



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

9A. Action

Date: March 12, 2009

SUBJECT: APPROVAL OF 2009-10 DISTRICT CAMPUS STAFFING PLAN

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

FISCAL NOTE: 2009-10 General and Federal Funds

Background Information:

- The District Campus Staffing Plan provides the basis for allocating positions to campuses for administrative, instructional and paraprofessional/support staffing.
- Keller ISD faces a budget shortfall for 2009-10 based upon the current funding formula. School districts are service providers; therefore a large portion of the district's budget is for employee salaries. Changes to the staffing guidelines have a significant impact to the budget.
- Key Elements of the Plan include
 - Maintaining State-mandated formula of 22:1 in elementary (K-4)
 - Modification of classroom teacher formula to 26:1 at intermediate through high school
 - Realignment of duties of intervention support teacher at intermediate and middle to allow Compensatory Education funds to be utilized instead of local dollars
 - Change in number of course offerings at high school
 - Preservation of common planning period for core content teachers at high school
 - Change in number of non-core teacher instructional periods at high school
 - Modification of clerical staff formula at all levels to provide appropriate support
 - Modification of lunchroom monitor formula at elementary and intermediate

Administrative Considerations:

- Implementation of these guidelines, as approved, will be through attrition and reassignment opportunities to the greatest extent possible.
- Transfers, assignments and reassignments will be made to fill openings on current campuses and at the new high school with the goal to minimize the need to hire additional staff.
- Board approval of the proposed staffing guidelines will allow for significant progress toward presenting a balanced budget for 2009-10.
- Board approval of the staffing guidelines will allow principals to plan their classroom and master schedules for 2009-10 and work with staff to make assignments based on appropriate credentials.

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The administration recommends that the Board of Trustees approve the 2009-10 District Campus Staffing Plan as presented.

Respectfully submitted,

Penny Benz
Assistant Superintendent of Human Resources