for Staffing for MSA-SA

Proposed Board Motion

To approve the additional staff members at MSA-Santa Ana (MSA-Santa Ana) for remaining 2019-20 school year:

- One (1) part-time special education paraprofessional positions
- One (1) full-time Speech Language Pathology Assistant position

Background

- Paraprofessional:
 - As it is known, MSA- SA is a TK-12 school. The school has 90 students with disabilities, 43 students are in elementary grades (TK-6). Eight (8) additional students are currently in the process of being assessed for special education, six (6) of which are in elementary. All of our students in special education spend a majority of the day with their general education teachers and peers. Our special education staff (teachers and paraprofessionals) assist students with participating in general education by going into the classrooms to provide specialized academic instruction along with social, emotional, and behavioral support. Since the start of the school year, one student has been demonstrating the need for additional assistance in the classroom. The school has enlisted the support of one day to day substitute to meet this need, and the student has shown improvement. With this data in mind, we are requesting to hire one (1) part time paraprofessional to support the student’s needs daily. Also, as a part of the special education department, the paraprofessionals would be trained and supervised, and would be better prepared to meet the needs of students with disabilities. To meet these students’ needs, and cut substitute cost for the school, MSA- SA is requesting approval of one (1) part-time special education paraprofessional.
- Speech Language Pathology Assistant
 - Forty eight (48) students at MSA- SA currently receive speech and language services as part of their Individualized Education Program. Currently these

services are being delivered by a Speech Language Pathology Assistant through the nonpublic agency, Edlogical.

- Speech Language Pathology Assistants are licensed by the American Speech, Language Hearing Association to provide support to schools in terms of providing therapy and handling case management duties for students who qualify for special education and receive Speech/Language Development services in schools.

	Current	Proposed
Provider	Edlogical (contracted)	In-house
Time	40+ hours weekly	Full-time
Cost	\$68/hour \$10,801/month (average) \$108,016/year (average)	\$55,000/year (proposed) plus 30% benefits 11 month employee Could also be hired additionally for ESY (extended school year) in July

- In order to provide a more cost effective solution to meeting the needs of the students receiving speech and language services, we request approval of one (1) speech language pathology assistant.

Budget Implications

**Reviewed and approved by CFO

- For the Speech Language Pathology Assistant position, a prorated salary of \$52,000 is estimated through June 30, 2019. The funding for this position will be shifted from the special education contracted services budgeted at \$88,500. A cost saving of \$36,500 is estimated.
- For the paraprofessional position, a prorated salary of \$9,360 is estimated through June 30, 2019. A portion of the savings mentioned above will be utilized to fund these positions.
- Estimated net savings in the amount of \$27,140 for the current fiscal year.