



**Finance and Operations Committee
March 4, 2024
Staffing Guidelines Progress Report**

**Dr. Madeline Negrón, Superintendent
Keisha Redd-Hannans, Assistant Superintendent of Curriculum, Instruction, and Assessment**

Forty-Three Positions Examined



NEW HAVEN PUBLIC SCHOOLS

Principal	Speech/Language	Nurse
Assistant Principal	Psychologist	Restorative Practice Coach (Non-Certified)
Classroom Teachers	School Counselor	School Climate Culture Specialist (Teacher)
Unified Arts	Multilingual Coaches	Youth Development Coordinator (Non-Certified)
Physical Education	Bilingual Classroom Teachers	Behavioral Specialist (Registered Behavioral Technician Certificate)
Literacy Coach	ESOL Teachers, Dual Language Program	In-House Suspension Worker (Non-Certified)
Mathematics Coach	ESOL Teachers, ESL Program	Student Retention Specialist
Technology Facilitator/Technician (Non-Certified)	Magnet Coaches (Magnet Resource)/Theme Coaches	Family Resource Coordinator/Parent Liaison
Librarian Media Specialist	Lead Teachers/Instructional Coaches	Drop-out Prevention Worker
STEM Teacher	Reading Interventionists	School Community Care Coordinator
Special Education (Resource)	Math Interventionists	Custodian
Special Education (self-contained)	Building Substitutes	Administrative Assistant
PPT Facilitator	Paraprofessionals	Security
BCBA (Board Certified Behavior Analyst)	Paraprofessionals (SPED)	
Social Worker	Paraprofessionals (self-contained)	

Staffing Guidelines (March 2023)



NEW HAVEN PUBLIC SCHOOLS

Total Need: 709 Staff Salaries: \$39,226,995 Benefits: \$15,922,282 Total Cost: \$55,149,277

Position	Need	Cost	Position	Need	Cost
Principal	0	\$0	Magnet Coaches (Magnet Resource)/Theme Coaches	25	\$ 1,625,000.00
Assistant Principal	0	\$0	Lead Teachers/Instructional Coaches	0	\$0
Classroom Teachers	0	\$0	Reading Interventionists	41	\$2,665,000.00
Unified Arts	0	\$0	Math Interventionists	41	\$2,665,000.00
Physical Education	0	\$0	Building Substitutes	41	\$2,665,000.00
Literacy Coach	0	\$0	Paraprofessionals	60	\$1,500,000.00
Mathematics Coach	1	\$65,000.00	Paraprofessionals (SPED)		
Technology Facilitator/Technician (Non-Certified)	26	\$1,300,000.00	Paraprofessionals (self-contained)	65	\$1,625,000.00
Librarian Media Specialist	13	\$845,000.00	Nurse	0	\$0
STEM Teacher	35	\$2,275,000.00	Custodian	0	\$0
Special Education (Resource)			Administrative Assistant	25	\$1,100,000.00
Special Education (self-contained)			Security	8	\$ 312,000.00
PPT Facilitator	30	\$2,250,000.00	Restorative Practice Coach (Non-Certified)	14	\$ 910,000.00
BCBA (Board Certified Behavior Analyst)			School Climate Culture Specialist (Teacher)	49	\$3,185,000.00
Social Worker	16.5	\$1,155,000.00	Youth Development Coordinator (Non-Certified)	14	\$ 672,000.00
Speech/Language	20	\$1,400,000.00	Behavioral Specialist (Registered Behavioral Technician Certificate)	20	\$1,300,000.00
Psychologist	6	\$ 420,000.00	In-House Suspension Worker (Non-Certified)	30	\$1,500,000.00
School Counselor	11	\$ 715,000.00	Student Retention Specialist	0	\$0
Multilingual Coaches	17.5	\$1,137,500.00	Family Resource Coordinator/Parent Liaison	0	\$0
Bilingual Classroom Teachers			Drop-out Prevention Worker	21	\$1,050,000.00
ESOL Teachers, Dual Language Program			School Community Care Coordinator	41	\$2,050,000.00
ESOL Teachers, ESL Program	38	\$2,400,000			

Staffing Guidelines Progress Report



NEW HAVEN PUBLIC SCHOOLS

Position	Need (Based off of March 2023 Report)	FY24 New Staff	Cost	FY25 New Staff	Cost
Special Education (Resource)					
Special Education (self-contained)					
PPT Facilitator	30	5	\$375,000.00		
Security	8			6	\$270,000.00
Social Worker	16.5			2	\$150,000.00
Psychologist	6			2	\$150,000.00
School Counselor	11			2	\$150,000.00
Multilingual Coaches	17.5			3	\$225,000.00
Bilingual Classroom Teachers		5	\$375,000.00		
ESOL Teachers, Dual Language Program					
ESOL Teachers, ESL Program	38				
Cyber Security (New Position FY25)				1	\$95,000.00
Technology Coordinators (New Position FY25)				1	\$75,000.00
Total (New Positions)		10	\$750,000.00	17	\$1,115,000.00