

Cost and Effect Impact: Support for Teacher Learning



Option One: Addition of ___ more days of staff development, districtwide, for a total of ___ days. Provides for ___ days of staff development time for the year.

Cost Formula:

Total teacher salary with fixed FICA¹ and IPERS², divided by number of contract days.

Computation considerations: include additional compensations, i.e. Phase, Teacher Salary supplement dollars, number of instructional (180) and/or additional paid days (holiday, staff development). Example: \$50,000 (salary) + \$7,150 (FICA/IPERS rate .143 currently)/196 d = \$291.58/day.*

Advantages: Every teacher is involved and has access to learning from any “outside” trainer/expert or outside consultant. Days can be posted in advance on the school calendar, so parents have time to make accommodations for children not being in school.

Disadvantages: Can promote “hit and run” training. Followup will be needed to provide opportunities for discussion, modeling, practice, mentoring, etc. Parents will need to provide for childcare.

Option Two: Addition of ___ days of “early out” or “before school” staff development, for ___ hours each. Provides for ___ hours of staff development time for the year.

Cost Formula:

Total teacher salary with fixed FICA and IPERS, divided by number of contracted hours. Refer to option one calculation and divide contracted days by number of hours worked, i.e. 7.5 or 7.75.

Computation considerations: include additional compensations, i.e. Phase³, Teacher Salary Supplement dollars⁴, number of instructional (180) and/or additional paid days (holiday, staff development). Example: \$50,000 (salary) + \$7,150 (FICA/IPERS rate .143 currently)/196 d/7.5 hr = \$38.88/hr.*

Advantages: Everyone is involved. Provides ongoing training. If the schedule is consistent (every 2nd and 4th Tuesday for example), parents have the opportunity to make arrangements for childcare. Will still need to provide the opportunity for practice and mentoring in the classroom.

*An additional cost factor in any of these options will be determining the need for an “outside” trainer/expert to come to the district and provide staff development.

Disadvantages: Protection of time from interruptions (for coaching, staff, teachers moving between buildings, etc.). Will need to be focused. Trying to do “too many things” with the time allotted will mean no strong school improvement results. Scheduling accommodations will have to be made. Parents will need to provide for childcare.

¹ Social Security and Medicare

² Iowa Public Employees Retirement System

³ Educational Excellence funding

⁴ (TTS) State appropriations that go toward teacher salary

Option Three: Training for a core group of teachers who will then be asked to train the rest of the staff.

Cost Factors: (hiring subs)

Substitute pay rate per day with fixed FICA (1) and IPERS (2). Example: \$130 (salary) + \$18.59 (FICA/IPERS rate .143 currently) = \$148.59/day*

Advantages: Provides for a committed, enthusiastic group of “believers” in the system who have seen the techniques work and have seen the results. They are on the district payroll and other staff will be able to easily access their expertise, which is not always the case with an “outside” trainer/expert.

Disadvantages: “Believers” can easily be viewed as “zealots” and not be heard. Must be followed up by adequate opportunity for whole staff to learn techniques and practice them (option 1 & 2).

*An additional cost factor in any of these options will be determining the need for an “outside” trainer/expert to come to the district and provide staff development.

- 1) Social Security and Medicare
- 2) Iowa Public Employees Retirement System

Questions about this document? Contact Jackie Black, IASB education finance director, jblack@ia-sb.org or (800) 795-4272.