

Pond Cove Co-Curricular Stipends

Purpose for change:

- To provide more diverse opportunity for shared leadership within our school and to effectively meet continuous school improvement goals for students and staff

Current Budget SY2014-2015: \$28,175

Proposed Budget SY2015-2016: \$28,779

Currently	Proposed Change
<p>We have two separate teams – Student Support Team (SST) and Team Leaders. We have had an SST team of at least seven members where only two stipends of \$1,350 were available for classroom teachers only. No other SST members have been compensated. This current year we have divided the \$2,700 between four core members of the SST team for a total of \$674 each.</p> <p>Team Leaders each earn a stipend of \$3,570, and have responsibility for team instructional oversight and organizational management.</p>	<p>We have realized that the job of the Team leaders has too many responsibilities for one person to accomplish effectively. Our intent is to divide the role of the Team Leader – one as instructional leader and the other as organization leader. This structure would provide more opportunity for teacher leadership and address the discrepancy between compensation for the members of the SST team.</p> <p>Our proposal is that the instructional team leaders will work in partnership of the SST team and be able to drive instructional improvements seamlessly by setting goals based on data and student needs. Instructional team leaders also will take on a more active role in assisting with planning and facilitating Professional Development school wide.</p> <p>We recognize that each team still requires someone to be responsible for scheduling field trips, recess duties and keeping the grade level calendar up to date, as well as ensuring that the grade level budget is completed. We are proposing a lesser stipend for this part of the team leadership.</p>

Current				Proposed Change			
Stipend Positions	Stipend	Additional Responsibility	Length of Term	Stipend Positions	Additional Responsibility	Stipend	Length of Term
SST (4 Positions): Classroom teacher Social Worker Math Specialist Literacy Specialist <i>(Prior to this year 7+members and only 2 teachers receiving stipends of \$1350)</i>	\$ 675	Approximately 2 hours per month	Open- ended	SST (5 Positions): S-E Support (2) Literacy Specialist (2) Math Specialist (1)	Approximately 3 hours per month	\$1,035	1 year
Team Leaders: Grade K Grade 1 Grade 2 Grade 3 Grade 4 Allied Arts Special Education	\$ 3,570	Approx. Additional 6+ hours per month	Open- ended	Organizational Team Leaders (7 positions): Grade K Grade 1 Grade 2 Grade 3 Grade 4 Allied Arts Special Ed	Approximately 3 hours per month	\$1,035	1 year

				Instructional Team Leaders (7 Positions): Grade K Grade 1 Grade 2 Grade 3 Grade 4 Allied Arts Special Ed	Approximately 7 hours per month	\$2,337	1 year
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