



BOARD OF SCHOOL TRUSTEES  
KELLER INDEPENDENT SCHOOL DISTRICT

**9J. Action Date: April 23, 2007**

**SUBJECT: APPROVAL OF 2007-08 DISTRICT STAFFING PLAN – PARAPROFESSIONAL AND CAMPUS OPERATIONAL SUPPORT**

**BOARD GOAL: The Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff.**

**FISCAL NOTE: 2007-08 General and Federal Funds**

**Background Information:**

- Campus positions are based upon student projections for 2007-08
- Factors included in the 2007-08 District Staffing Plan are:
  - Student enrollment growth
  - Staffing for one new campus
- Special Education paraprofessional staffing is based upon best practice indicators for inclusion and to meet requirements of individual education plans
- Regular instructional paraprofessional staffing is based upon best practice guidelines for adult to student ratios
- Clerical and office support staffing is based upon workload requirements. One additional office clerk is being recommended in basic staffing at the elementary and intermediate schools. Those positions are not included in the attached spreadsheet, but are included in the Budget Assumptions at a cost of \$420,000

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**The administration recommends the Board accept this document as a basic staffing plan guideline for the 2007-08 school year to allow for the transfer and hiring of campus paraprofessional support personnel.**

Respectfully submitted,

Penny Benz  
Assistant Superintendent of Human Resources