

# California Montessori Project Governing Board Meeting

April 8, 2024  
5:30pm



# Roll Call

## Roll Call – CMP Board of Directors

	Julia Sweeney Business Representative (1)		Renée Dall Parent Representative – San Juan
	Bob Lewis Business Representative (2)		Jenna Westbrook-Kline Parent Representative – Capitol
	Mickey Slamkowski Montessori Representative		Aaron Walker Parent Representative – Elk Grove
	Laura Kerr Charter Representative		Ann Curtis Parent Representative – Shingle Springs
	Scott Richards Community Representative		

# Communication from the Public

**Public Comment:** This portion of the meeting is set aside for members of the audience to address the Governing Board regarding matters on the Agenda and matters not on the agenda.

- **Agenda Items:** For matters on the agenda for this meeting, members of the public may speak during this time or before such agenda items are addressed by the Board. Presentations on agenda items during this portion of the meeting are limited to up to three (3) minutes each and total time allotted to such items shall not exceed fifteen (15) minutes.
- **Non-agenda Items:** For matters not on the agenda, presentations shall be limited for up to three (3) minutes each and a total time allotted for such items will not exceed fifteen (15) minutes. The Board is not allowed to discuss or act on any item which is not on the agenda, except as authorized by Government Code Section 54954.2.



# Informational Item #1

**Montessori Material Demonstration:** Bernie Evangelista



# Informational Item #2

## Public Recognition



# Shingle Springs Tree Support Acknowledgements

- Micah Smith, Tailored Tree Service (tree removal)
- Clint Ayler, CMP Parent (provided backhoe)
- Melissa Mennucci, CMP Parent (initial structural inspection)
- Nick Schade & Allison Robertson, CMP Maintenance Team (clean up crew)
- Everyone else that supported the tree removal, clean up, and moving the Aspen Class to the Library





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# Public Hearing

**Public Hearing: Board Receives Input Regarding Proposed Superintendent Search Plan (Attachment A4)**



# **Consent Items:**

- 1. Minutes from the Governing Board Meeting of March 11, 2024  
(Attachment C1)**
- 2. Minutes from the Special Governing Board Meeting of March 21, 2024  
(Attachment C2)**
- 3. MPF 2021-990 Tax Returns (Attachment C3)**
- 4. CMP 2021-990 Tax Returns (Attachment C4)**
- 5. Renewal of MOU between SJUSD and CMP-San Juan Campuses  
(Attachment C5)**

# **Informational Item #3**

**Expanded Learning Opportunity Program and Club M  
Update: Stephanie Garrettson & Emilie Beecroft**





# Expanded Learning Opportunities Program: Club M Updates

Student Services | April 2024



- 1. Club M Enrollment**
- 2. Club M Staffing**
- 3. Club M Programming**
- 4. Club M Rates**



# Club M Enrollment

2022-2023	5/1/23
Total Enrolled	487
Total WL	17

2023-2024	4/5/24
Total Enrolled	904
Total WL	60



# Club M Tuition, Staff & Scholarships Enrollment

	Tuition Students Enrolled	Tuition Students Waitlist	Staff Students Enrolled	Staff Students Waitlist	Scholarship Enrolled	Scholarship Waitlist	Total Enrolled	Total Waitlist
AR	72	30	31	0	73	0	176	30
CAP	79	4	22	0	18	0	119	4
CAR	127	0	38	0	53	0	218	0
EG	101	11	16	0	49	1	166	12
OR	60	0	10	0	25	0	95	0
SS	109	9	16	5	5	0	130	14
	548	54	133	5	223	1	904	60

As of 04/05/24

# Club M Staffing

	Current Staff	Staffing Needs
AR	15	2
CAP	10	0
CAR	15	2
EG	12	2
OR	5	0
SS	9	1



# Club M Programming

2022-2023 Goals	As of Today
Regular PD for Coordinators & Club M staff	<ul style="list-style-type: none"> <li>• July 31 In-Service Day (All Club M)</li> <li>• Oct &amp; Feb CM Staff 4 hour In-Service Day</li> <li>• Monthly ELEC 5 hour meetings</li> <li>• Regular Resource emails</li> <li>• Regular SCOE trainings</li> <li>• Expanded Learning Conference</li> <li>• Pilot CypherWorx for online PD</li> </ul>
Incorporating PBIS into Club M	Joanna Pastor, Director of SPED, created/presented PBIS/Behavior Management flowchart and resources for Club M
Proposal of digital Registration, Billing, Payment, Sign-In/Out program	Adopted ProCare for Registration, Billing, Online Payment, Electronic sign-in/out
ELO Program Plan Components <ul style="list-style-type: none"> <li>• Educational and Literacy Element</li> <li>• Enrichment Element</li> </ul>	<ul style="list-style-type: none"> <li>• All campuses have ELA or STEM element daily</li> <li>• Casey Knittel, Network Club M STEM Coordinator, is creating a Club M-friendly STEM module library.</li> <li>• Based on observations and the specific needs of the Club M, Casey and our team developed "10 Criteria for a High Quality Afterschool STEM Program at CMP"</li> <li>• Casey shares and demonstrates resources at monthly meetings</li> </ul>



# Club M Programming Continued

More Community Collaboration	Coordinators collaborated with many community organizations for a more robust program for both regular day and intersession programming: Kuul Play Pilot, Bradshaw Animal Shelter, Mad Science, Yolo Basin Bat Presentation, Pixie Tribe, SPCA, Fire Departments, Police Departments, Dinger from River Cats
Family Communication	Coordinators all put out some form of family communication regularly whether it is through their newsletters or additions to the campus weekly posts.

### CLUB M NEWS

Holla Spring!

With less than 60 days left in the school year, keep a look out for news regarding summer registration dates and sign-ups. Club M will be closed March 25-29th for Spring Break. Parents need to register for the April 1st intersession separately as it is not included in the school-year application. We are starting backschool this month! Students 7-8th are able to participate while they are in program. In addition, our Camp Club will be working on projects related to March Madness. Club M is also starting Gardening Club this month for all grade levels. Gardening Club will be helping take care of our campus planters and given their own seeds to plant and care for. We are so excited to see our students' growth this month!

#### MARCH GREAT SPRING

• March Madness Projects  
• Club M Madness  
• Garden Club

#### MEET A STAFF MEMBER

Ms. Coryn, a long-time Club M parent, joined Club M this year. She has a son, a daughter, and a dog named Cooper. She enjoys spending time with her kids, discovering new parks/nature areas to explore, reading, and gardening. Her goal for this year is to read 100 books. She is working towards becoming a Tipton character. Ms. Coryn proudly works with our Lower SI. "I enjoy the unique bonds I've built with each and every Club M friend!"

#### THINGS TO NOTE

- PLEASE PICK EXTRA SNACKS FOR CLUB M
- PICK ATHLETIC WEAR FOR BASKETBALL
- PLEASE REVIEW THE FAMILY WELCOME LETTER IF YOU HAVEN'T DONE SO

### CLUB M MARCH NEWSLETTER

Greetings, Folks! Spring beckons. To celebrate the warming temps, we are doing fun things in Club M! During the month of February, we sprouted seeds in wet paper towels and plastic bags (taking extra-special care to label them correctly). Our club members also made observations of which seeds in the bags had sprouted, as well as the seeds that had not. Luckily, many of our seeds were viable, so we were able to transfer those happy little seedlings to a seed starting mix this past Thursday!

We used a variety of recycled materials (e.g., plastic clamshells, milk jugs, pie trays, etc.) to act as our mini-terrariums, and we will keep a close eye on those plant babies this week, too! One Club M family has (very graciously) donated dirt to our plant project. So, when the time comes, these seedlings will be given a lot more space and room to grow!

In addition to our seed starting project, we have made glycerin soap with dried flowers, recycled paper, homemade bulletin boards, and other fun craft! We also had a pretty cool CARNIVAL, complete with lemonade, sno cones, mini corn dogs, popcorn, games, and more!

Please enjoy these pictures of our experiences from February-Early March, and enjoy your upcoming week!

- Britta Brown, Club M Coordinator (3/1/2024)

## 2024 SUMMER CLUB M

Summer Club M sign-ups open April 9th at 10am on ParentSquare.  
Sign-ups are online only!

### JUNE

**WEEK 1: JUNE 3-7 "CAMP MONTESSORI"**  
CAMP FAVORITES, GET-TO-KNOW-YOU-CAME, TEAM BUILDING ACTIVITIES

**WEEK 2: JUNE 10-14 "SPACED OUT"**  
SPACE EXPLORATION, PLANTS, GALAXY STUDY, LIFE AS AN ASTEROID, COMET/COMETARIUM

**WEEK 3: JUNE 17-21 "VACATION VIBES"**  
GREAT STORY OF HAWAII, AUSTRALIA, SOUTH AFRICA AND JAPAN

**WEEK 4: JUNE 24-28 "CREATION NATION"**  
TAKE APEX OF ELECTRONICS, BUILDING NEW INVENTIONS, FORCE IN ENGINEERING

### JULY

**WEEK 5: JULY 8-12 "I AM AMAZING"**  
STUDY OF HUMAN BONES, SKELETAL, MUSCULAR, NERVOUS, AND CIRCULATORY SYSTEMS

**WEEK 6: JULY 15-19 "EXPRESS YOURSELF"**  
INTRODUCTION TO DIFFERENT FORMS OF ART: PAINTING, SCULPTURE, PHOTOGRAPHY, ART, READ-ONLY ART SHOW ON FRIDAY

**WEEK 7: JULY 22-26 "CLUB CARNIVAL"**  
LEMON CARBOURAGE, KIDS CREATE THEIR OWN CARNIVAL, GAMES, TICKETS, PRIZES, KIDS-ONLY CARNIVAL ON FRIDAY

**WEEK 8: JULY 29-30 "SUMMER BLOWOUT"**  
THESE TWO DAYS WILL BE FULL OF SUMMER FAVORITES AND REFLECTION.

### SPECIAL DAYS

**TUESDAYS/THURSDAYS -WATER DAYS-**  
THESE DAYS ARE SUBJECT TO CHANGE BASED ON WATER DELIVERIES AND STUDENT INTEREST!

**FRIDAYS -PAJAMA/MOVIE DAY-**  
PLEASE KEEP IN MIND THAT FOR HEALTHY REASONS, NOT ALL Pajamas WILL BE APPROPRIATE FOR THE WEATHER.



# Club M Future

- Staffing:
  - ELEC leadership growth
    - Partner more with ELOP Lead
    - ELEC leads/mentors
  - Club M staff retention
    - Consistent campus Club M staff meetings
    - Club M staff growth opportunities
    - Club M staff leads
- Program:
  - Continue our growth in our Club M STEM program
  - Academic and enrichment resources growth
  - Create targeted after school tutoring program
  - Grow our upper el, middle school program
  - Grow our community partnerships



## Club M Fee Changes: Fixed Monthly Rate

- Families will pay the same amount every month for their plan(s).
- The plan fee will not change based on how many days are in the month.
- 10 months of fees will be averaged to give families the same fee every month.

## Why?

- Ease of regular payments for families paying tuition
- Ease of billing



# Club M Fee Changes: Other Afterschool Fees (23-24)

School	Afterschool Only Plan
CMP - Club M	294/month
John Adams Academy	≈640/ month
Folsom Cordova USD	≈603/month
Urban Montessori Charter School (Oakland)	≈597/month
Maria Montessori Charter (Rocklin)	≈260/month
YMCA (ExL provider for some Sac County Schools)	≈672/month
EDCOE Charter Extended Day Program	≈245/month
Rocklin Academy Family of Schools	≈540/month

# Club M Fee Changes: Fee Increase

- 3% Fee increase to begin in August 2024
- Hourly rate increased from \$6/hour to \$6.18/hour

Would generate  
~\$50,000 in additional  
revenue for CMP

## Why?

- The last fee increase was in 2021
- Increased program costs (materials, supplies, guests, events)
- Increased staff pay & benefits

# Club M Fee Changes: Other Afterschool Fees

School	Afterschool Only Plan
CMP - Club M	<b>303/month</b>
John Adams Academy	≈640/ month
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Urban Montessori Charter School (Oakland)	≈597/month
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EDCOE Charter Extended Day Program	≈245/month
Rocklin Academy Family of Schools	≈540/month

# Club M Fee Changes

2024-2025	School Year Rate With 3% Increase	Fixed Monthly Rate (over 10 months)	Monthly Increase	Annual Increase
Before School	$\$1620 \times .03 = \$48.6 = \$1668.60$	\$167	\$4.86	\$48.6
After School	$\$2946 \times .03 = \$88.38 = \$3034.38$	\$303	\$8.83	\$88.3
TK/K Supplement (2-3pm)	$\$1326 \times .03 = \$39.78 = \$1365.78$	\$137	\$3.97	\$39.7
Early Release Day	$\$516 \times .03 = \$15.48 = \$531.48$	\$53	\$1.54	\$15.4

## CLUB M FEE CHANGES

BEGINS AUGUST 2024



### CHANGE 1: FIXED MONTHLY RATE

Families will pay the same amount every month for their plan(s).

The plan fee will not change based on how many days are in the month.

10 months of fees will be averaged to give families the same fee every month.

### CHANGE 2: FEE INCREASE



3% Fee increase to all Club M plans.

### EXAMPLE:

AFTERSCHOOL PLAN:	2023-2024	2024-2025
AUGUST FEE:	\$270	\$303
SEPTEMBER FEE:	\$336	\$303

# Club M Fee Changes: Next Steps

- Notify current and new families via ParentSquare and SchoolMint asap
- Coordinators and campus admin to also share changes with their communities



# SUMMER & FALL SIGN-UP DETAILS: MARK YOUR CALENDARS!

## SUMMER 2024

- Summer weekly applications open **Tuesday, April 9 at 10am** online.
- New and returning families will be notified on via ParentSquare & SchoolMint.
- This will be first sign-up, first served-all online applications will be time stamped.



## SCHOOL YEAR 2024-2025

- School Year applications open on **Tuesday, June 18 at 10am** online.
- New and returning families will be notified on via ParentSquare & SchoolMint.
- This will be first sign-up, first served-all online applications will be time stamped.



# Club M Revenue Opportunities: Waitlist



There are currently 60 students on Club M Waitlists. Adding all 60 (54 tuition) students would increase Club M revenue by approximately \$81,000.

\*Expenses do not include 1) Campus Admin Oversight and Support, 2) Facility Costs, and 3) Utilities

# Informational Item #4

**2024-2025 LCAP and Budget Meetings: Stephanie Garrettson**



# LCAP Educational Partner Feedback Meetings

	Parents			Staff - Classified			Staff - Credentialed			Students		
	Date	Time	Method	Date	Time	Method	Date	Time	Method	Date	Time	Method
American River	4/24	4:00	Virtual	4/24	12:00	In Person	4/24	1:45	In Person	4/24	9:00	In Person
Capitol	4/23	4:15	Virtual	4/23	2:00	In Person	4/23	3:15	In Person	4/23	1:15	In Person
Carmichael	4/30	4:15	Virtual	4/19	9:45	In Person	4/26	3:15	In Person	4/19	1:15	In Person
Elk Grove	4/24	5:00	Virtual	4/19	10:30	Virtual	4/24	2:45	Virtual	4/23	10:30	In Person @ Bradshaw
Orangevale	4/25	4:15	Virtual	4/25	1:30	In Person	4/25	3:30	In Person	4/25	2:15	In Person
Shingle Springs	4/29	12:00	Virtual	4/29	1:30	In Person	4/29	3:30	In Person	4/29	2:15	In Person

[illegible]

# Feed - Back 4 The Budget!

- STOP paying for MTC... payment plan
- NO TRAVEL OR CONFERENCES
- Add a TK/K class
- no more waiver for insurance
- Cheaper field trips
- Individualized P.D. tailored to staff needs!

Leave Feedback here  
to help brainstorm ideas  
for budget concern here

Choose Meaningful PD

Brown Bag Year

List nonessential programs

Reduce Purchase of unnecessary curriculum KWT

# Budget Suggestions

## To raise revenue:

- Bake Sales!  
(Helen Green is a great 75 donor)
- School Fundraisers
- Swing Concerts!  
(Fun for all the kids)
- CAP Golf Outing
- Community Cook Book / Fish Fry / Picnic / Workout
- More APEX!  
↓  
plan & manage similar event in-house
- Winter/Holiday Craft Fair
- Sports Betting
- Apply for Grants
- Party Takeover + Running Club in winter
- Binco Night!

## To reduce costs:

- No more APEX
- Stop Purchasing iReady Books
- Manage email newsletters better  
invite members / paid for newsletters for professional development
- No PESS Conferences
- Give TMs the option to LUMP or half days with no penalty
- Get rid of iReady
- Get rid of SIPP
- Addressing the teacher turnover  
The cost of training new teachers  
Why are teachers leaving?
- Eliminate Attendance  
It's not a skill  
Save on postage
- Eliminate Dismissal  
"After meeting"  
Dismissal, drop flags  
Dismissal message after 1st flag in region and a good service conference after 2nd flag in 1st 30 days
- Dismissal without students  
Dismissal, drop flag  
Dismissal message after 1st flag in region and a good service conference after 2nd flag in 1st 30 days
- Using iReady only for intervention

# Staff Feedback For

## Budget Saving

- Brown Bags for meetings + PD
- Reduce Copying - less worksheets
- limit expensive PD speakers
- no travel or conference
- Options for more students to attend via a home study option or eSerts. Also during Covid? ↑ enrollment
- Parent education of finances and fundraising support
- Aspen could become 2 classrooms - This would add revenue w/o adding more kids to other classrooms. Year ago we considered this
- Stop outside school wide training. Positive Insp Teachers + Parents
- TAs to only work school hours. Nurses, Librarian, etc.
- I second this
- cut field trip
- No shade structure
- Grad level work with 1st year teachers. 2019-2020
- In house PD speakers Afford-Afford
- Use in-house speakers for PD

\* Utilize the expertise already within network for PD presentations

- \* Hold off on purchasing new curriculum until you're in a classroom.
- \* Consult for 1. listen to teacher before purchasing new/more curricula.
- \* Give some the the option of leaving at 1:30 like old times. Then you won't have to pay for bus seats.
- \* MORE MONEY for SPED, whatever for spec, that, or whatever.
- \* "Missions for All" model in funding.
- \* Connect with businesses to fund our mission-grant writing.
- \* Treat comp as a collaboration of teachers - use their expertise in Montessori.
- \* Use savings can be 10% for other public Mont. or we paid in being a corporation in 2011.
- \* Lower/lower resource salary for Superintendant.

# Informational Item #5

**Human Resources Update:** Joanne Ahola and Jen Rosenberg



# Human Resources Update

April 8, 2024



## Human Resources Update

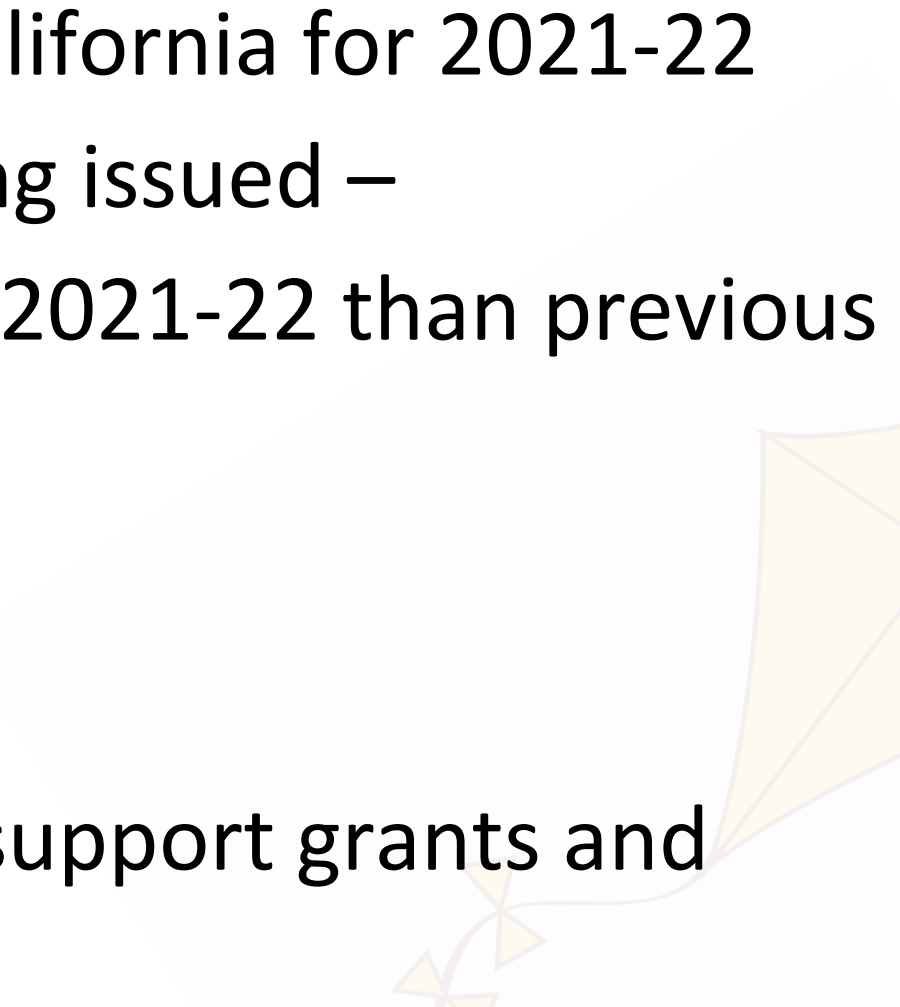
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- Teaching Pathways & Teacher Retention Data
- Special Education Staffing Trends & Contract Costs
- Staff Attendance & Substitute Costs
- Director of Technology & Director of Development Update



## Teacher Shortage Widespread

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- 10,000 teacher vacancies in California for 2021-22
  - Fewer teacher credentials being issued –  
25% fewer Multiple Subject in 2021-22 than previous year
  - Recruiting from other states
  - Combining classes
  - Govt has spent \$1.2 billion to support grants and residencies
- 

# Growing Staff into Teachers

	Purpose	What Grant Covers	Minimum Degree
<b>Classified Grant</b>	For CL staff to work toward a teaching credential	Up to \$4,000 per year toward tuition for up to 4 years	At least 2 years of undergrad (60 units) or a bachelor's (must also be a classified employee)
<b>Early Educator Grant</b>	To grow TK Teachers	Estimated to cover half of credential program	Bachelor's and must have TK or preschool experience (for SCOE)
<b>TK Residency</b>	To grow TK Teachers	Estimated to cover tuition / work as TA	Bachelor's
<b>SpED Teacher Residency</b>	To grow Special Education Teachers	\$38,000 stipend fully covers tuition and provides living stipend	Bachelor's
<b>Golden State Teacher Grant</b>	Create new teachers	\$20,000	Must work at a "priority school" for 4 years



# Teachers at CMP by the Numbers

Gen Ed						
	Emergency	Intern	GELAP	Multiple Subject	% with Full Cred	Grow Our Own
AR	1	2	0	17	85%	2
CAP	0	4	0	12	75%	4
CAR	3	7	0	19	66%	7
EG	3	3	1	15	68%	5
OR	1	1	0	10	83%	2
SS	2	4	0	17	74%	6
TOTAL	10	21	1	90	74%	26



## Teachers at CMP by the Numbers

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- Filled all of our lead teacher positions in 23-24
- 3 of the Emergency permits are for teachers who have completed intern coursework but just need to pass one more test (TPA or RICA)
- All Emergency permits are Grow Our Own
- Nearly 80% of alternate permits are Grow Our Own staff



# Teachers at CMP by the Numbers

SpED						
	Emergency	Intern	GELAP	Ed Specialist	% with Full Cred	Grow Our Own
AR		1		1	50%	1
CAP		1		2	67%	1
CAR				4	100%	
EG		1		1	50%	
OR		1		1	50%	1
SS		1		1	50%	1
TOTAL	0	5	0	10	67%	4



## Teachers at CMP by the Numbers

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→ 4 out of the 5 alternate permits are Grow Our Own staff



# Teachers at CMP by the Numbers (Jen)

Speciality						
	Emergency	Intern	GELAP	Full Credentia I	% with Full Cred	Grow Our Own
AR		1	1	2	50%	2
CAP			1	1	50%	1
CAR	1		1	2	50%	1
EG				3	100%	
OR				4	100%	
SS			2	2	50%	2
TOTAL	1	1	5	14	67%	6

## Teachers at CMP by the Numbers

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- 6 out of the 7 alternate permits are Grow Our Own staff
- The last one is Art, which is a position we were not able to fill this year



# Teachers at CMP by the Numbers (Jen)

Montessori					
	Emergency	Intern	GELAP	Multiple Subject	% with Full Cred
AR	1	2	0	17	85%
CAP	0	4	0	12	75%
CAR	3	7	0	19	66%
EG	3	3	1	15	68%
OR	1	1	0	10	83%
SS	2	4	0	17	74%
TOTAL	10	21	1	90	74%

Mont IP	% with Mont Cred
3	85%
5	69%
10	66%
10	55%
2	83%
8	65%
38	69%



## Teachers at CMP by the Numbers

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- Mostly matches the alternate permits
- 3 are new hires that had full credential when started
- 3 have full-credential but just need to finish 2-yr Montessori program



# Teacher Retention & Turnover SY 21-22 & 22-23

- 21/22 was first full year back post pandemic
- Turnover dropped 4% 21/22 to 22/23 for GenEd CTC
- Turnover dropped 18% 21/22 to 22/23 for SpED CTC

2021/2022 School Year Teacher Retention						
	General Education Teachers			Special Education Teachers		
	Stay	Exit	Retention Rate	Stay	Exit	Retention Rate
AR	18	1	95%	2	1	67%
CAP	17	0	100%	3	1	75%
CAR	23	10	70%	3	2	60%
EG	18	5	78%	2	1	67%
OR	11	0	100%	2	1	67%
SS	24	3	89%	2	1	67%
Network	2	0	100%	0	0	
	113	19		14	7	
Retention	86%			67%		
Turnover	14%			33%		
2022/2023 School Year Teacher Retention						
	General Education Teachers			Special Education Teachers		
	Stay	Exit	Retention Rate	Stay	Exit	Retention Rate
AR	21	3	88%	3	0	100%
CAP	17	2	89%	3	0	100%
CAR	27	5	84%	5	1	83%
EG	21	3	88%	2	1	67%
OR	13	0	100%	2	0	100%
SS	26	1	96%	2	1	67%
Network	2	0	100%	0	0	
	127	14		17	3	
Retention	90%			85%		
Turnover	10%			15%		



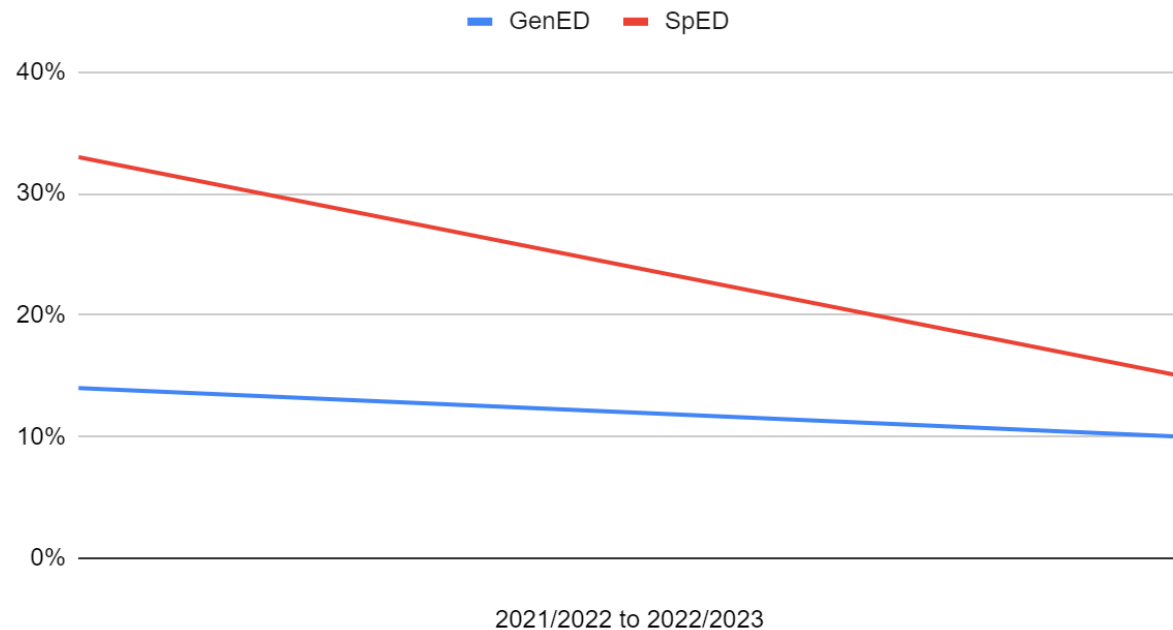
# Teacher Turnover Trends

## Teacher turnover hits new highs across the U.S.

By Matt Barnum | March 6, 2023, 2:00am PST

CMP

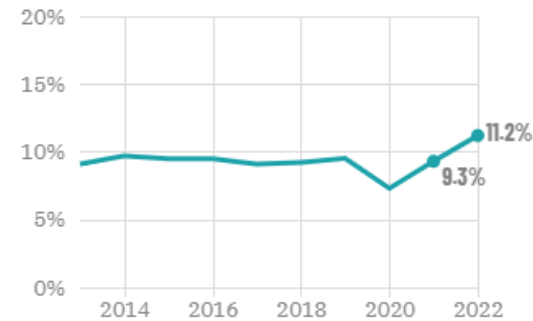
### GenED and SpED CTC Turnover Trend



## Teacher turnover increased ahead of this school year US States

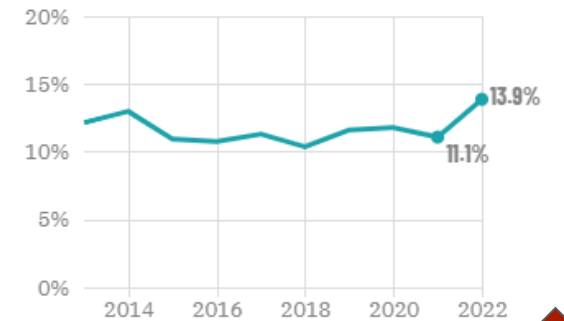
A number of states saw a clear jump in the share of teachers leaving teaching positions between the 2021-22 and 2022-23 school years.

### Maryland



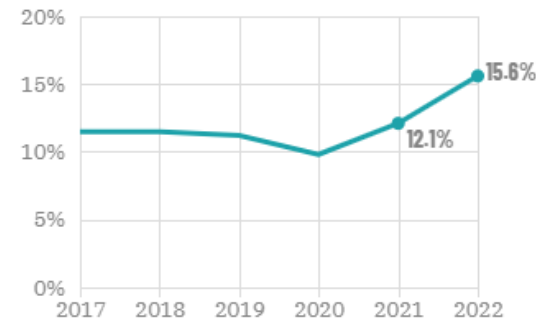
Source: Maryland State Department of Education, provided to Chalkbeat

### Louisiana



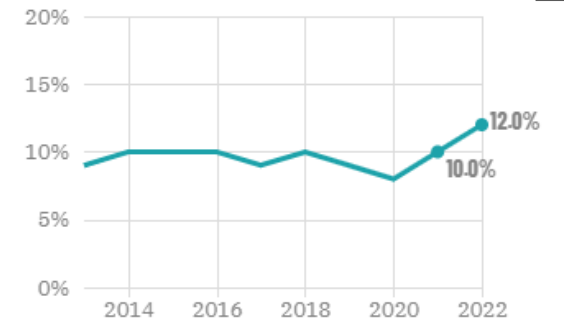
Source: Louisiana Department of Education

### North Carolina



Source: Education Policy Initiative at Carolina

### Washington



Source: CALDER

Credit: Cam Rodriguez and Thomas Wilburn

# Teacher Turnover Trends

## KEY FINDINGS

- Teacher turnover increased 4 percentage points above prepandemic levels, reaching 10 percent nationally at the end of the 2021–2022 school year. Principal turnover increased too, reaching 16 percent nationally going into the 2022–2023 school year.
- Teacher turnover in 2021–2022 was highest (around 12 to 14 percent) in urban districts, high-poverty districts, and districts serving predominately students of color. Meanwhile, principal turnover was highest (around 21 to 23 percent) in high-poverty districts and in rural districts.
- District leaders generally perceived staffing shortages to be less acute in 2022–2023 than they were in 2021–2022. However, in fall 2022, staffing shortages continued to be most acute for substitute teachers, special education teachers, and bus drivers. High-poverty districts in particular had considerable shortages in several teaching categories.
- Ninety percent of districts experienced one or more policy changes, which either they or their state enacted, to boost teacher ranks in response to shortages. Chief among these changes were increased pay and/or benefits and the expansion of grow-your-own teacher preparation programs.



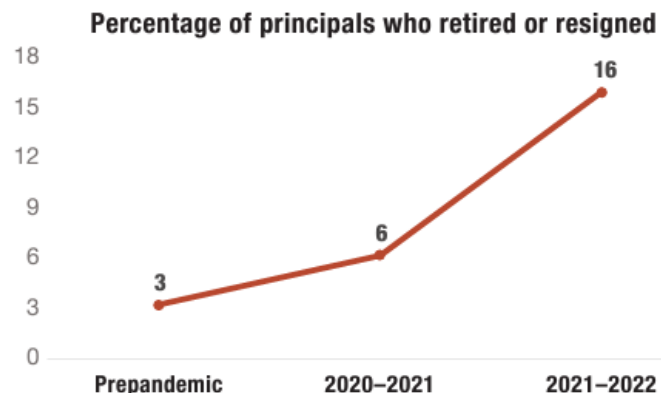
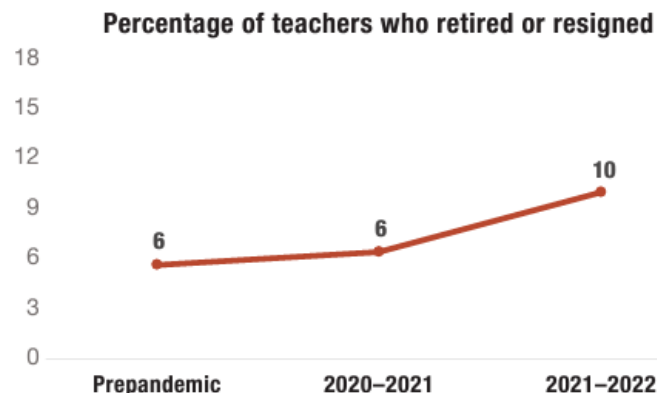
Research Report

MELISSA KAY DILIBERTI, HEATHER L. SCHWARTZ

## Educator Turnover Has Markedly Increased, but Districts Have Taken Actions to Boost Teacher Ranks

FIGURE 1

District Leaders Reported Teacher and Principal Attrition Increased in the 2021–2022 School Year



# Teacher Retention Strategies

- Increased salary with updated teacher pay scale
  - ◆ Longevity & Montessori Stipends Stack
  - ◆ National Board Certification
    - 22 teachers in our 23/24 cohort
    - Mentorship and support provided by Stanford National Board Resource Center
- Robust professional development
  - ◆ 6 August In-Service Day
  - ◆ Weekly Early Release Days
  - ◆ Mentorship
- Leadership opportunities
  - ◆ Montessori & Induction Mentors

23/24 National Board Cohort			
User Name	Campus	Grade Level	Components
Amelia Newton Wyatt	AR	Math	1
Ally Lemmer	AR	LEL	1
Jennifer Eyles	AR	TK/K	1 & 2
Rachel Matzinger	AR	K/1	1 & 4
Sherry Wold	AR	TK/K	1 & 2
Lesley Morris	CAP	UEL	1 & 2
Heather Chace	CAP	UEL	1 & 2
Ann Michel	CAR	LEL	1 & 4
Christy Nixon	CAR	LEL	1 & 4
Darcy Flathman	CAR	TK/K	2 & 4
Sarah Shumate	CAR	LEL	1 & 4
Shelby Gerger	CAR	LEL	1 & 4
Stephanie Reese	CAR	TK/K	2 & 4
Jessica Baran	CAR	UEL	4
Gabriele Rady	EG EG	TK/K	2 & 4
Kalyn Roberts	OR	UEL	2 & 4
Kimberly Yeager	SS	MS	2 & 4
Brittany Akinaka	SS	LEL	1 & 4
Emily McDaniel	SS	LEL	1, 2, 3 & 4
Ronda Ritchie	SS	LEL	1, 2, 3 & 4
Christina Sherrod	SS	UEL	2 & 4
Samantha Purcell	SS	UEL	1 & 2



# SPED Staffing Trends



**LEARNING POLICY INSTITUTE**

Research. Action. Impact.

California's worsening shortage of special education teachers is a "five-alarm fire," with two of every three new recruits entering without having completed preparation programs.

According to the National Center for Educational Statistics, 45% of schools reported unfilled positions in special education roles, with 78% citing difficulties in hiring special education staff for the current school year. The situation in California closely mirrors the national shortages,



Special education costs have been rising statewide for over 15 years, in large part because of an increase in the share of students with more severe disabilities, especially autism, who require more intensive support, according to a 2019 report by the legislative analyst's office.



# SPED Contract Cost Examples

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Contract Type	Cost YTD 23/24
SpED TA	\$456,583
Registered Behavior Technician	\$108,719
Speech & Language Pathologist (SLP)	\$498,929
<b>TOTAL</b>	<b>\$1,064,231</b>



# SPED Pay Scales - Speech & Language Pathologist

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## Budget Considerations:

- Total budget projected increase for current SLPs with revised pay scale is \$65,239
- Total budget increase to add 2.5 FTEs for SLPs (projected hiring need) is about \$251,910 in compensation and benefits.
- Total contract costs for SLPs year to date in 23/24 approximately \$500K
- Total potential savings if we staff the 2.5 needed SLP FTEs: \$182,851 (Shared savings with SS, CAR and AR)



# Staff Attendance 23/24

→ Average of 30-40 Absences Per Day Network Wide

Staff Absences August 2023 - February 2024					
	Certificated Absences	Classified Absences	Certificated Absences by %	Classified Absences by %	Vacancies by Days
AR	231	502	32%	68%	387
CAR	310	688	31%	69%	742
OR	182	360	34%	66%	266
CAP	134	415	24%	76%	239
SS	174	316	36%	64%	86
EG	247	381	39%	61%	351
<b>Totals</b>	<b>1278</b>	<b>2662</b>	<b>33%</b>	<b>67%</b>	<b>2071</b>
				<b>Total Shifts Needing Substitute Coverage</b>	<b>6011</b>



# Substitute Costs

- Substitutes that are CMP staff are billed to the Network Budget and paid via CMO fees
- SWING Education Substitutes are billed directly to the campuses

Substitute Costs	
Billed to Network Certificated Subs	\$310,326.16
Billed to Network Classified Subs	\$262,519.52
Billed to AR (SWING)	\$25,785.92
Billed to CAP (SWING)	\$33,015.08
Billed to CAR (SWING)	\$25,065.02
Billed to EG (SWING)	\$15,615.04
Billed to OR (SWING)	\$22,537.59
<b>Total Spent for Subs</b>	<b>\$694,864.33</b>



# Director of Technology Update

**Start Date**  
**4/15/24**



## Mark Fetterolf

Mark Fetterolf is a technology professional with 20 years of experience in the field of education technology. He has spent his career researching the needs of school districts across the United States, building software and hardware solutions to meet those needs and assisting those districts in testing and implementation. He has established a tremendous amount of expertise in this time in order to analyze, build, support and maintain school district's technology for districts as large as 400,000 students, working with school administrators and superintendents to ensure that their technology needs are met.

Never one to shy away from a challenge he steadfastly builds and motivates teams of people across organizations and skill sets to nurture the best possible solutions to any problem at hand. Always learning, he is currently working towards his Certified Information Systems Security Professional Certification.

In his spare time he enjoys cycling with his wife and two boys, both whom attend CMP, and is an avid reader and writer of fiction and non across most genres.



# Director of Development Update

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- Two Rounds of Interviews Conducted
  - ◆ Job posted on edjoin and Indeed
  - ◆ Two highly qualified candidates identified each round – both declined based on pay
- Director of Development Pay Scale
  - ◆ This is a new position for CMP and not a typical school based position
  - ◆ Based on our experience in the last couple of months and the candidate pool we are attracting, we recommend increasing pay for this pay scale based on an updated compensation review



# Action Items

## **Pay Scale-Human Resources Coordinator (Attachment A1)**

- **Comment:** CMP's Human Resources team is currently staffed by an HR Analyst, an HR Specialist and a half-time Administrative Assistant. We are currently hiring for an HR Clerk to backfill a position that was recently vacated. Staff would like to create and move a current staff member into an HR Coordinator position. The staffing footprint for HR would remain the same at this time. This position will hold decision making authority over our staff recruitment work, onboarding work, and employee wellness. This position will also support the onboarding and management of our new HRIS system, Paycor.
- **Recommendation:** Staff recommend the Board approve the Human Resources Coordinator pay scale.

## **Pay Scale-Director of Development (Attachment A2)**

- **Comment:** CMP's Human Resources team has been actively recruiting for the Director of Development position for a couple of months. In our search, we have offered the position to the most qualified candidates who have declined based on CMP's adopted pay scale. This is a new position for CMP and not a typical public-school based position and for those reasons, HR has pulled updated comps for education non-profits/education institutions currently recruiting similar roles and HR has updated the pay scale to be more competitive.
- **Recommendation:** Staff recommend the Board approve the updated Director of Development pay scale.

## **Pay Scale- Speech and Language Pathologist Pay Scale (Attachment A3)**

- **Comment:** HR is in the process of reviewing salary comps for the most hard to fill and maintain staffing positions in special education at CMP in an effort to reduce the need for outside service contracts. We have spent nearly \$500,000 in contract costs for Speech and Language Pathologist this school year.
- **Recommendation:** After review of comparative salary schedules across Sacramento and Butte Counties, staff recommend the Board approve the updated Speech and Language Pathologist pay scale.

# Action Item #4

## **Approval of the Superintendent Search Plan (Attachment A4)**

- **Comment:** On March 21, 2024 the Governing Board of the California Montessori Project (CMP) directed an ad hoc committee of three members to prepare a recommended Superintendent Search Plan for the Governing Board and greater community to review and provide feedback. The Superintendent Search plan provides a high level overview of the recommended process and timeline for this important leadership transition.
- **Recommendation:** The Board is requested to approve the Superintendent Search Plan

# Discussion Items & Closing Comments

- Special Meetings: April 18; April 22.
- SELPA Sponsored Student Behavior Training on May 11, 2024



# Closed Session

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
(Paragraph (1) of subdivision (d) of Government Code Section 54956.9)



# Reconvene to Open Session



# Meeting Adjournment

## **Recommendation:**

The CMP Governing Board is requested to approve the adjournment of the April 8, 2024 Governing Board Meeting.

