

PART 3:

Before you begin



DISCLAIMER

These materials are not official and are subject to change.

The State of California has not clarified or defined the terms and parameters as of yet. The implementation of this law is in flux, and will likely be so for the next one to two years.

This plan will look very different based on your individual situation.

We are just trying to help provide “done for you” resources to lighten the load and help you think about things you might not otherwise think of.

The implementation of this law is in flux, and will likely be so for the next one to two years. Further guidance from the California Dept. of Education is expected in March/April.



BEFORE YOU START

Conversations about money, staffing, and programs can be problematic, emotional and difficult. Every teacher has different goals, skills, and knowledge bases. Part of this process involves leaning about each individual program and their specific needs, challenges and goals.

Consider involving your administration either prior to starting or in the first couple of meetings. This will ensure that you start the process on the right foot and headed in the direction they want you to head.



KEY CONSIDERATION POINTS

The two most common ways to assign the funds in schools are per-program and per-pupil. Per-program is where the funds follow the needs (equity), per-program is when the funds follow the students (equality). Per-pupil is an easier approach, but may not put the funds where they are needed most.

Any funds allotted to FTE/Teachers would be subject to HR protocols and carry forward in perpetuity. For example, if you allocate 1/3rd of your budget and hire a teacher - you would be committing that budget amount annually moving forward unless you terminated that teacher. This is not the case with part time faculty or classified staff.



KEY CONSIDERATION POINTS

Consider applying for the variance to the 80/19/1 requirement. Even if you don't use it, it provides you flexibility in the event you don't drive enrollment or can't find a teacher. As of now, the criteria for the variance is not available.

Since enrollment for new programs is problematic so late in the year, consider devoting more resources early on to capital expenditures/ equipment while you have the resources.

Monies can be "banked" for three years, but your allotment does not change. For example - you can not hire someone for three years and then use the saved funds to hire three teachers in year four. But, you will have to account for all three salaries in year 5.



IMPLEMENTATION PLAN

Resource overview

Copy / paste email content to administrators **x2**

Copy / paste email content to arts team **x6**

Meeting topics for arts team **x6**

Meeting topics for administrators **x2**

To do lists & staffing suggestions

