



Board of Education Report

File #: Rep-167-18/19, **Version:** 1

**Local Solutions To The Shortage of Special Education Teachers Grant Award to LAUSD
January 22, 2019
Human Resources Division**

Action Proposed:

Staff proposes that the Board of Education approve the grant award of \$1,000,000 annually to the District (\$5,000,000 total anticipated through 2023) to provide financial incentives for the recruitment of credentialed special education teachers, as well as provide additional funding to support recruitment efforts. This award also will support additional funding to the LAUSD District Intern Program to assist credentialed general education teachers in earning an Education Specialist credential.

Background:

In 2018, the California legislature approved California Education Code 44416, authorizing the appropriation of \$50,000,000 from the state general fund for grant awards to local education agencies (LEAs) to develop and implement locally-devised strategies to mitigate the statewide shortage of special education teachers.

The authorizing legislation permits the award of up to \$20,000 per teacher participant. This award must be matched dollar-for-dollar by the LEA.

The Commission on Teacher Credentialing is administering this grant program and solicited proposals from August 31, 2018 through October 30, 2018. Grant awards were announced on December 14, 2018.

Forty-one (41) LEAs were approved for funding under this grant.

Expected Outcomes:

The approval of this grant will enable the District to remain competitive in the recruitment of Special Education teachers in California, and will provide the District with an additional means of addressing Outcome 16 of the Chanda Smith Modified Consent Decree with regards to maintaining a fully credentialed special education workforce.

Board Options and Consequences:

Approval of this grant will permit the District to offer hiring bonuses totaling up to \$17,000 per awardee to qualified special education teachers. Additional funding will permit expanded special education recruitment, as well as the ongoing funding of the mid-year Credentialed Educators Now Teaching Special Education (CENTSE) program through the LAUSD District Intern Program.

If the grant award is not approved, the District will be unable to offer the aforementioned recruitment incentives and will therefore be less competitive in the recruitment of credentialed special education teachers.

Policy Implications:

This action does not change District policy.

Budget Impact:

This grant will provide up to \$5,000,000 in additional funding to the District for the five-year duration of the grant.

Student Impact:

Ratification of this grant will enable the District to recruit a higher volume of credentialed special education teachers to serve our students with disabilities, which will positively impact the achievement of those students.

Issues and Analysis:

Not applicable

Attachments:**Informatives:**

Commission on Teacher Credentialing - Award of Local Solutions to the Shortage of Special Education Teachers Grant to LAUSD

Submitted:

December 21, 2018

File #: Rep-167-18/19, Version: 1

RESPECTFULLY SUBMITTED,

REVIEWED & PRESENTED BY:

AUSTIN BEUTNER
Superintendent

SERGIO FRANCO
Assistant Chief Human Resources Officer
Human Resources Division

REVIEWED BY:

APPROVED BY:

DAVID HOLMQUIST
General Counsel

JOSE R. CANTU, Ed.D.
Assistant Chief Human Resources Officer
Human Resources Division

___ Approved as to form.

APPROVED BY:

REVIEWED BY:

VIVIAN EKCHIAN
Deputy Superintendent
Office of the Deputy Superintendent

CHERYL SIMPSON
Director, Budget Services and Financial Planning

___ Approved as to budget impact statement.

INTEROFFICE CORRESPONDENCE
Los Angeles Unified School District
Human Resources Division
Division of Special Education

INFORMATIVE**DATE:** January 4, 2019

TO: Members, Board of Education
Austin Beutner, Superintendent

FROM: Sergio Franco
Assistant Chief Human Resources Officer

Beth Kauffman
Associate Superintendent, Special Education

Bryan M. Johnson, Ed.D.
Director, Certificated Workforce Management

SUBJECT: COMMISSION ON TEACHER CREDENTIALING – AWARD OF LOCAL SOLUTIONS TO THE SHORTAGE OF SPECIAL EDUCATION TEACHERS GRANT TO LAUSD

We are pleased to announce that the Human Resources (HR) Division, working in close consultation with the Division of Special Education, has sought and been awarded the *Local Solutions to the Shortage of Special Education Teachers* Grant in the amount of \$1,000,000 per year for each of the next five years. These funds are intended to provide signing bonuses to enable LAUSD to more effectively recruit and retain fully credentialed Special Education teachers.

This grant will provide funding that will enable the following:

- 1) HR will be able to offer signing bonuses that can reach \$17,000 per credentialed Special Education teacher:
 - a. \$12,000 initial signing bonus
 - b. \$1,000 additional signing bonus if the candidate graduated from an LAUSD high school
 - c. \$1,000 additional signing bonus if the candidate holds an Education Specialist credential in one of the following areas:
 - i. Special Education, Moderate/Severe
 - ii. Special Education, Deaf/Hard of Hearing
 - iii. Special Education, Visual Impairment
 - d. \$3,000 additional signing bonus if the candidate serves in a school designated in the lowest quartile of the Student Equity Need Index (SENI)
- 2) The grant will provide \$100,000 per year to be used towards identifying, recruiting, and preparing new Special Education teachers, as well as providing funding to ensure that the District Intern program will be able to offer a Credentialed Educators Now Teaching Special Education (CENTSE) program during the middle of the year.

More detailed information is available in the attached grant application. Please note that the bonus structure in item #1 above has been amended from the original application, and this amendment has been approved in writing by the Commission on Teacher Credentialing.

Forty-one (41) Local Education Agencies (LEAs) were approved for funding under this grant, with twenty-four (24) of those LEAs requiring additional documentation for approval. We are pleased to inform the Board that the LAUSD application was sufficiently strong that the Commission did not see fit to require additional documentation or information.

This grant will enable LAUSD to remain competitive in the recruitment of Special Education teachers in California and will provide the District with an additional means of addressing Outcome 16 of the Chanda Smith Modified Consent Decree with regards to maintaining a fully credentialed special education workforce.

Once approved, we will work with our UTLA labor partners on the implementation of this grant.

Should you have any questions, we would be pleased to discuss this matter further with you at your convenience.

c: David Holmquist
Hilda Maldonado
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Local District Superintendents