



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: March 18, 2013

AGENDA ITEM: Staffing Recommendations for 2013-2014

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. Although two years ago the Legislature cut \$5 million from our budget, due to the conservative approach to staffing and budgeting over the last several years we are currently in a stronger financial position. This position will provide the means to add the necessary staff to meet the current requirements of our students.

Administrative Considerations:

- Class Size Waivers were required and submitted for one elementary campus this year. Enrollment in Grades K through 4 is monitored on a weekly basis throughout the school year. It is evident based on increasing enrollment that two additional elementary teachers will be necessary for the 2013-2014 school year. Campus assignment will be determined once enrollment is verified.
- The addition of a remediation teacher at Aledo Middle School to allow students the opportunity for intensive tutoring in math and reading in order to meet the Student Success Initiative (SSI) promotion requirements for Grade 8.
- The addition of a math teacher at Aledo High School will allow for smaller class size in math and provide additional remediation opportunities for students.
- The addition of one full time counselor for Aledo Middle School will allow us to return the counselor that is currently split between McAnally and AMS to McAnally full time. The addition of this counselor will provide one full time counselor for each grade level for grades 6 through 12.
- The addition of a Counselor at Aledo High School. As we have discussed in prior meetings, we will be expanding the job duties of our current District Lead Counselor to include working more proactively regarding the emotional and mental health needs of our students. Thus the need to add a counselor at the high school.
- The Instructional Technology Specialist position that has been part time needs to be increased to a full time position in order to meet the instructional and professional development needs of the staff.
- The addition of a full time Assistant Principal at Aledo High School will provide a counselor and an Assistant Principal for each grade level for grades 10, 11, and 12.

Fiscal Note:

If all recommended additional positions are approved the personnel budget for 2013-2014 would increase by approximately \$420,000. This is an increase of 1.5% to our total personnel budget based on this year's budget.

Administrative Recommendation:

Administration recommends approval of additional staff as presented.