

**To:** Nate Walbruch, Superintendent, Howard Lake Waverly Winsted Board Members

**From:** Kelly Klima, Special Education Supervisor; Jen Olson, HES/WES Principal; Jim Schimelpfenig, MS Principal

**Date:** August 10, 2023

**Purpose:** Written Proposal for Anticipated Special Education Paraprofessionals at Humphrey Elementary (and Middle School)

**Current Status**

Humphrey Elementary has several new students enrolling with behavioral challenges and IEP documentation requiring significant support throughout the day. These students will need assistance in the special education setting as well as in the regular education setting for both behavioral and academic supports. The middle school is finalizing enrollment with a similar scenario.

**Rationale/Proposal**

- Humphrey Elementary and the Middle School do not have the paraprofessional staff to consume the extra hours required with the added needs.
- Paraprofessional staff is not available from Humphrey Elementary, Middle School or High School to consume the extra hours required.
- The request is for two paraprofessionals at Humphrey with a potential of a third para at the middle school pending student placement.

**Purpose**

- Provide the amount of service needed to ensure the safety of all students, ensure FAPE and provide necessary service as indicated on Individualized Education Plans.

**Cost Analysis**

- 5.5 Hours (x2) for the Paraprofessionals at Humphrey Elementary: Need begins with the start of the school year. A third would be needed with the additional enrollment at the Middle School

Hourly Wage (5.5 hours/day)	*\$17.71 (step 1)	Cost per para: \$17,435.50	<b>Total Cost (2 paras)</b> \$34, 871	<b>Total Cost (3 paras)</b> \$52,306.5
PERA		\$1307.66	\$2615.32	\$3922.98
FICA		\$1333.82	\$2667.64	\$4001.46
Life Insurance		72.00	144.00	216.00
Total Cost		<b>**\$20,148.97</b>	<b>**\$40,297.94</b>	<b>**\$60,446.91</b>
Approx district cost after reimbursement		<b>\$8,059.59</b>	<b>\$16,119.17</b>	<b>\$24,178.76</b>

*\*Dependent upon years of experience.*

**\*\* Position will be reimbursed in state special education aid- Estimate @ 60%**

**Final Thoughts**

Thank you for your consideration and if you have further questions, please reach out via email or phone.