

**Subject:** Eliminate a BHS (Behavioral Health Specialist) 1 position in each of the Sunrise and Alliance programs. Apply this cost saving to approve the conversion of 6 BHS 1 positions to BHS 2 positions in these two programs.

**Background:** Sunrise and Alliance are elementary and high school programs that are part of the MDUSD mental health collaborative. The Behavioral Health Specialists (BHS) are part of the school team responsible for providing mental health support to students to achieve their academic goals.

**Reason:** The conversion of these positions will create program flexibility regarding the scope of duties the BHS staff provides in their current configuration. As they are now more skilled staff who qualifies for the BHS 2 job requirements, program administrators could ask them to provide more family therapy, increase group therapy and extend family support outside the school site into the home. These additional supports could create improved attachment to the school thereby increasing student attendance, improving grades and reducing discipline actions. This conversion process could also enhance program continuity as many of the BHS staff has developed relationships with students, families and staff. The stability factor is important as both programs are in the middle of adjusting to significant changes. This conversion action also makes fiscal sense as the costs attached to the job classification change is offset by the elimination of a BHS 1 position at each school.

**Recommendation:** Approve the elimination of the 2 BHS 1 positions and apply cost savings to conversion of 6 BHS 1 position into BHS 2 positions.

## Alliance

Current			Proposed		
Position	FTE	Position Control Cost	Position	FTE	Position Control Cost
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist I	1.00	\$75,902.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist I	1.00	\$75,902.00
Behavior Health Specialist I	1.00	\$75,902.00			
Behavior Health Specialist I	1.00	\$75,902.00	<b>Total FTE</b>	<b>2.00</b>	
Behavior Health Specialist I	1.00	\$75,902.00			
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
<b>Total FTE</b>	<b>6.00</b>		Behavior Health Specialist II	1.00	\$99,595.00
			Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist II	1.00	\$99,595.00	<b>Total FTE</b>	<b>11.00</b>	
Behavior Health Specialist II	1.00	\$99,595.00			
<b>Total FTE</b>	<b>8.00</b>		<b>Total FTE</b>	<b>11.00</b>	
		<b>\$1,252,172.00</b>			<b>\$1,247,349.00</b>
			<i>*Eliminate Behavior Health Specialist I position - 1.0 FTE at Alliance (\$75,902.00)</i>		

## Sunrise

Current			Proposed		
Position	FTE	Position Control Cost	Position	FTE	Position Control Cost
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist I	1.00	\$75,902.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist I	1.00	\$75,902.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist I	1.00	\$75,902.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist I	1.00	\$75,902.00
Behavior Health Specialist I	1.00	\$75,902.00	<b>Total FTE</b>	<b>4.00</b>	
Behavior Health Specialist I	1.00	\$75,902.00			
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist I	1.00	\$75,902.00	Behavior Health Specialist II	1.00	\$99,595.00
Behavior Health Specialist I	1.00	\$75,902.00	<b>Total FTE</b>	<b>7.00</b>	
<b>Total FTE</b>	<b>8.00</b>				
		<b>\$1,005,596.00</b>			<b>\$1,000,773.00</b>
			<i>*Eliminate Behavior Health Specialist I position - 1.0 FTE at Alliance (\$75,902.00)</i>		
<b>Current Grand Total</b>		<b>\$2,257,768.00</b>	<b>Proposed Grand Total</b>		<b>\$2,248,122.00</b>