

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Reorganization of Special Education & Student Services Department

RECOMMENDATION:

The Superintendent is recommending the Board of Trustees engage in a Study Session focused on the recent reorganization of the Special Education & Student Services Department

BACKGROUND:

For the 2022-2023 school year Rescue USD is currently servicing approximately 547 special education students, a 4% increase from the previous year and a 12% increase from 2020-2021. Using one-time monies spread over three years we added a school Psychologist and a Behaviorist this fall to help support the social-emotional needs of our special education students. More recently we have added a Special Education Coordinator with an ongoing Early Intervention Preschool grant. This position will oversee our county preschool students as well as provide ongoing support to our Special Education school site teams. Having a funding stream to support our preschool student needs provides us an opportunity to utilize our current special education dollars in supporting staff and students.

STATUS:

Review during the Board Study Session the reorganizational changes made to the Special Education Department in the 2021-2022 and 2022-2023 school year.

FISCAL IMPACT:

There is no fiscal impact at this time.

BOARD GOAL(S):

Board Focus Goal I - STUDENT NEEDS

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment.

B. Curriculum and Instruction: Provide a meaningful, innovative learning environment using Common Core, and other student content standards and research-based, progressive, effective instructional methodology, instructional materials, staff development and technology that will ensure student success in career and college.

Board Focus Goal II – FISCAL ACCOUNTABILITY

Keep the district fiscally solvent through prudent LCAP aligned budget processes in order to meet the needs of our students.

Board Focus Goal IV - STAFF NEEDS

Attract and retain diverse, knowledgeable, dedicated employees who are skilled and supported in their commitment to provide quality education for our students.

Board Focus Goal VI – CULTURE OF EXCELLENCE

Create and promote programs that support, reward and incentivize employees to perform at exceptional levels for the benefit of our students.



October 11, 2022

Organizational Structure of Special Education

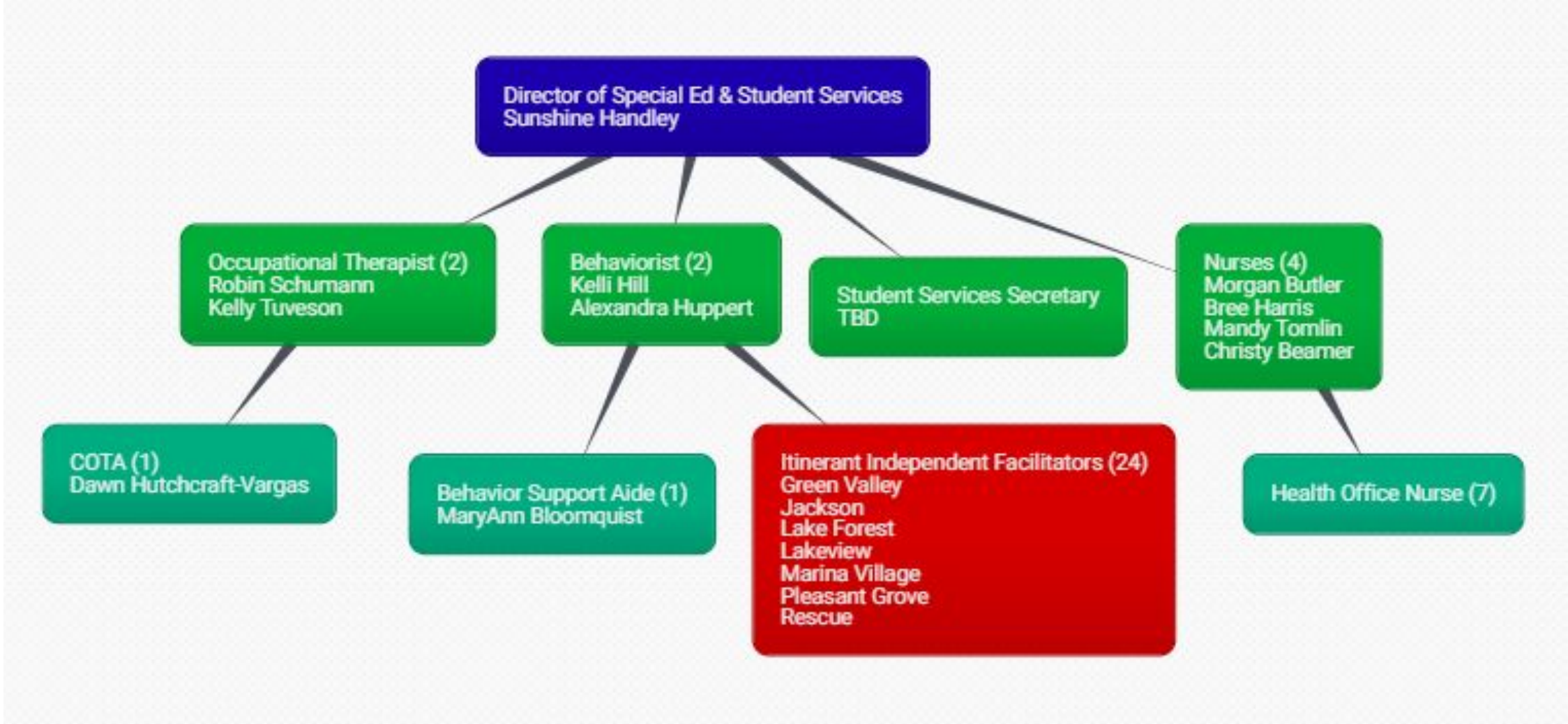
Rescue Union School District Board of Education

Topics to be covered

- The “Why?”
- Reorganization (steps 1-5)
- Impacts
- Next steps
- Questions?



Organizational Breakdown



Reorganization? The Why.

- Why so many changes to the Student Service Department?
 - Feedback from staff during 2021-2022 school year
 - Principal Interviews
 - Special Education Teacher feedback
 - Instructional Aides survey
 - Increasing numbers in students with disabilities

Year	# SWD	% SWD	Increase
2020-2021	484	13.8%	
2021-2022	523	14.6%	8% increase
2022-2023	547	15.5%	4% increase



Step 1

- Changes
 - Director of Special Education & Student Services
 - contract change 222 days → 210 days
 - Increase in per day rate
- Impacts
 - More desirable position with less work days per year
 - Hired a new Director of Special Education & Student Services



Step 2 - Changes

- Changes
 - \$600,000 in one-time funds was allocated by the Board to make improvements to SPED (to be spent over a 3 year period)
 - 1 - School Psychologist was added (Total 5.0 FTE districtwide)
 - 1 - District Behaviorist (BCBA) was added (Total 2.0 FTE districtwide)
 - Estimated annual cost \$225,000.00
 - If we continued the one-time funds would be a little short in year three



Step 2 - Impacts

- Impacts
 - 1 - Psych at each middle school
 - 1 - Psych at Lake Forest Elementary (SDC programs)
 - 0.5 Psych at all other elementary schools
 - More support to students w/social-emotional needs
 - Educationally Related Mental Health Services (ERMHS) provided by District Psychologists
 - District Behaviorist assigned to school sites
 - Improve behavior support in General Ed (GE) and SPED across all grades
 - Behaviorists can participate in Positive Behavior Intervention Supports (PBIS) teams at their sites
 - Increased amount of face time to support staff and student needs



Step 3 - Changes

- Changes
 - Reorganization of Behavior Team part 1
 - (2) Behavior Support Aides (BSA) reduced to —> (1) BSA
 - District Behaviorist (BCBA) moved from 3 year one time funds to ongoing SPED budget



Step 3 - Impacts

- Impacts
 - Reduces annual cost to \$112,000 per year (from \$225,000) of the \$600,000 one-time funds
 - Continued District Behaviorist assigned to school sites
 - Ongoing improvement to behavior support in GE and SPED across all grades
 - Continued Behaviorist participation in PBIS teams at their sites
 - Ongoing increased facetime to support staff and student needs



Step 4 - Changes

- Changes
 - Ongoing State Early Intervention Preschool Grant (\$226,000 - Beginning the 2021/2022 school yr)
 - % Preschool Grant used to pay portion of salaries and supports (remainder covered by SPED budget)
 - Add Special Education Coordinator - 60% of salary
 - Director of Special Education & Student Services - 20% of salary
 - Student Services Secretary - 30% of salary
 - Occupational Therapist - 30% of salary
 - Balance available for preschool student needs (e.g. devices)



Step 4 - Changes

Preschool Grant Expenditures	
SpEd Coordinator 60%	\$84,804.22
SpEd Director Salary 20%	\$33,598.33
OT Salary 30%	\$38,795.85
Student Svcs Sec Salary 30%	\$20,252.28
Other supplies/equipt for Preschool students	\$49,281.33
Total Preschool Grant Expenditures	\$226,732.00



Step 4 - Impacts

- Impacts
 - Reduction in SPED staff budget which helps offset ongoing Behaviorist
 - Opportunities for SPED staff coaching/training
 - Support for intern teachers
 - Building relationships w/preschool families to support transition to Kinder - huge impact on our school sites
 - Proper student placement
 - Improve support for district compliance issues
 - Increased support for Principals



Step 5 - Proposed Changes

- Proposed Changes
 - Behavior Team Reorganization part 2
 - (1) Behavior Support Aide → (1) Registered Behavior Technician (RBT)
 - Move from Instructional Assistant (IA) pay scale to Registered Behavior Technician (RBT) pay scale



Step 5 - Impacts

- Impacts
 - \$7,000 estimated increased salary
 - Negotiate job description and salary schedule with CSEA
 - Increased training opportunities for SPED aides from RBT
 - Behaviorists are able to delegate, in turn, providing more support district wide
 - RBT works under the license and supervision of the Behaviorists
 - Provide more time for Behaviorists to write reports and follow up
 - Have a lead role over Itinerant Independent Facilitators (IIF)
 - More knowledge to provide in house training to IIFs



Budget Breakdown

CURRENT EXPENDITURES NOW FUNDED WITH PRESCHOOL GRANT	
SpEd Director Salary 20%	\$33,598.33
OT Salary 30%	\$38,795.85
Student Svcs Sec Salary 30%	\$20,252.28
Other supplies/equipt for Preschool students	\$49,281.33
SAVINGS FROM SPED BUDGET	\$141,927.78
EXPENDITURES / SPED BUDGET	
Behavior Team Restructure	\$90,205.80
40% Salary SPED Coordinator	\$56,536.14
	\$146,741.95



Next Steps

