



Board Agenda Item #	Agenda # II C- Recommendation Action Item
Date:	1/15/2019
To:	MPS- Finance Committee
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Jason Hernandez, Principal of MSA 8
RE:	Approval of Additional Costs for Staffing for MSA 8

### Proposed Board Motion

I move that the board approve hiring one (1) full-time campus aide not included in the board approved First Interim budget. Total cost is not to exceed \$50,000 including base salary and statutory benefits. This additional cost will be funded by the current year’s revenues reducing the projected net income for fiscal year 2018-19 from \$432k to \$382k.

### Background

Campus Aide Support: MSA Bell in recent years has taken steps to focus on the social and emotional development of the students within the learning community. Our belief is that as a school we have a moral and ethical responsibility for students’ well-being.

The additional campus aide will work full time from 10:00 am to 6:30 pm, which is the time frame that tends to require the most support and will assist in the after-school program as an extension of the administration office of student culture and discipline. The individual would be able to provide support for students in the area of redirecting, counseling, and processing minor referrals and have positive interaction with students through their involvement in the after-school program.

### **What are additional benefits?**

The MSA-8 Dean of Students, has been studying and developing the CPSEL framework within the site, through training from various sources including the MTSS (Multi-Tiered Systems of Support) grant. This will allow an additional administrator to provide hands-on development to the teaching staff by conducting additional classroom supervision and professional development for staff. A young teaching staff struggles with the implementation of Social-Emotional Learning (SEL) in the classroom, due to inexperience and level of confidence in teaching beyond the content curriculum. Below is a chart of the level of experience among the MSA-8 teaching staff.

**Table 1: Teaching Experience**

	2016-17	2017-18	2018-19
0-5 years	66.7% (16)	54.2% (13)	75.0% (18)
6-10 years	29.2% (7)	41.7% (10)	16.7% (4)
10+ years	4.2% (1)	4.2% (1)	8.3% (2)
Credential Teachers	24	24	24

The additional support for staff will develop teachers to deliver quality SEL studies aligned to the CPSEL framework to create a positive impact on school climate and promote a host of academic, social, and emotional benefits for students. Student benefits include better academic performance, improved attitudes and behaviors, fewer negative behaviors, and reduced emotional distress.

### **Budget Implication**

Based on the First Interim Budget, we are expected to have revenues of \$5,757,895 and expenses of \$5,325,745. By the end of the 2018-19 school year, we will have an operating income of \$432,149. Adding an additional staff with benefits will have a cost not to exceed \$50,000. This will bring the projected operating income to \$382,149.

### **Resources**

1. [Social and Emotional Learning by the CDE](#)
2. [Social and Emotional Learning in Middle and High School](#)
3. [Why Social and Emotional Learning Is Essential for Students](#)