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**AUTHORIZATION TO HIRE**

The Authorization to Hire Policy for Sage Oak Charter Schools (SOCS) ensures that staffing levels correspond with student enrollment and efficiently manages the associated student-related direct costs. This policy aims to optimize resource allocation, guarantee educational consistency, uphold fiscal responsibility, maintain operational efficiency, and secure timely board oversight.

In line with this policy, the Superintendent is granted the authority to adjust staff hiring as needed throughout the year based on the actual student enrollment. This adjustment will adhere to the board-approved student-staff ratio chart, which specifies the ideal number of staff members per student for various positions, ensuring the school's adherence to both educational standards and state regulations.

If actual student enrollment exceeds the budgeted projections, this will increase direct costs per student. These costs include, but are not limited to, instructional funds, computer hardware, software licenses, and essential curriculum materials. Thus, this policy authorizes adjustments to the associated per-student projected expenses.

All associated staffing decisions, as well as related expenditures initiated by the Superintendent, will be ratified at the Board's next regular meeting.

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Title	Staff-to-Student Ratio
PLA Teacher	1:28
PLA Teacher +	1:24
VLA Teacher K-3	1:24
VLA Teacher 4-8	1:28
High School EA	1:20
School Psychologist	1:700
Mild / Moderate Special Education Teacher	1:26
Moderate / Severe Special Education Teacher	1:15
Occupational Therapist	1:45
Speech and Language Pathologist	1:45