

# **TAB 10**



## Board of Education Report

---

**File #:** Rep-362-20/21, **Version:** 2

---

### **Approval of Hiring Authority in Advance of Board Adoption of 2021-22 Final Budget**

**May 25, 2021**

**Office of the Chief Financial Officer**

#### **Action Proposed:**

Staff proposes that the Board of Education (Board) approve early hiring authority for up to 50% of anticipated new positions under the District's Recovery Plan in advance of the Board Adoption of the 2021-22 Final Budget.

#### **Background:**

Staff recognizes that the District needs to recruit, select, and hire personnel to best support the District's recovery efforts in the aftermath of pandemic. These personnel include, but are not limited to:

- K-12 Classroom teachers, including Primary Promise and Secondary teachers
- Assistant Principal, Elementary Instructional Specialists (APEIS)
- Speech Pathologists
- Psychologists and Psychiatric Social Workers
- Building & Grounds Workers
- IT Technical Support Positions
- Paraprofessionals

#### **Expected Outcomes:**

Approval of this item will allow the District to start recruiting and hiring early in the spring of 2021 to have personnel ready to support schools before the beginning of summer session and the 2021-22 school year.

#### **Board Options and Consequences:**

The Board can approve hiring authority, which would allow the District to start recruiting and hiring in the spring of 2021 in order to have more time and opportunities to have personnel ready to support schools before the beginning of summer session and the 2021-22 school year. The Board may disapprove hiring authority at this time, which will mean the District will have to wait until after Final Budget is approved to start recruitment and selection. This may mean some personnel may not be ready to support schools before summer session or the start of the 2021-22 school year.

#### **Policy Implications:**

This action does not change District policy.

#### **Budget Impact:**

Approval would authorize hiring of up to 50%, or \$330M, of anticipated new positions in the Path to Recovery Plan. There is no fiscal impact at this time. After the Board adoption of the Final 2021-22 Budget, the positions will be funded. Hiring authority at that time will be extended to the full number of vacant FTEs in the 2021-22 Budget.

**Student Impact:**

Approving hiring authority at this time will better serve students for the summer session and the 2021-22 school year.

**Issues and Analysis:**

There are no policy implications stemming from this plan.

**Attachments:**

Attachment A - Estimated Positions in Path to Recovery Plan for 2021-22

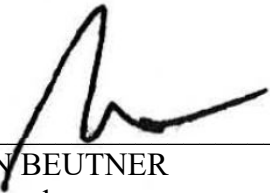
**Informatives:**

Not Applicable


**Submitted:**

05/22/21

**RESPECTFULLY SUBMITTED,**

  
\_\_\_\_\_  
AUSTIN BEUTNER  
Superintendent


**APPROVED BY:**

  
\_\_\_\_\_  
MEGAN K. REILLY  
Deputy Superintendent  
Office of the Deputy Superintendent

**APPROVED & PRESENTED BY:**

  
\_\_\_\_\_  
DAVID D. HART  
Chief Financial Officer  
Office of the Chief Financial Officer

**APPROVED & PRESENTED BY:**

  
\_\_\_\_\_  
LINDA DEL CUETO  
Chief Human Resources Officer  
Human Resources

**APPROVED & PRESENTED BY:**

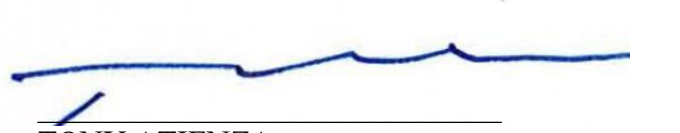
  
\_\_\_\_\_  
KARLA GOULD  
Personnel Director  
Personnel Commission

**REVIEWED BY:**

  
\_\_\_\_\_  
DEVORA NAVERA REED  
General Counsel

Approved as to form.

**REVIEWED BY:**

  
\_\_\_\_\_  
TONY ATIENZA  
Director, Budget Services and Financial Planning

Approved as to budget impact statement.

## ESTIMATED POSITIONS IN PATH TO RECOVERY PLAN FOR 2021-22

POSITION	ESTIMATED POSITIONS	PROPOSED HIRING AUTHORITY (50% OF ESTIMATED POSITIONS)	SERVICES
<b>Certificated</b>			
K-12 Teachers, including Primary Promise and Secondary	2,190	1,095	Primary Promise, alternative scheduling, and classroom teachers
Psychologists and Psychiatric Social Workers	930	465	Mental Health Supports and Special Education
Assistant Principal, Elementary Instructional Specialists	220	110	Special Education
Bridge Coordinators	110	55	Special Education
System of Support Advisers and Mental Health Specialists	90	45	Mental Health Supports
Speech and Language Pathologists	30	15	Special Education
<b>Certificated Total</b>	<b>3,570</b>	<b>1,785</b>	
<b>Classified</b>			
Primary Promise - Paraprofessionals	830	415	Primary Promise
Custodial staffing	770	385	Custodial & Facilities Cost
Student and Family Resource Navigators	360	180	Mental Health Supports
IT support for schools	340	170	Computers, Internet Access & Helpdesk Support
Licensed Vocational Nurses	190	95	COVID-19 Testing, Contact Tracing & Vaccinations
<b>Classified Total</b>	<b>2,490</b>	<b>1,245</b>	