

Hanover Public Schools

Matthew Ferron
Superintendent of Schools

Deborah St. Ives
*Assistant Superintendent
for Curriculum & Instruction*



Keith Guyette
Director of Student Services

Thomas Raab, Ed.D.
*Assistant Superintendent
for Business & Finance*

MEMORANDUM

To: Hanover School Committee
From: Thomas R. Raab, Assistant Superintendent for Business and Finance
Cc: Matthew A. Ferron, Superintendent of Schools
Date: May 6, 2020
Re: Office of Family and Community Engagement (FACE) FY 2021 Rate Setting

The FACE program offers cost effective and high quality before and after school care for hundreds of our students every year. Our current enrollment includes 49% single students and 51% siblings (2 or more students from one family). Though we work hard to accommodate families with a reduced rate for siblings; increases across the board are necessary if the program is to maintain reasonable enrichment tuitions and a quality Before and After School program in the future. For reference, the current rate structure is below:

Current Rate Structure

\$8/Hour - 1 Student
\$10/Hour - 2 Students (\$5 per hour/per student)
\$12/Hour - 3 Students (\$4 per hour/per student)

As we discussed at the end of February, 2020, these rates have become untenable and we need to set new rates for FY 21. These reasons for the new rates include:

- Growing number of sibling rate bills
- Rising program costs
- Mandated minimum wage increase (Three more increases - \$13.50 in 2021, \$14.25 in 2022 and \$15.00 in 2023).
- Low employee attrition rate (Greater % of staff at higher hourly pay rates).
- Increased Enrichment Program participation. Most notable Cedar School where Kindergarten students began participating in September 2019. Many of these students are also enrolled in their respective after school programs, resulting in lost hours for the B/A programs.

Our goal is to offer affordable, quality programs with high flexibility. An increase in hourly rates is necessary in FY 2021 to foster continued growth, keep pace with rising costs and support a revised hourly pay structure that reflects an equitable pay scale in alignment with the projected 2023 minimum wage. As result, we propose the following for your consideration and vote this afternoon:

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Proposed FY21 Rates

\$9/Hour - 1 Student
\$12/Hour - 2 Students (\$6 per hour/per student)
\$15/Hour - 3 Students (\$5 per hour/per student)
\$18/Hour - 4 Students (\$4.50 per hour/per student)

This scenario reflects an increase for all students. Based on our current enrollment, this increase would result in an additional \$97,402.50 in revenue and provide the most equitable distribution of the new rates while still offering a considerable discount for families with more than one student. This is the most viable long term strategy to provide for sustainability now and into the future. Please do not hesitate to contact me if you have any questions.