



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

8B. Action

Date: February 25, 2008

SUBJECT: APPROVAL OF 2008-09 DISTRICT CAMPUS STAFFING PLAN

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

FISCAL NOTE: 2008-09 General and Federal Funds

Background Information:

- Campus positions are authorized based upon student projections for 2008-09
- Classroom teachers are authorized based upon a formula of number of students to a teacher
 - Elementary classroom teachers formula is 22:1
 - Intermediate, middle and high school classroom teachers formula 25:1
- Elementary, intermediate and middle levels are allocated specialty teachers (art, music, P.E.) in addition to the formula
- Elementary and intermediate levels are allocated ESL and GT teachers based upon a formula of identified students needing services
- Special Education positions are allocated based upon a formula of identified students needing services
- Campus instructional position proposals included in the 2008-09 District Staffing Plan are:
 - Elementary
 - Re-title the Reading (BRIDGE) teacher to Intervention Support teacher and repurpose the role to provide interventions in all core content areas. Positions had previously been funded from a mixture of sources; changing to pure local funding to allow more flexibility based upon student needs – no additional monies requested
 - Intermediate
 - Re-title the Reading (BRIDGE) teacher to Intervention Support teacher and repurpose the role to provide interventions in all core content areas. Positions had previously been funded from a mixture of sources; changing to pure local funding to allow more flexibility based upon student needs – no additional monies requested
 - Authorize Math teacher at basic staffing (600) – no budget impact

- Middle School
 - Add 0.5 Athletic Trainer position to provide coverage for middle school athletic periods and events -- \$117,500 budget impact
 - Authorize Math teacher at basic staffing (600) – no budget impact
- High School
 - No additional requests/changes
- Keller Learning Center
 - Reclassify the administrative assistant position to an assistant principal to align position with required duties and responsibilities -- \$3,000 budget impact
 - Reclassify the office aide position to an attendance clerk to align position with required duties and responsibilities – \$2,000 budget impact
 - Add 1.0 regular teaching position to establish minimum staffing requirement based upon State requirement to provide a 7 hour school day -- \$50,000 budget impact

Administrative Considerations:

- The District Campus Staffing Plan provides the basis for allocating positions to campuses for administrative, instructional and paraprofessional/support staffing.
- The cost of the recommendations is estimated to be \$172,500.

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The Administration recommends that the Board approve the District Campus Staffing Plan for the 2008-09 school year to allow for the transfer and hiring of campus positions.

Respectfully submitted,

Penny Benz
Assistant Superintendent of Human Resources