



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

9C. Action

Date: April 8, 2010

SUBJECT: APPROVAL OF REVISED 2010-11 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: 2010-11 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 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.

Administrative Considerations:

- Implementation of these guidelines, as approved, is expected to be through attrition and reassignment opportunities.
- Transfers, assignments and reassignments will be made to fill openings on current campuses and at the new 5-8 campus and Timber Creek High School with the goal to minimize the need to hire additional staff.
- Board approval of the staffing guidelines will allow principals to plan their classroom and master schedules for 2010-11 and work with staff to make assignments based on appropriate credentials.
- The revised staffing formula recommendation of 1:27 for grades 5-12 will result in increased staffing efficiencies.

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The Administration recommends the Board approve the revised 2010-11 District Campus Staffing Plan to reflect a formula of 1:27 at the Intermediate, Middle and High school levels.

Respectfully submitted,
Penny Benz
Assistant Superintendent of Human Resources