



FOUNDATION ACADEMIES

Q2 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 2 (Q2), October 21, 2023 to January 19, 2024. There are four types of coverage with their respective pay rates they are as follows:

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

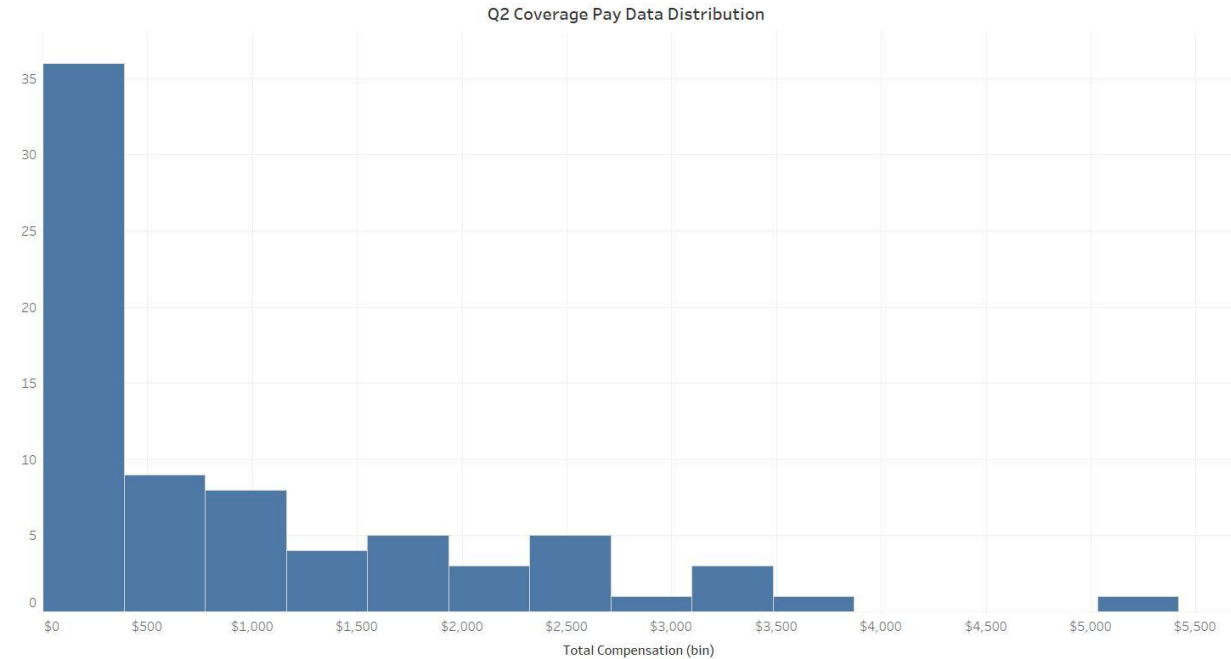
Objective

The following questions will guide the analysis:

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

Distribution

- Majority of the compensation is less than \$1,000. However, there is a right skew in the data due to outliers in the dataset.
- Based on statistical analysis the following metrics define an outlier in Q2 coverages:
 - Number of Coverages: ≥ 66
 - Total Compensation: $\geq \$3,572.03$



Outliers

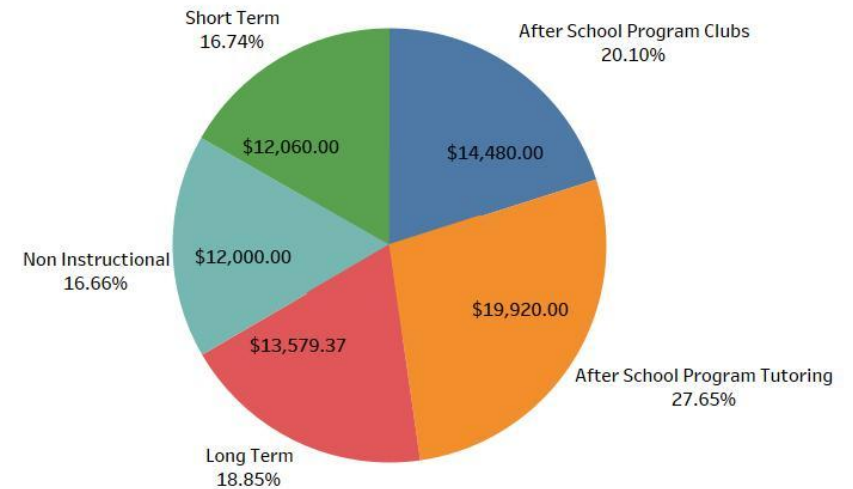
In Q2 Alice Lubrano had approximately 68 of her coverages omitted due to her submitted coverages being within her scope of work. Additionally, the following employees were outliers in Q2:

Name	Number of Coverages	Total Compensation
DaNae Williams	134	\$3,350.00
Daneena Dixon	138	\$5,348.34
Jacqueline Martinez	66	\$1,650.00
Matthew Triolo	78	\$3,222.86

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

- In total, there were 1654 coverages submitted in Q2 totaling \$72,039.37.
- There was an additional coverage type added, After School Program Clubs, which accounted for \$14,480.00 (~20%) of total pay in Q2,
- After School Program Tutoring was the most expensive type of coverage pay despite only accounting for approximately 15% of submitted coverages in Q2
- Non Instructional coverages accounted for the largest percentage, approximately 29%, of submitted coverages.

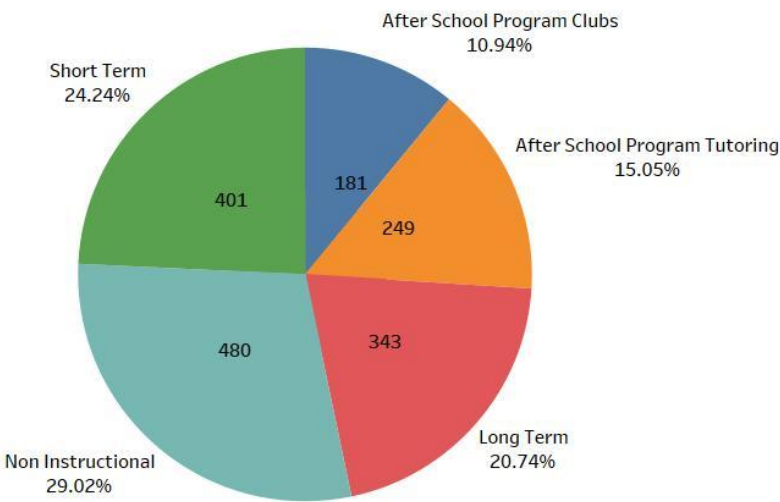
Q2 Total Compensation



Q2 Coverage Type Metrics

- In Q2 there were 1654 coverages submitted by staff.
- Non Instructional coverages accounted for the largest percentage, approximately 29%, of submitted coverages.

Q2 Coverage Type Metrics

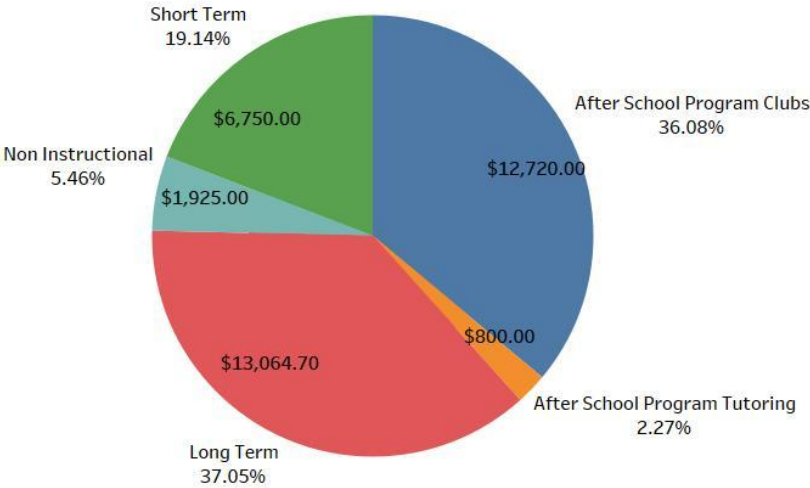


Total Compensation and Coverages - Collegiate

- Long Term Coverages had the highest compensation total at the Collegiate Campus, \$13,064.70(~37%)

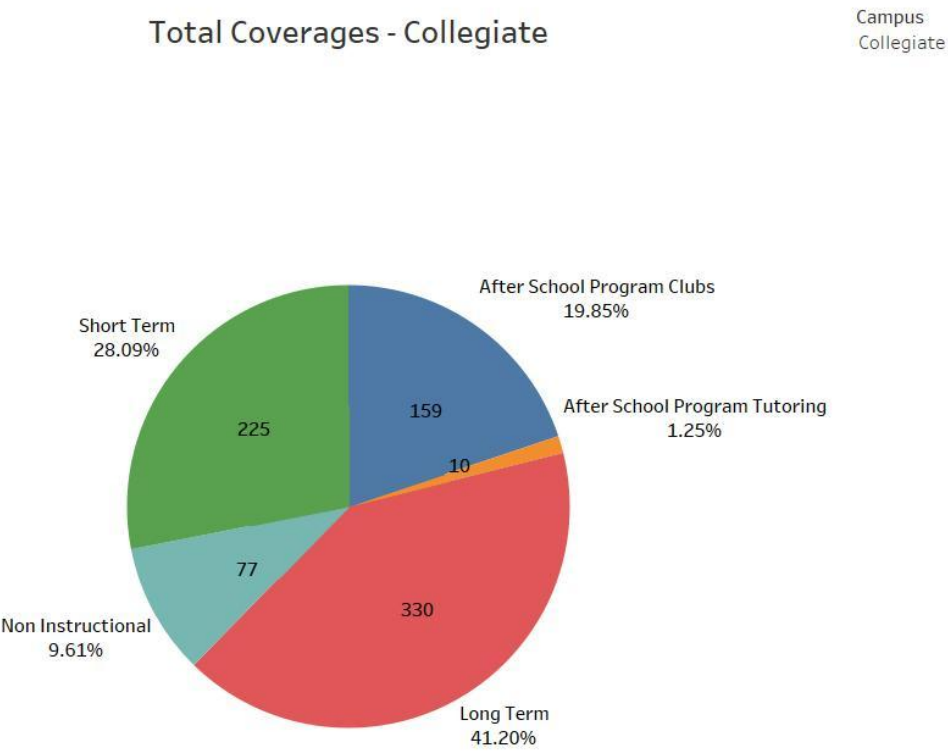
Total Compensation - Collegiate

Campus
Collegiate



Q2 Coverage Type Metrics - Collegiate

- Long Term Coverages were the most frequent type of coverage submitted at the Collegiate Campus, 330 (~41%)

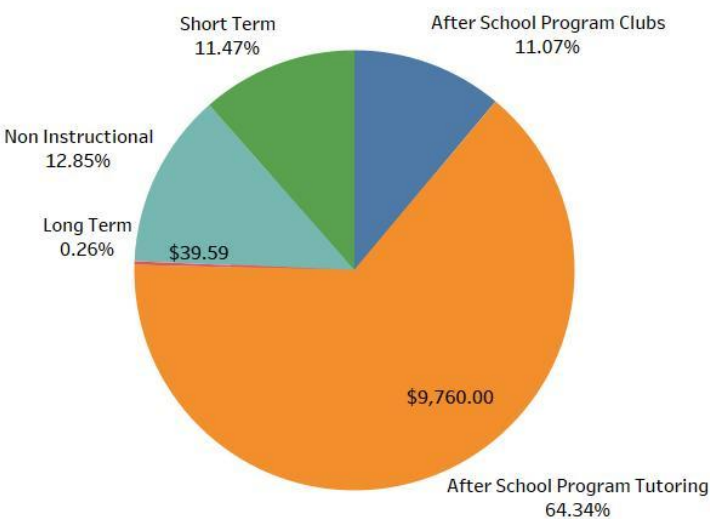


Total Compensation and Coverages - Middle

- After School Program Tutoring was the coverage type that had the highest compensation total, \$9,760(~ 64%), at the Middle School Campus

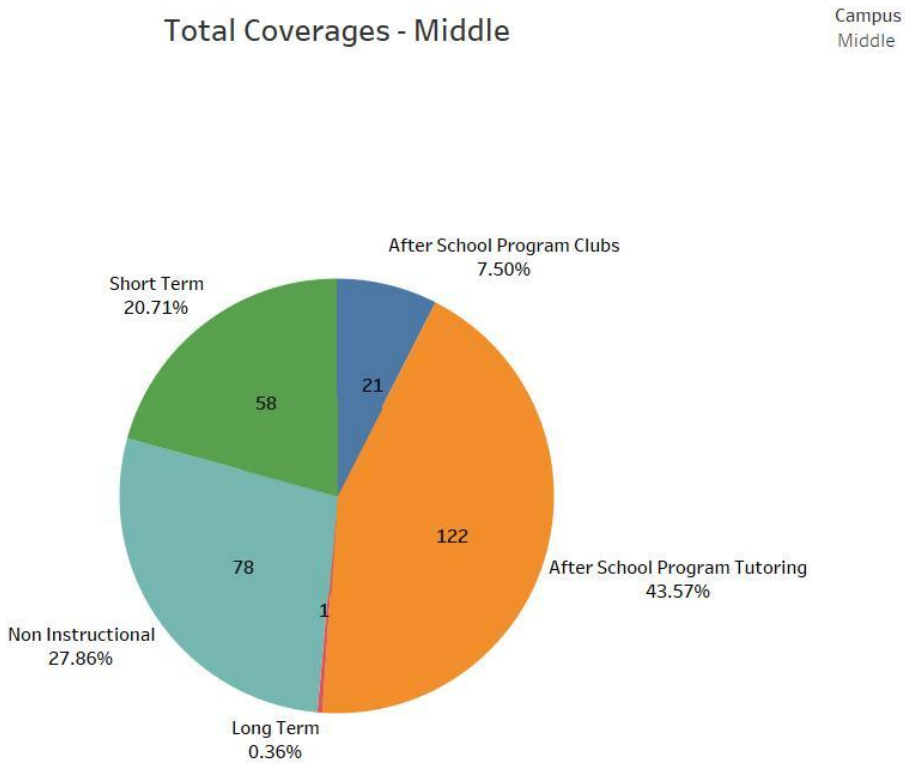
Total Compensation - Middle

Campus
Middle



Q2 Coverage Type Metrics - Middle

- After School Program Tutoring was the most frequent type of coverage submitted, 122(~44%), at the Middle School Campus

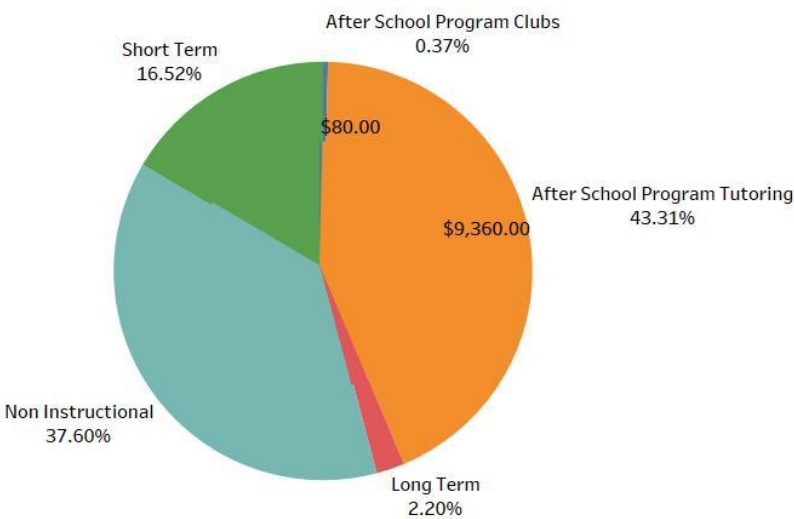


Total Compensation and Coverages - Elementary

- After School Program Tutoring had the highest compensation total at the Elementary Campus, \$9,360.00 (~43%)

Total Compensation - Elementary

Campus
Elementary

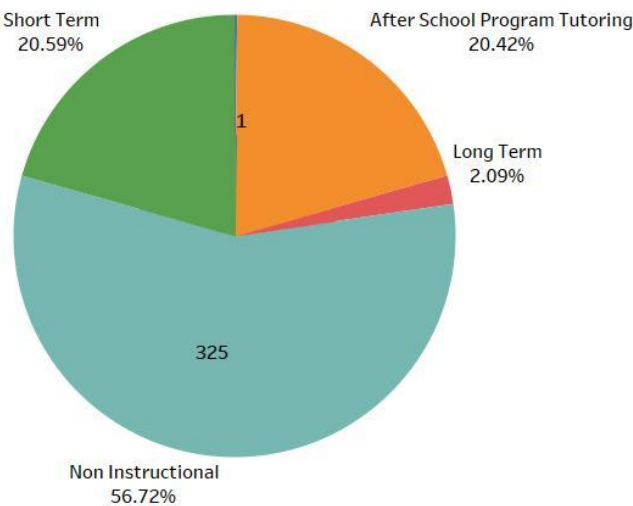


Q2 Coverage Type Metrics - Elementary

- Non Instructional Coverages were the most frequent type of coverage at the Elementary Campus, 325 (~57%)

Total Coverages - Elementary

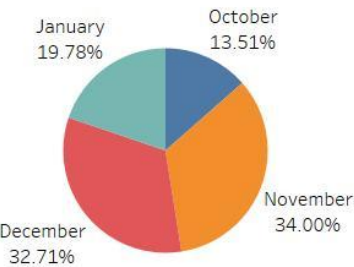
Campus
Elementary



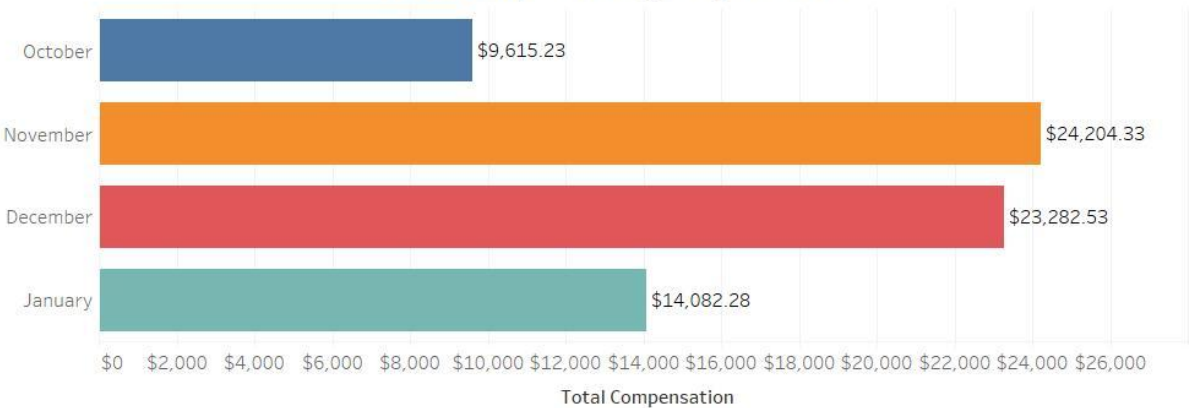
2. What was the total amount of monthly coverage pay received in Quarter 2?

- November had the greatest total of coverage pay in Q2, \$24,204.33(~34%)
- On average, there was an increase of \$1,116.76(~27%) per month in total coverage pay each month.

Q2 Monthly Coverage Pay Percentage



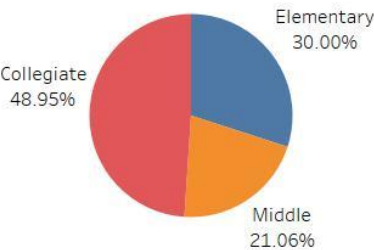
Q2 Monthly Coverage Pay Totals



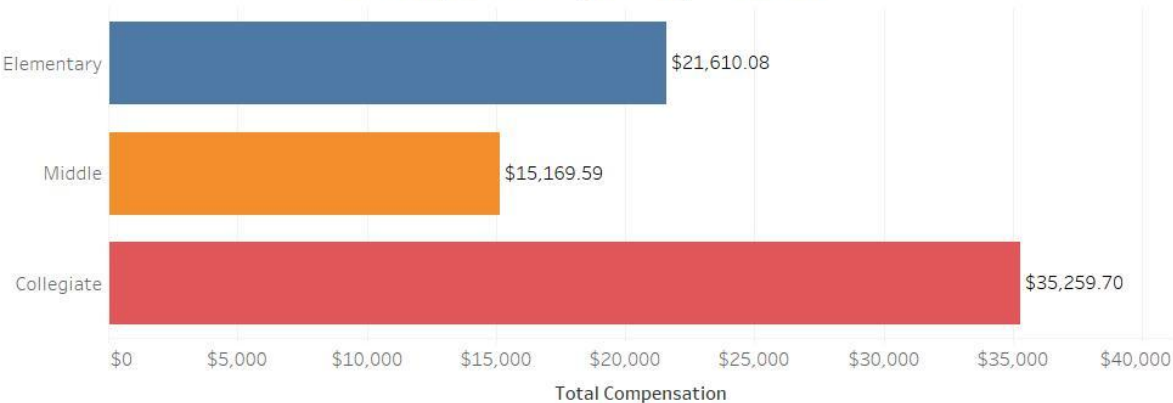
3. What was the total amount of coverage pay received by each campus in Quarter 2?

- The Collegiate Campus was the campus with the highest total of coverage pay in Q2, \$35,259.70 (~49%)

Q2 Campus Coverage Compensation Percentage



Q2 Campus Coverage Compensation



Conclusion

The table below displays the amount left in each campus' budget minus Q2 Coverage Pay as of December 31, 2023:

Campus	Current Teacher Salary Remaining	Q2 Coverage Pay Total	Budget Amount Remaining
Elementary	\$564,100.03	\$21,610.08	\$542,489.95
Middle	\$408,164.69	\$15,169.59	\$392,995.10
Collegiate	\$147,983.13	\$35,259.70	\$112,723.43

Recommendations

I have the following recommendations to reduce coverage pay in Q3:

Reduce the rates for After School Program Tutoring and After School Program clubs respectively to the state average, \$20/hr. The table below will display the costs of three rates using Q2 data:

Type of Coverage	Number of Coverages	\$80/hr	\$40/hr	\$20/hr
After School Program Clubs	181	\$14,480 USD	\$7,240 USD	\$3,620 USD
After School Program Tutoring	249	\$19,920 USD	\$9,960 USD	\$4,980 USD

By reducing the After School Program Clubs rate to the state average there will be a reduction of \$10,860 (75%)

By reducing the After School Program Tutoring rate to the state average there will be a reduction of \$14,940 (75%)

Additionally, making Long Term Coverage a stipend of \$1,880.53, the Long Term Coverage rate, \$39.59, multiplied by the average number of days per quarter, total days, 190, divided by the number of quarters,4.