



FOUNDATION
ACADEMIES

Q1 Coverage Pay Data Analysis

Abstract

Foundation Academies rolled out coverage pay for the 2023-2024 school year due to staff shortages and to fiscally incentivize staff to cover classes and other duties in Quarter 1, August, September, and October 2023. There are four types of coverage with their respective pay rates they are as follows:

1. After School Program Tutoring : 80 USD
2. Long Term Class Coverage: 39.59 USD
3. Short Term Class Coverage: 30 USD
4. Non-Instructional Coverage: 25 USD

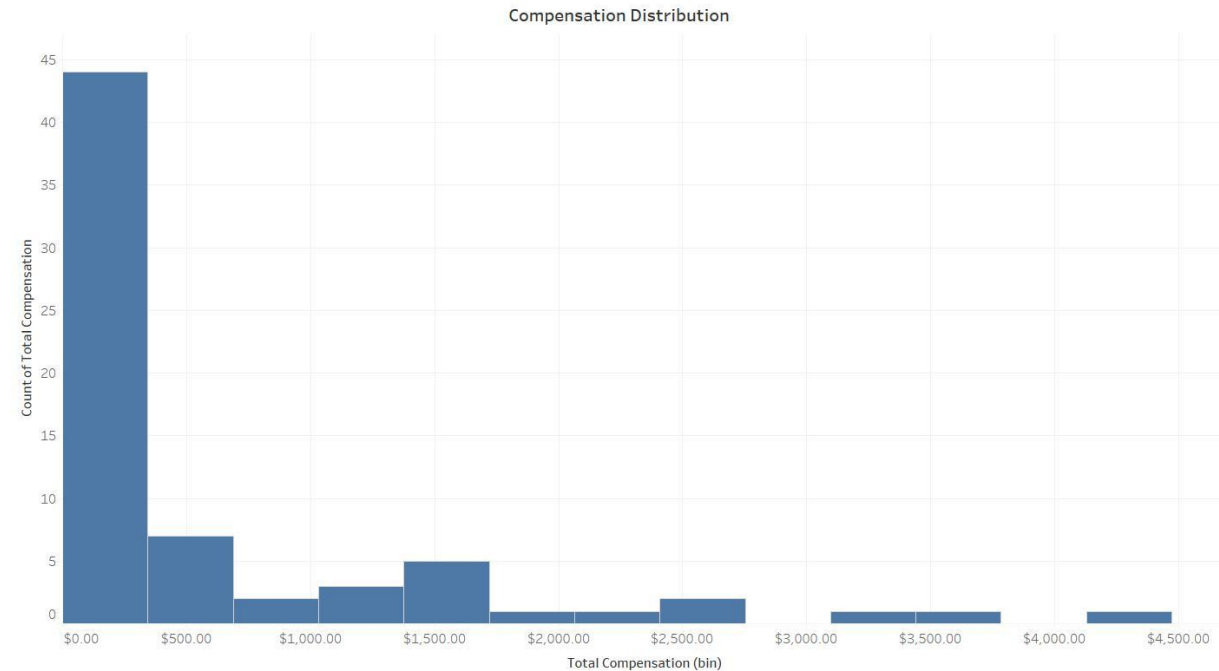
Objective

The following questions will guide the analysis:

1. What was the total amount of coverage pay received in Quarter 1?
2. What was the total amount of monthly coverage pay in Quarter 1?
3. What was the total amount of coverage pay received by each campus in Quarter 1?

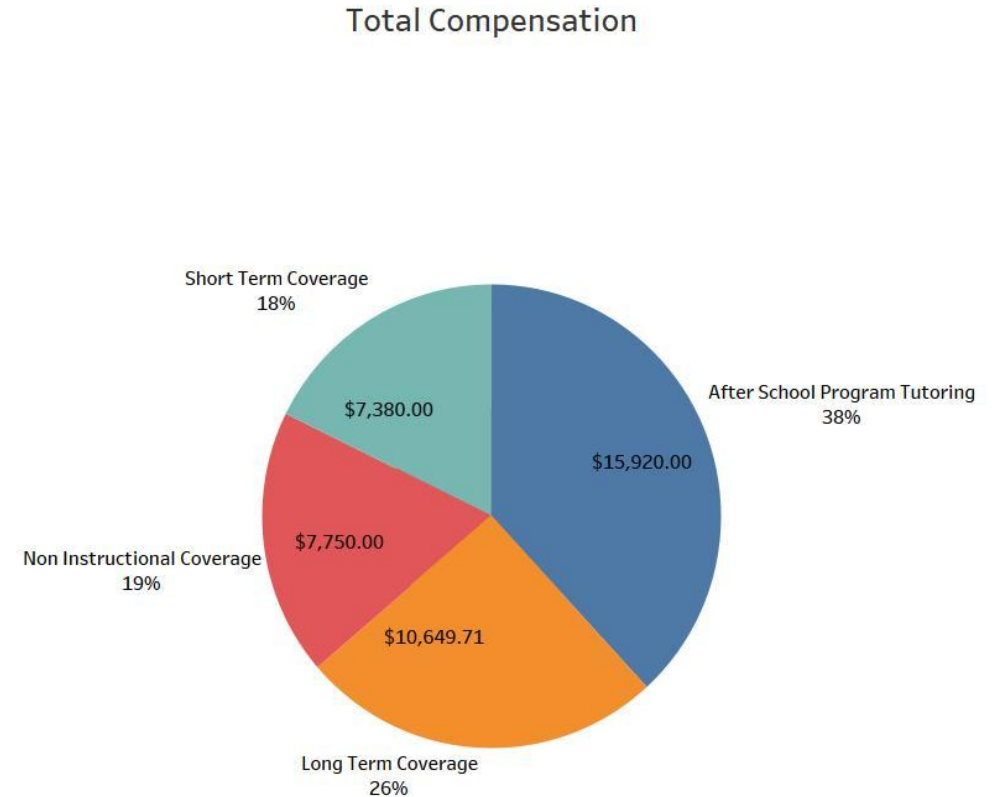
Distribution

- Majority of the total compensation for staff in Q1 is less than 1,000 USD. However, there is a right skew in the data due to outliers in the dataset.



1. What was the total amount of coverage pay received in Quarter 1?

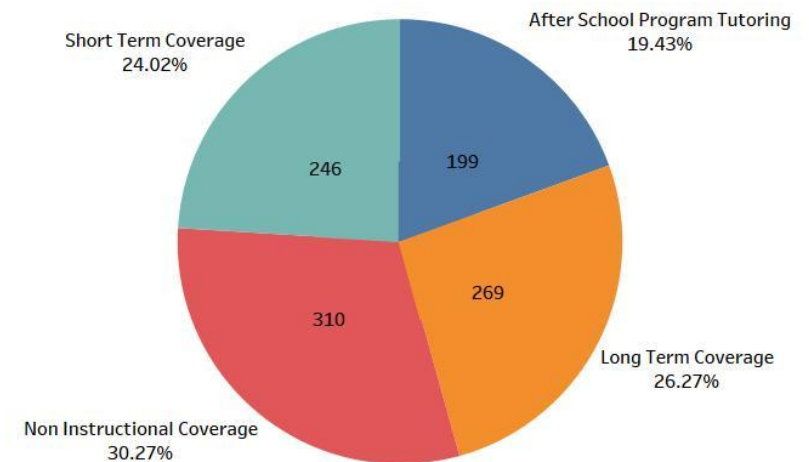
- In total, 41,699.71 USD in coverage pay was received by staff in Q1.
- After School Program Tutoring was the coverage with the highest compensation total of 15,920.00 USD, 38% percent of all funds received for coverage in Q1.
- Non Instructional coverages were the most common type of coverage in the network, 310 (~30%)



Q1 Coverage Type Metrics

- In total there were 1,024 coverages.
- Non instructional Coverages were the most frequent type of coverage, accounting for approximately 30 percent of all coverages submitted in Q1.

Q1 Coverage Type Metrics

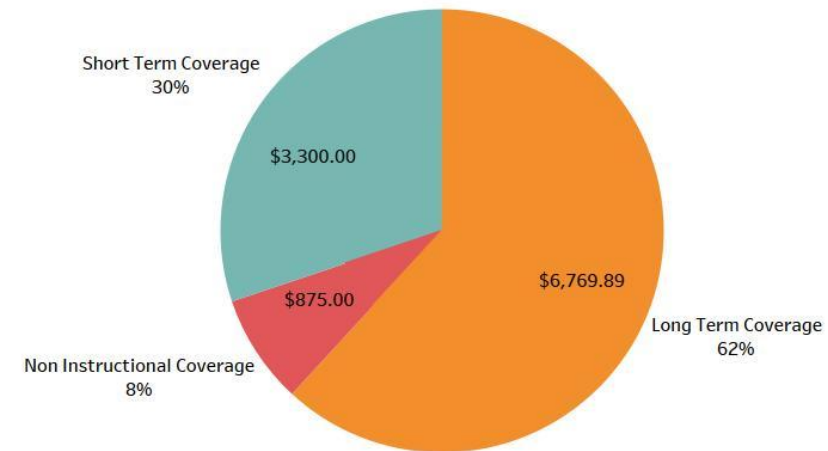


Total Compensation and Coverages - Collegiate

- Long Term Coverages had the highest compensation total at the Collegiate Campus, totaling \$6,679 (62%).
- Long Term Coverages were the most common type of coverage at the Collegiate campus, 171 (54.1%)

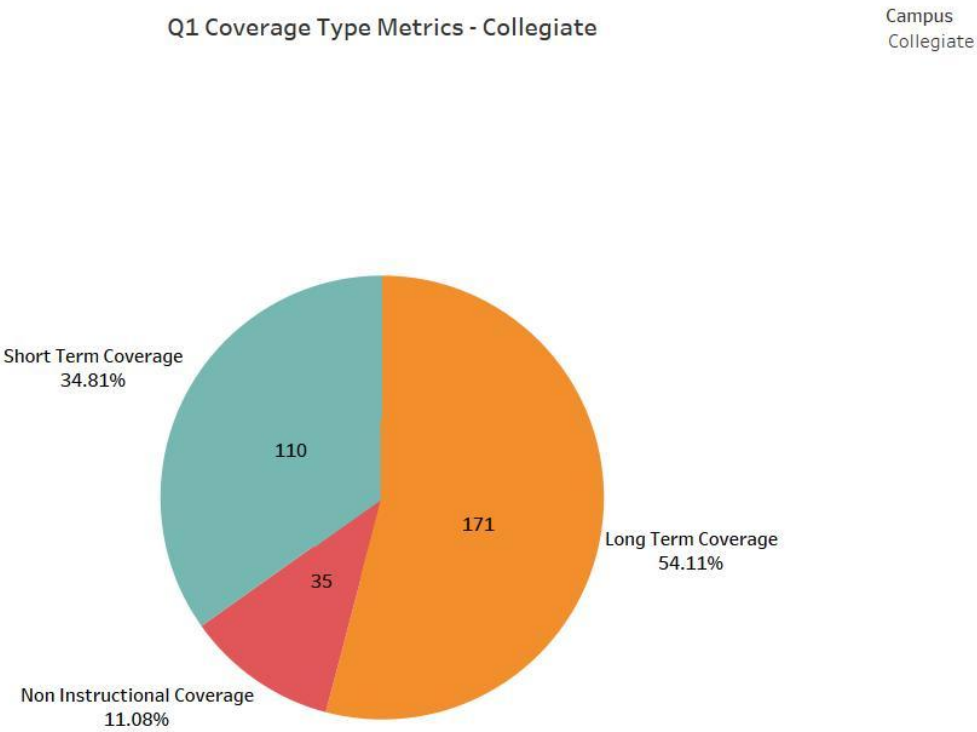
Total Compensation - Collegiate

Campus
Collegiate



Q1 Coverage Type Metrics - Collegiate

- Long Term Coverages were the most frequent type of coverage at the Collegiate Campus

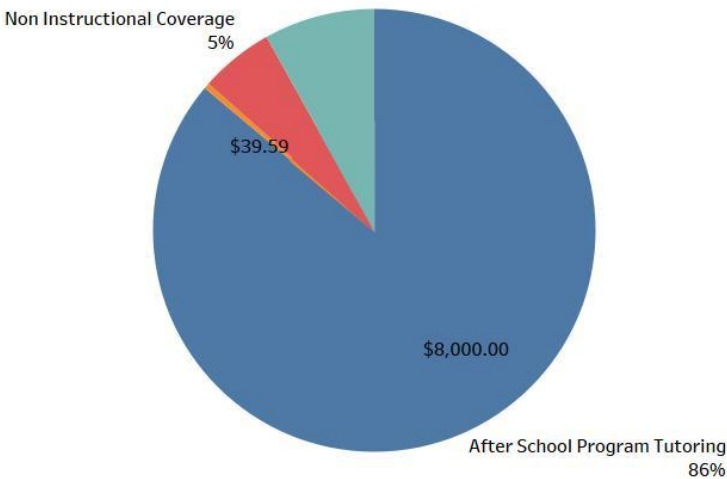


Total Compensation and Coverages - Middle

- After School Tutoring had the highest compensation total at the Middle School Campus,\$8,000 (86%)
- After School Tutoring was the most common type of coverage at the Middle School Campus, 100 (~69%)

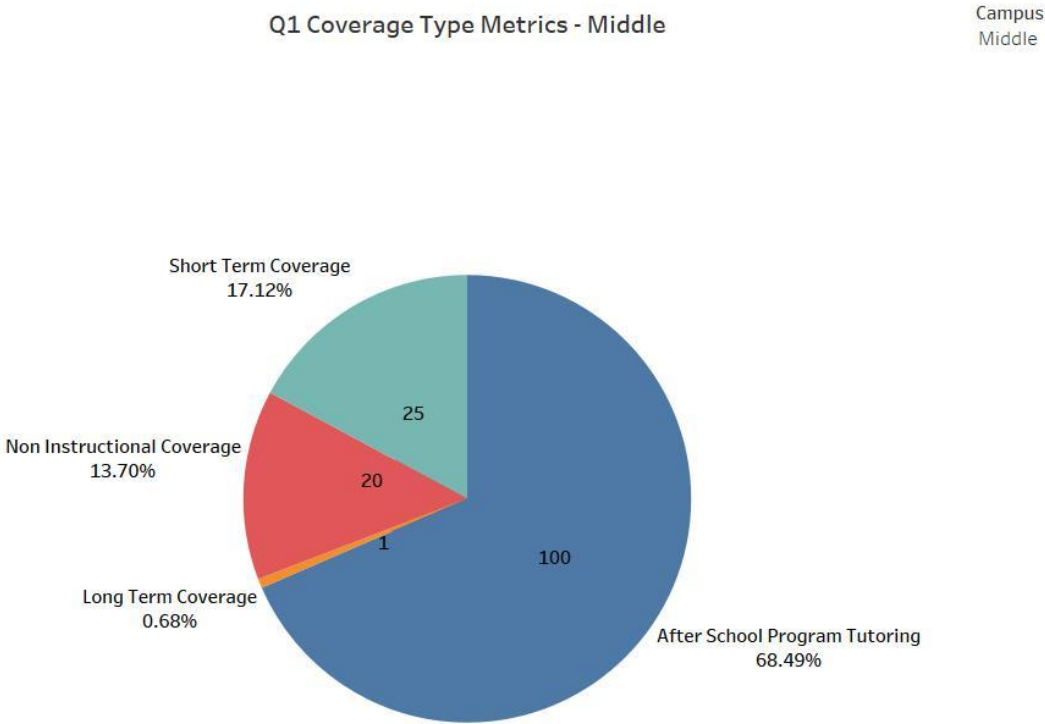
Total Compensation - Middle

Campus
Middle



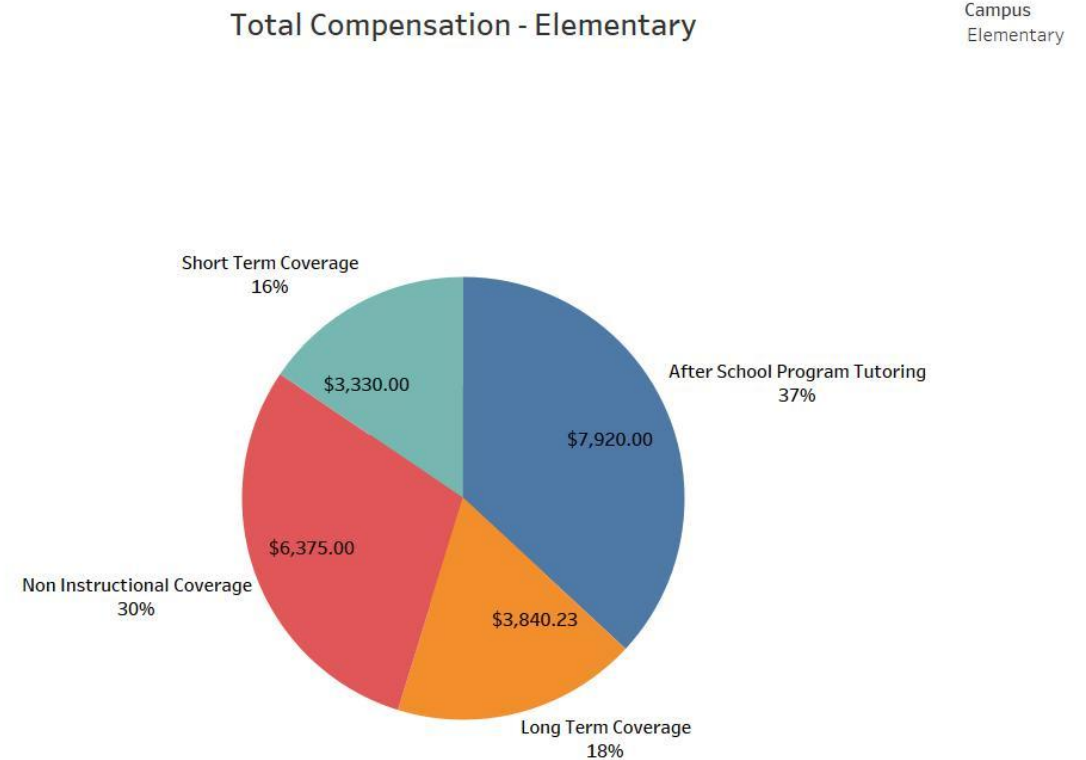
Q1 Coverage Type Metrics - Middle

- After School tutoring was the most frequent type of coverage at the Middle School Campus.



Total Compensation and Coverages - Elementary

- After School Program Tutoring had the highest compensation total at the Elementary Campus, \$7,200 (37%)
- Non Instructional coverages were the most common type of coverage at the Elementary Campus, 225 (~45%)

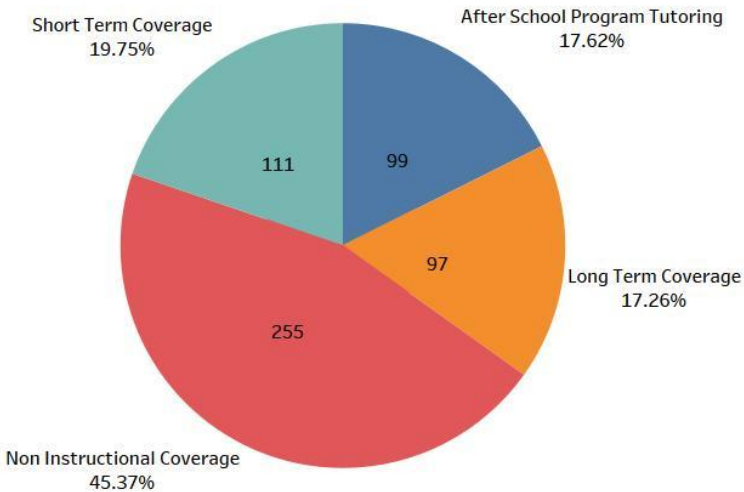


Q1 Coverage Type Metrics - Elementary

- Non Instructional coverages was the most frequent type of coverage at the Elementary Campus.

Q1 Coverage Type Metrics - Elementary

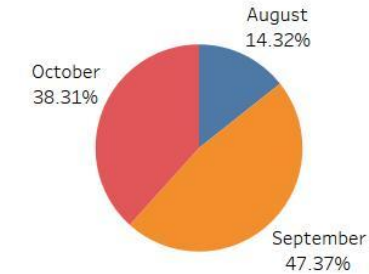
Campus
Elementary



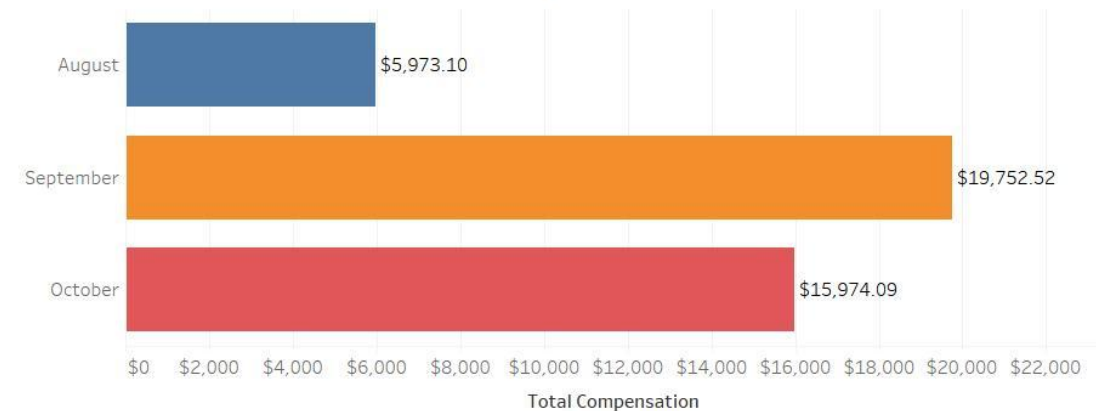
2. What was the total amount of monthly coverage pay received in Quarter 1?

- September had the greatest total of coverage pay in Q1, \$19,752.52 (~47%).
- August was the month with the lowest amount of coverage pay in Q1, \$5,973.10 (~14%).
- On average there was an increase of \$3,333.66 USD (70.67%) per month in total coverage pay each month.

Q1 Monthly Coverage Pay Percentage



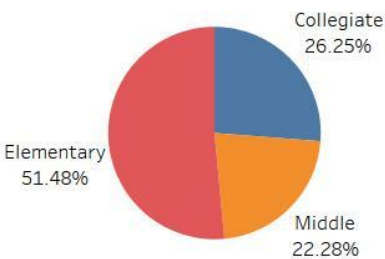
Q1 Monthly Coverage Pay Totals



3. What was the total amount of monthly coverage pay in Quarter 1?

- The Elementary Campus was the campus with the highest total of coverage pay in Q1, \$21,465.23 (~ 52%) percent of total coverage pay compensation.
- The Elementary Campus submitted the most coverages in Q1, 562 (~55%) in Q1.
- The total coverages submitted by the Elementary Campus was 44 percent higher than the campus was the second second most submission, the Collegiate, Campus, which submitted 316 coverages in Q1.

Q1 Total Campus Coverage Compensation Percentage



Q1 Total Campus Coverage Compensation

