

From: Special Education Advisory Committee (SEAC), Poudre School District
Date: November 30, 2021

On Thursday November 18, 2021, the PSD Special Education Advisory Committee (SEAC) was asked to discuss and reflect upon the staffing shortage. Brett Larsen presented to the group the current practices and procedures for recruiting, hiring, and retaining staff we need to educate students in Poudre School District (PSD).

The following reflects the thoughts and considerations for students with disabilities in relation to recruiting and retaining classified and licensed staff for positions in PSD from SEAC parents, staff, and community members:

- 1) Offer a 90-day evaluation bonus/sign-on bonus for subs or training bonus for staff to earn a certification (ex. RBT cert) to build while on the job. Consider a Recruitment and Retainment bonus for staff that refer and the new staff that start after completing a full year of work
- 2) Offer a retention bonus for para staff who have been with PSD for x number of years. Consider non-monetary perks like no cross walk duty or PD credit for each year of service
- 3) Match a 186 day job position with an ESY summer position, tutoring, or credit recovery options, etc. to help with retainment of staff
- 4) Increase knowledge of what staff discounts are available with community partnerships (for example: Verizon wireless, Sonic, CSU, day care options)
- 5) Consider flexible job posting options: part-time hours, remote support positions, not just listed as a 7 hour position for those only wanting part-time. Create alternate work schedules or work share opportunities where staff share responsibilities with someone else to fill a full time position.
- 6) Consider using "parent para's" for specialized activities or non-traditional para needs like field trips or assemblies. Utilize bus drivers as a field trip para for extra duty pay.

Thank you for the opportunity to provide feedback on the very important aspect of school for students with disabilities.

Sincerely, PSD SEAC

CC: Brett Larsen, Executive Director of Human Resources

Sarah Belleau, Director of Integrated Services

PSD SEAC Members

