



Franklin Public Schools

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To: Franklin School Committee

**From: Sara E. Ahern, Ed.D., Superintendent; Miriam Goodman, School Business Administrator; and
Lisa O'Keefe-Trainor, Director of Human Resources**

Date: January 8, 2021

RE: Comprehensive Personnel Update

Personnel and staffing for the 2020-2021 school year amidst a global pandemic continues to be a challenge, but changes have settled down. Earlier this year, we provided the Committee with a Comprehensive Personnel Update describing our new hires, departures from the district, revised and added positions, as well as unfilled vacancies, and furloughs/layoffs. Given how fluid the current school year has been, we are providing an update to the Committee at this time. As Miriam noted in the recent budget update, we continue to operate within our bottom line budget as approved by the School Committee

Departures from the District

Type	As of 1/7/2021
Retirements known	3 Midyear 3 effective 6/2021
Partial-year Leaves of Absence (non-COVID related)	31 (cumulative)
Full-year Leaves of Absence (non-COVID related)	6
Partial-year Leaves of Absence (COVID related)	17 (cumulative)
Full-year Leaves of Absence (COVID related)	14

To date, payments made in accordance with Families First Coronavirus Response Act (FFCRA) total \$39,183. We continue to allow employees to work remotely as they are able to in accordance with instructionally sound practices. FFCRA funding was not extended beyond December 30, 2020.

Revised Positions Since FY 21 Budget Development (the following list supplements positions included in the FY21 Budget Development process as found on our Budget Development page <https://www.franklinps.net/district/school-district-budget/pages/fy-2021-budget>)

Additional Positions through 1/7	Reduced/Unfilled Positions through 1/7
Enrollment driven additions <ul style="list-style-type: none"> • 1.0 K teacher (Oak St.) • 1.0 K teacher (Parmenter) • 1.0 Grade 5 teacher (Oak St.) 	<ul style="list-style-type: none"> • 0.7 Assistant Principal (elementary) • 0.2 Unified Arts (elementary) • 0.2 Latin (high school) • 0.4 chorus (middle school) • 1.0 Grade 2 (Davis Thayer) • 0.8 Technology Integrationist (FHS)
Service driven addition <ul style="list-style-type: none"> • 0.3 Adjustment counselor (Parmenter) 	

Additional Positions Sought Due to COVID-19 Reopening Plan

Additional Positions	Status	Estimated Annual Cost and funding source
3 Digital Learning Integrationists (District-wide)	Filled internally	\$275,335 -- CvRF grant ; then operating budget
Virtual Learning Academy <ul style="list-style-type: none"> • 8 Teachers to “backfill” VLA educators • 1 Special Educator • 5 Long Term Subs • 5.6 ESPs • Coordinator support (5-10 hrs/week) • .6 Administrator • Secretary (6 hrs wkly) 	Hired and “backfilled”	\$1.1M -- CvRF grant; then operating budget
16 Permanent Building Substitutes	Hired	\$140,250 - CvRF grant; then operating budget through savings from day to day subs
9 Additional Activity Monitors/Supervisory Aides	To date we have a total of 27 Activity Monitors at varying degrees of hours. College students have filled some of	\$76,694 CvRF grant; then operating budget

	these gaps	
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Layoffs Due to COVID-19 Reopening Plan

Department	Status
Lifelong Learning <ul style="list-style-type: none"> • Solutions • Music Academy • Community Education 	<p>33 were furloughed in September, and as of 12/3/20, 11 currently provide music lessons and 12 furloughed employees now support a smaller Solutions program. Administrative hours were reduced as well.</p> <p>Where possible staff have been offered alternative work within the district. (e.g. monitors; subs)</p>
Cafeteria Staff	<p>37 were furloughed in September, and as of 12/3/20, 24 have since been laid off and the remaining 13 are currently serving meals to students during remote and hybrid instruction</p> <p>Where possible staff have been offered alternative work within the district. (e.g. monitors; subs)</p>

Current Vacancies

In any given year we have requests for leaves and ongoing vacancies, so this is a snapshot as of this date.

Location	Position	Status
Parmenter	Interventionist (2) Literacy Specialist	Posted again - still looking(candidate for both under review)
FHS	Admin Liaison LTS Math LTS French LTS English LTS Spec Ed	Posted
District	Permanent building subs	Filled but at this time, could use more,

		currently reviewing
District	Activity Monitors/Supervisory	To date we have 27 Activity Monitors at varying degrees of hours. These have been filled for most part, hiring college students to fill some gaps
School Committee	Secretary	Posted
District	Medical Waiting Room Attendants	Posted
District	Substitute Nurses School Nurse	Posted
District	Registered Behavior Therapist (RBT)	Posted
ASMS	LTS Grade 6 Science	Posted
Remington	LTS Social Studies	Posted