



# HERNANDO SCHOOL DISTRICT

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Ray Pinder, Executive Director of Business Services

Associate Teacher/Alternatively Certified Retention Proposal

May 30, 2023

# **Associate Teacher Substitute**

## **Purpose:**

- 1. Create an attractive opportunity for advancement at no cost to the employee and fill vacant instructional positions with no additional cost to the district.***
- 2. Reduce the number of vacancies and eventually the number of Alternatively Certified Teachers.***

***\* We understand and acknowledge this proposal is subject to collective bargaining agreements/bargaining before being presented for final approval.***



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# Associate Teacher Substitute

A new job description that will make Associate Teacher Substitutes an employee of the district

- They would have a beginning pay of \$20/hr for 197 days, 7.75 hours per day
- They would be benefit eligible
- They would begin to earn years for FRS retirement
- Creates a pathway for our Teacher Academy students to begin work as an Associate Teacher, for some, right out of high school. Consideration could be given for Teacher Academy students who are in their last year of their AA.
- Creates a pathway for current paras with an AA to get a Bachelors and become a certified teacher



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# Associate Teacher Substitutes will:

- Fill current Instructional vacancies
- Have an AA degree and enroll in our program to earn a Bachelors in Elementary education
- Agree to work for the district for 4 years once they become professionally certified
- Earn their Bachelors in Elementary Education at no cost to the employee
- Not have to attend college courses outside of their work day(apprenticeship)
- Have a supervising teacher assigned to them
- No additional cost to the district(Vacancy already budgeted)
- Currently available in Elementary Education only



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## Associate Teacher Cost Summary

Salary	\$30,535
Fringe	\$ 6,339
Insurance	<u>\$ 8,212</u>
Sub Total	\$45,086
Bloomboard	\$ 8,500
Supv. Tchr	<u>\$ 1,500</u>
<b>Total</b>	<b>\$ 55,086</b>

**Budget for Vacancy \$68,000**



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# Questions about Associate Teachers?



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# Alternatively Certified Teacher Proposal

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# Alternatively Certified Teachers

Eligible for a 5 year temporary certificate and can begin teaching with a Bachelors Degree issued outside of a college of education. Alternatively certified teachers make up approximately 80% of our new hires. The teacher is given a statement of eligibility with the coursework, tests and programs they must complete to transition to a professional teaching certificate by the end of the 5 year period.

## Current Situation

Our retention rate within this group of teachers over the past three years has been less than 30%.

Extensions have been requested by some of the employees and by the Superintendent for the past 2 years and will be requested again this year. Ultimately the extension is approved or denied by the state not the Superintendent or district and must be for extenuating circumstances. Last year approximately 25% of the requested extensions were denied. The new legislation to extend the temporary certification from 3 to 5 years should help the retention rate, however, we feel more support is needed to achieve maximum results.



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# Alternatively Certified Teacher Retention Proposal

Each Statement of eligibility will be considered individually for the following.

1. Alternatively certified teachers could receive a stipend up to \$1,500 to pay for classes/programs needed to complete their temporary certificate.
2. Alternatively Certified teachers would be assigned a supervising teacher or retention consultant that ideally would stay with them for up to 5 years. The supervising teacher would receive \$1,500/year for each mentee and could mentor up to 3 new teachers. The supervising teacher would receive a \$750 bonus for each teacher they have mentored for at least three years and whose temporary certificate converts to a professional certificate.
3. Each temporary certified teacher would also receive a \$750 conversion to professional certificate bonus.



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## Estimated Cost of Alternatively Certified Proposal

Stipend            \$1,500

Suprv Tchr       \$1,500

Subtotal        \$3,000 (first year)     (\$1,500 after 1<sup>st</sup> year)

### First Year

150 teachers X \$3,000 = **\$450,000**

### After First Year

150 teachers X \$1,500(Supr. Tchr) + 50 (new teacher stipend)= **\$300,000**

Third year and forward = \$300,000 + \$37,500(conversion bonus) = **\$337,500**

Additional Resources needed – Recruiter, lead mentors - to follow this presentation.

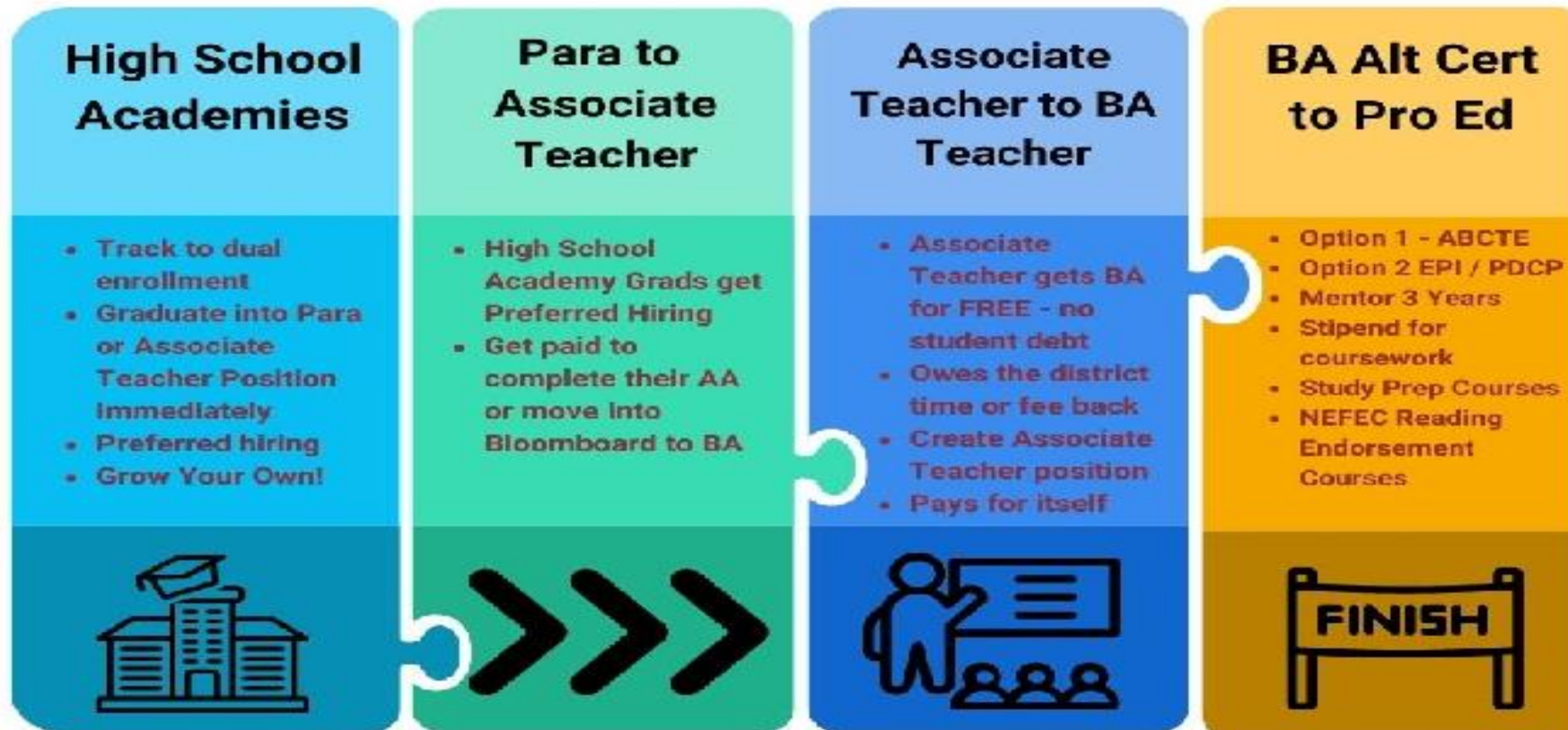


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# The Big Picture - How it all fits together

## HCSD CERTIFICATION HIGHWAY





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