

Zionsville Community Schools

Board of School Trustees Meeting "Item for Consideration"

New Business Item 6e • Date: March 9, 2026

2026-2027 Certified Staffing Recommendation

Category:

<input checked="" type="checkbox"/> Human Resources, Personnel/Staffing	<input type="checkbox"/> Curriculum, Instruction, Assessment	
<input checked="" type="checkbox"/> Finance, Budgeting, Accounting	<input type="checkbox"/> Student Services	<input type="checkbox"/> Board Policy
<input type="checkbox"/> Facilities, Transportation, Nutrition	<input type="checkbox"/> Community Relations	<input type="checkbox"/> Other

Type of Board of Trustees Consideration Sought:

Action	<input checked="" type="checkbox"/>
Discussion	<input type="checkbox"/>
Report	<input type="checkbox"/>

Facts of this Matter:

Each spring an analysis of staffing needs for the upcoming school year is completed and a recommendation is presented to the Board. The analysis consists of rolling up each cohort of students in each school and comparing the result to existing staffing at each level. At the middle and high school level, student course selections have been taken into consideration.

To the extent possible, we request staffing in the spring to accommodate existing student enrollments with a very conservative growth factor. We then closely monitor new enrollments as they occur throughout the intervening months, recommending additional staff only when warranted by actual enrollment changes.

Other significant factors that influence the staffing recommendation are class size targets, special education needs, and available funding to hire additional staff. Upon the conclusion of the staffing analysis and the meetings with building and program leaders, the resulting cost of the staffing recommendation is reviewed to ensure adequate funds will be available to support proposed new staffing. We have determined that adding these new positions for 2026-2027 align with the 2026 budget.

Regarding class size targets and metrics, it is important to note that class sizes are impacted by numerous variables leading to differences from the average. Accordingly, whether due to such factors as limited sections, a special program or offering, classroom or lab space limitation, or limited scheduling flexibility, the result may be a class size that is more than a few students under or over the desired metric. The metric is a desired ratio of students to teachers. A reasonable variance of approximately five (5) students either direction from the theoretical metric is the common target for class sizes that we normally deem acceptable.

Also included in the staffing process but not apparent on the recommendation is the transfer and/or sharing of staff between buildings. Please note these transfers and/or sharing of staff between schools are essential to the annual staffing process.

After planned transfers and anticipated assignments, we are requesting an addition of 3.0 FTE at Zionsville Community High School to fill roles in English, Health and Preparing for College and Careers. As in recent years, K-8 assignments will be allocated to adjust to current enrollment levels.

Objective POSITIVES and Financial Implications related to this item or approach:

- The total approximate annualized new costs to the Education Fund and the Referendum Fund combined resulting from this recommendation is estimated as being \$228,924.66. The portions of these total annualized new costs for the part of the 2026-2027 school year that falls within the 2026 calendar year were anticipated in the 2026 budget.
- Staffing needs can also be met by increasing the FTE of current employees, which is the most cost-effective solution.

Objective NEGATIVES related to this item or approach:

The additional personnel cost is always a serious concern; however, maintaining reasonable student-teacher ratios is critical to continuing and improving upon the high level of student outcomes both desired and expected by our constituents.

Opinion/Recommendation:

It is recommended that the Board authorize the posting of positions and hiring of additional staff as presented with the understanding that student enrollment will be closely monitored throughout the remainder of the school year and summer months such that additional staffing may be requested should actual enrollment increases dictate such need.

Suggested Wording for a Motion, if any:

I move that the Board authorize an additional increase in certified staff up to 3.0 FTE (Full-time Equivalent) for the upcoming school year.