



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: March 17, 2014
AGENDA ITEM: Staffing Recommendations for 2014-2015
PRESENTER: Lynn McKinney

ALIGNS TO BOARD GOAL(S): Human Resources: The District shall recruit, train, and retain a highly qualified staff.

Background Information:

Each year the administration presents a projection of staff needs to the Board based on the latest information from a variety of sources, such as current enrollment and the demographer's report.

Administrative Considerations:

- Class Size Waivers were required and submitted for all four elementary campuses this year. We had a total of 16 waivers. Enrollment in Grades K through 4 is monitored on a weekly basis throughout the school year. It is evident based on increasing enrollment that six additional elementary teachers will be necessary for the 2014-2015 school year. To meet this need, the four current certified computer lab teachers will be moved into the classroom. Four highly qualified paraprofessionals will be hired to operate the computer labs (the classroom teachers are required to accompany their classes to the lab). In addition to this move we will hire two additional teachers to cover the six positions needed due to increased enrollment. Even with the six additional teaching positions we still anticipate that we will submit class size waivers for nine classrooms involving all four elementary campuses.
- As the 5th grade moves to McAnally the following additional positions are necessary:
 - 1 additional assistant principal
 - 1 additional librarian
 - 1 additional counselor
 - 1 additional office aide/receptionist
- To implement HB 5 requirements for the new graduation plans as we expand course offerings to our students the addition of two CTE teachers in the areas of engineering/manufacturing and ag science are necessary.
- To better serve the needs of special population students (special education, 504, Rtl) a district wide behavior specialist is needed to assist students, parents, teachers, and principals as we work with student behavior evaluations and individual behavior plans.

Fiscal Note:

If all recommended additional positions are approved the personnel budget for 2014-2015 would increase by approximately \$449,500. This is an increase of 1.92% of our total 2013-2014 personnel budget.

Administrative Recommendation:

Administration recommends approval of additional staff as presented so that these positions may be posted now.