

## Thomas Edison Charter School Teacher Student Success Act (TSSA) Grant

Governing Board Approval September 3, 2025

Thomas Edison Charter School has felt the impact of fully-certified teacher shortages and limited numbers of potential employees seeking positions as classroom aides. Staffing our schools with highly-qualified teachers and capable classroom aides is a top concern. Retaining teachers and instructional aides plays a critical role in student achievement. In addition to increasing educator pay, we strive to support our teachers and staff through maintaining and updating technology and by providing teachers with assessment data analysis to better inform instruction and interventions to improve school performance and academic achievement.

Thomas Edison Charter School North and South campuses will utilize the full grant amount of \$386,618.82 to address the following needs:

- 40% of the total grant amount will go toward teacher raises. \$154,647.53 will be divided between the two schools, Edison North - \$61,859.01 and Edison South - \$92,788.52.
- 5% of the grant, \$19,330.94, will be applied toward personnel retention in the form of hourly pay increases to aides to make compensation more competitive. Edison North - \$7,732.38 and Edison South - \$11,598.56.
- If schools are able to un-restrict 35% of TSSA funding as previously allowed, TECS plans to do that.
- The remaining 20% of TSSA funds (\$77,323.76) may be applied as follows:
  - North technology expenditures – up to \$30,323.76 for technology purchases for replacement of teacher computers, monitors, and laptops; Microsoft licensing, IXL licenses and educational software not covered by other grants; and a new copy machine.
  - South technology expenditures – up to \$46,394.26 for technology purchases for replacement of teacher computers, monitors, and laptops; Microsoft licensing; IXL licenses and educational software not covered by other grants; and Follett software for Destiny.
  - Any remaining balance will go toward salary and benefits of the TECS Data Analyst. TECS employs a data analyst who analyzes periodic data that is reported to staff in an effort to help them understand trends and identify targeted areas for improved student success. The Data Analyst presents middle-of-year workshops for teachers that support them in identifying tiered intervention needs and potential groupings of students. These efforts assist teachers to deliver quality instruction and fill learning gaps to help students succeed.