



December 6, 2023

To: Shrewsbury School Committee

From: Karen Isaacson, Director of Extended Learning

RE: Recommendation for family fee increase for summer enrichment programs

**Recommendation: Increase summer enrichment family class fee to \$100 per class**

**Rationale:**

In order to increase the stipend rate paid to staff to teach summer enrichment courses, I recommend that the School Committee vote to increase the family class fee from \$80 per class to \$100 per class.

The Summer Enrichment program has not increased its teaching stipend in at least 10 years. The current teaching stipend is \$500 per half-day class. This is out of alignment with similar district stipends, and in recent years has impacted the number and type of proposals we receive.

Any SPS employee is welcome to submit a proposal, but historically, priority has been given to teachers and other professional educators. We've seen a shift in the number of classes taught by teachers vs. paraprofessionals over the past several years

- o In 2016, 60% of the classes were taught by professional educators
- o In 2019, 50% of the classes were taught by professional educators
- o In 2023, 40% of the classes were taught by professional educators

We saw a significant drop-off in the number of proposals we received this year (211), compared to 2019 (337). While there are many factors that may have impacted this, including a late start to the proposal process, opportunities to teach summer academy, and post-pandemic burnout, many teachers told me directly that the reason they didn't submit proposals was because the stipend was too low.

The already contractual negotiated rate for compensation for additional hours has increased over time, and is now at \$41.03 per hour. This rate is used as the basis for developing stipends

throughout the district. The current stipend of \$500 translates at that rate to 12 hours of work, when it was originally based on 16 hours (summer enrichment teachers are with students 14 hours per class and spend some additional time planning and preparing curriculum). Our intention is to commensurately increase the stipend per class to \$650. No School Committee action is required for this change, as the rate is already negotiated as part of the collective bargaining agreement.

In order to cover the costs of higher stipends for staff, class fees must increase. The current cost is \$80 per half-day class (3 hours per day, 4 days per week). This fee has been consistent since at least 2014, and is significantly lower than other local camps.

**Local rate survey summer 2023.**

(weekly fees broken down to an hourly rate for ease of comparison)

<b>Program</b>	<b>Hourly Rate</b>
Shrewsbury Club	\$11.42
Southborough Extended Day	\$9.37
SPS Robotics camp	\$8.57
Teamworks	\$8.50
SPS SUMMER ENRICHMENT – Proposed	\$8.33
YMCA	\$7.59
SPS SUMMER ENRICHMENT – 2023	\$6.66
Shrewsbury Recreation	\$6.12

The new rate remains a good value for families, and our program is unique in offering an “a la carte” catalog with so many specialized classes.

**Summary:**

In order to cover the cost of increasing the stipend paid to staff for teaching summer enrichment classes for the first time in over a decade (from \$500 to \$650 per class using the contractual hourly rate as basis), it will be necessary to increase the cost of each class to families. I respectfully ask the School Committee to approve an increase in the family fee from \$80 to \$100 per class.

I look forward to answering any questions you have at the meeting on December 6. Thank you for your consideration.