

Information and Possible Solutions to Wood Teacher shortage

Goals of the district:

1. Provide quality education to ALL students
2. Solve this problem in the least disruptive way, disruptive to the least number of students, but considering ALL students needs.

Goals of this discussion both board and public:

1. Come up with an immediate solution to our current problem.
2. Consider all possibilities with an open mind.
3. Be respectful of each other and others ideas/opinions.

Reminders:

1. Decisions tonight aren't necessarily permanent; as new information, opportunities, options evolve, we could always adjust the plan.
2. We are all in this together as one district. It is not an us vs. them situation.
3. Request you let me finish presentation before questions.
4. Request you let others finish speaking before you speak.

What we know/factors to consider:

1. We are continuing to advertise, but have had NO applicants. There is a teacher shortage nation-wide.
2. Any teacher who comes out of retirement will automatically lose 15% of their retirement with SDRS. The state has now limited retire/rehire programs.
3. Moving any staff member from Colome will create a significant low morale issue and will possibly encourage other staff to resign.
4. Few Colome staff members are qualified for K-8 all subjects.
5. Zooming with Colome staff doesn't work. Students still need an adult for each student to "follow" them into online class to make sure they log in and do their work.
6. Closing school not an option at this time, because of laws and regulations regarding closing attendance centers. Must keep site open until paperwork is filed correctly with state. This will take at least 1 to 1.5 years.
7. Original agreement was if the school drops to 9 students, the school could close.
8. Regular attendance is currently a problem. The parents, tribe, law enforcement and others have been contacted to help resolve this issue.

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Option # 1- Move a Colome Teacher	Option # 2 Move Principal to Wood	Option # 3 Long term sub	Option # 4 Bus to Colome	Hire a new teacher or two
<ul style="list-style-type: none"> • No teachers volunteered • This is breaking their contract • Legal issues • They have 2 weeks to resign and then we have more mid-year openings to fill (Section 2.3 of Negotiated agreement) • Possible lawsuit • Can't find a replacement for Colome mid-year either • Severe high needs students makes combining classrooms not feasible • Certification issues with 1st year teachers, K-3 certified only, 4-8 certified only • Moving a MS teacher will affect entire MS/HS – require a change in the master schedule 	<ul style="list-style-type: none"> • Not certified to teach K-8 • SPED services will decline without oversight • Administrative duties – too much for one person – already too many duties for two people. • Some things won't get done • Ex. State regs- just getting off probation, will go backwards 	<ul style="list-style-type: none"> • State requirement: Long term subs must be certified teachers- unless for FMLA or maternity leave • Have asked the ones on my list... • Are there certified people in Wood that can do this? 	<ul style="list-style-type: none"> • Possible driver Sherri Dimond • Possible driver Dallas Anderson • Wood Staff could work with students here <p>Daily Benefits: SPED services Title services Behavior supports</p>	<ul style="list-style-type: none"> • No applicants since Dec 26. • Have chased down 3 leads- two weren't teacher certified, one declined • Miles from their home, issue