MONTEREY PENINSULA UNIFIED SCHOOL DISTRICT

DATE: September 8, 2020

ITEM: **CONSENT:** To waive the Paraprofessional requirement for the Program Leader position. Beginning with the 2020-2021 School Year. No cost to the district

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Recommendation
To waive the Paraprofessional requirement for the Program Leader position.

Background
At the end of the 2019-2020 school year, ELO had 12 vacancies in the After-School Academy (ASA) and After School Campus Academy (ASCA) programs. As a result, ELO is starting the 2020-2021 school year with 12 vacancies and possibly more due to staff not returning due to Covid-19. In addition, Federal Program Monitoring (FPM) requires MPUSD to stay within a 1:20 student to staff ratio and adhere to the District adopted paraprofessional requirement. This waiver will meet the shifting needs for both the current Covid-19 pandemic and the ongoing FPM requirement in future years.

MPUSD will be full distance learning for all students for the start of the school year. ELO staff will help support the MPUSD staff with ASA program supporting MPUSD staff which are considered essential workers under the State and Expanded Learning guidelines.

GOAL ONE: IMPROVE OUTCOMES FOR ALL STUDENTS AND ELIMINATE PERFORMANCE GAPS
All stakeholders have high expectations for all students-the School Board, administration, teachers, support staff, parents, students and the community.

The long-term goal is to have Program Leaders that are on the paraprofessional waiver to become paraprofessional compliant within 3 years of accepting employment with MPUSD. Extensions provided by ELO are possible on a case by case basis. A short-term goal is to enhance our community relationships and provide the waiver to the employees of our Community Partners.

PLAN: A Program Leader hired by MPUSD without meeting the paraprofessional requirement will be placed on a Plan to Remedy (PTR) and will involve the Program Leader making adequate progress towards becoming paraprofessional compliant via two paths. (See below)

All Community Partner staff working with MPUSD students will have the paraprofessional waiver applied to them and will not be required to participate in the PTR. All Community Partner staff working with MPUSD students without meeting the paraprofessional requirement will have the opportunity to voluntarily participate in the PTR offered by MPUSD. If the Community Partner staff want to participate in a PTR, the staff member will notify their immediate supervisor and the Director of Expanded Learning within 30 calendar days of joining the Community Partner staff or within 30 calendar days of the start of the new academic year.

PTR PATHS:

- **PATH #1 AA Degree or 48 Semester Units:** Program Leaders will be granted flexible scheduling to attend classes towards obtaining an AA degree or reaching 48 semester units. Program Leaders would be expected to take at least 1 class per semester to be making adequate progress.
- **PATH #2 Pass Paraprofessional Exam:** Program Leaders will be granted flexible scheduling to study for and take the paraprofessional exam. Program Leaders would be expected to take the district paraprofessional exam at least 2 times per year to be making adequate progress.

Fiscal Impact
There is no impact to the unrestricted General fund.

Prepared By
Francine Stewart, J.D., Ph.D., Coordinator
Expanded Learning Opportunities

Reviewed By
Cresta McIntosh, Associate Superintendent
Educational Services

Approved For Submission to the Board
PK Diffenbaugh, Ed.L.D., Superintendent