

School Board Study (Work) Session

Study (Work) Session will begin five minutes after adjournment of the Closed Session.

1. Introductions
2. Budget Update - Staffing Discussion (15 minutes) 2
Amy O'Hern, Executive Director of Human Resources
3. Board Topics 31
 - A. Finalizing Board Committee Assignments (10 minutes)



Robbinsdale Area Schools

Staffing

January 6, 2025

Amy O'Hern, Executive Director of Human Resources

Land Acknowledgement

We acknowledge Robbinsdale Area Schools is located on the homelands of the Dakota and Ojibwe people.

We recognize the painful history of genocide and forced assimilation of the Indigenous inhabitants of this land.

We honor and respect the many Indigenous peoples who live on and hold sacred these lands, and we stand with members of these Nations to fight injustice in all of its forms.

We uphold the preservation of Dakota and Ojibwe languages, land based education, and tribal sovereignty.



ROBBINSDALE
Area Schools

Our mission

*The mission of
Robbinsdale Area Schools
is to inspire and educate
all learners to develop
their unique potential and
positively contribute to
their community.*



Purpose

- Understand the comparison of staffing and enrollment between FY15 and FY25.
- Gain insight into FY25 FTE allocations and evaluate the potential impact of adjusting class size ratios.



Outcomes

- Engage in shared learning regarding the staffing and enrollment between FY15 and FY25.
- Be informed about our current staffing allocations at each site.
- Understand teacher contract language how it relates to class size.
- Understand implications and provide input on increasing class size ratio.



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Staffing Timeline

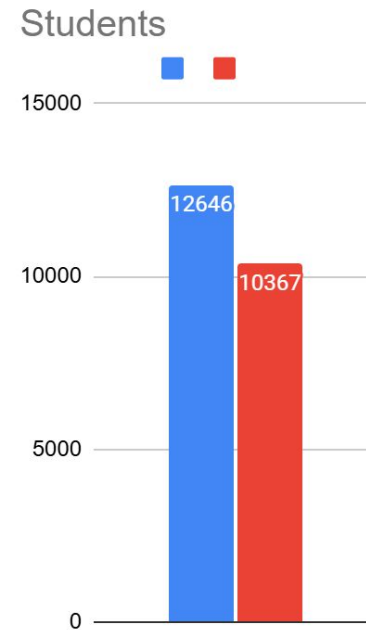
- Jan. 21, 2025 - School board approves staffing ratios
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- March 7 - Staffing allocations completed by principals
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Decline in Students vs. Growth in Staffing (2014–2024)

Rdale experiencing **declining** student enrollment and **increasing** staffing costs over the past decade.

Student Enrollment Decline:

- 2014: 12,646 students
- 2024: 10,367 students

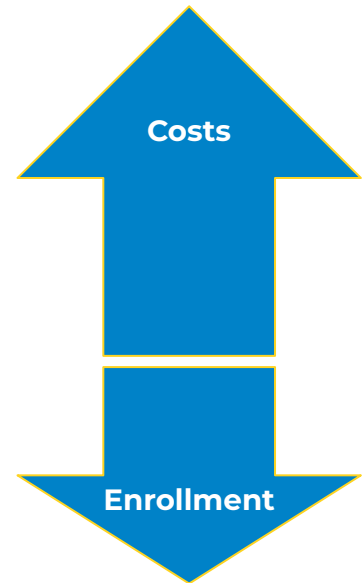


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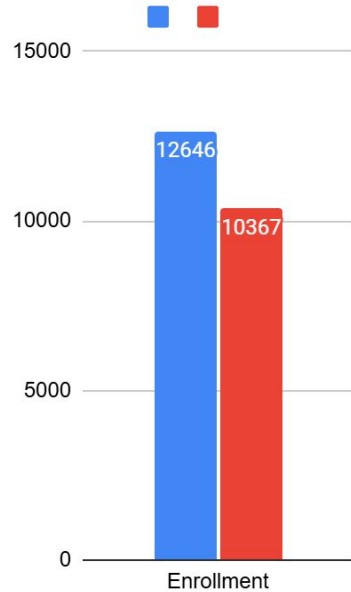
Salary and Benefits as a Share of General Fund:

- 2013–14: **77.1%** of the general fund
 - Total Salary and Benefits: **\$114,811,512.89**
 - Total General Fund: **\$148,915,296.37**
- 2023–24: **76.6%** of the general fund
 - Total Salary and Benefits: **\$160,925,250.21**
 - Total General Fund: **\$210,050,175.91**

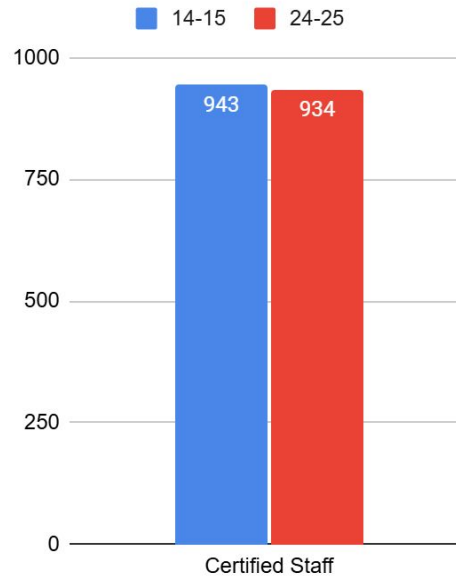


Student to Certified Staff Comparison 2014-24

Students



Certified Staff

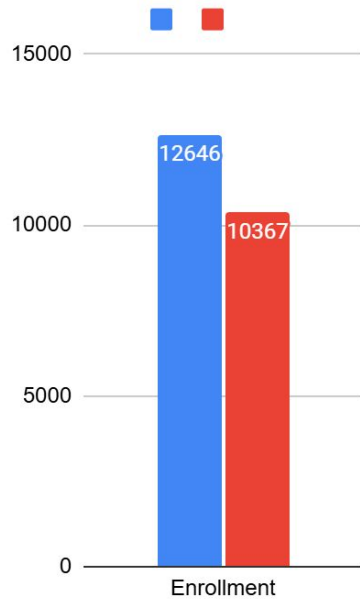


Change Comparison

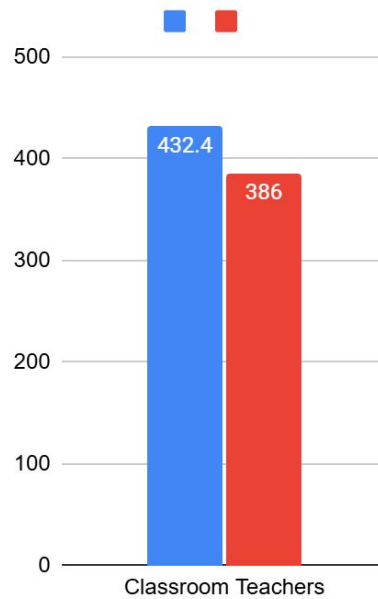


Students to Classroom Teacher Comparison 2014-24

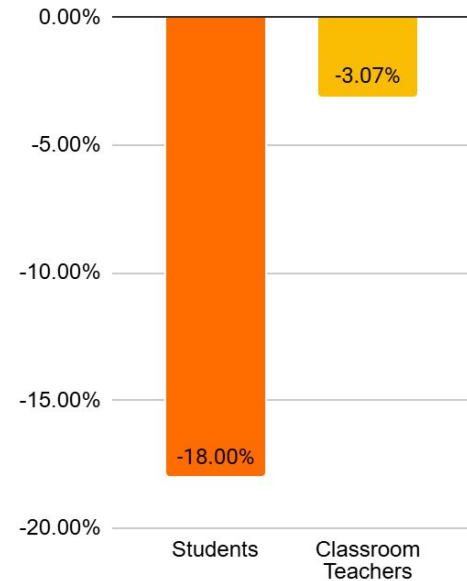
Students



Classroom Teachers

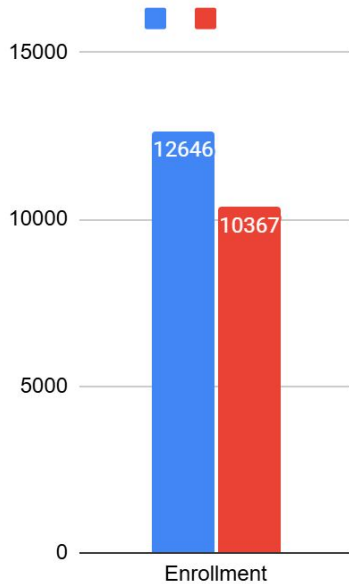


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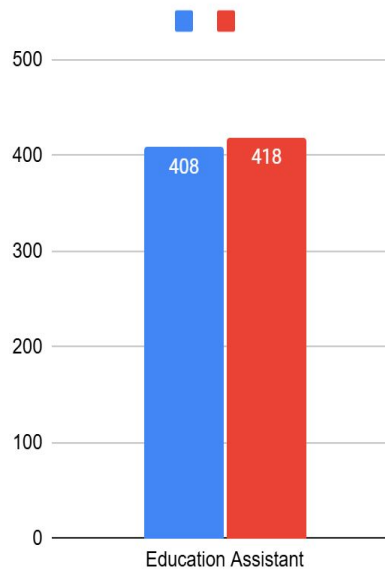


Student to Education Assistant Comparison 2014-24

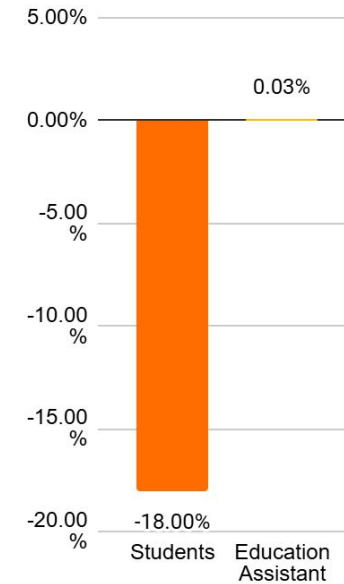
Students



Education Assistant

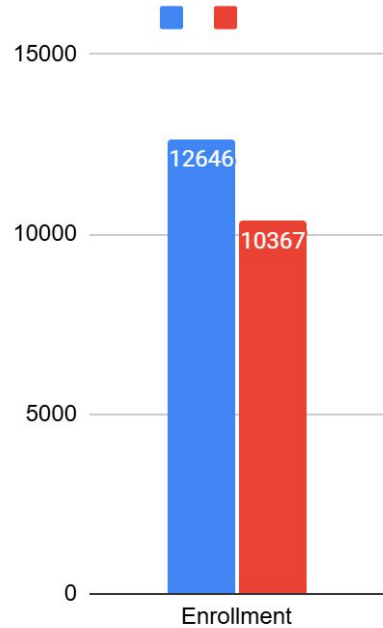


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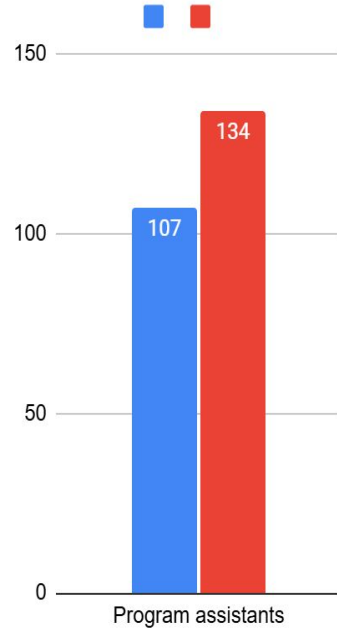


Student to Program Assistant/Robbinsdale Equity Allies Comparison 2014-24

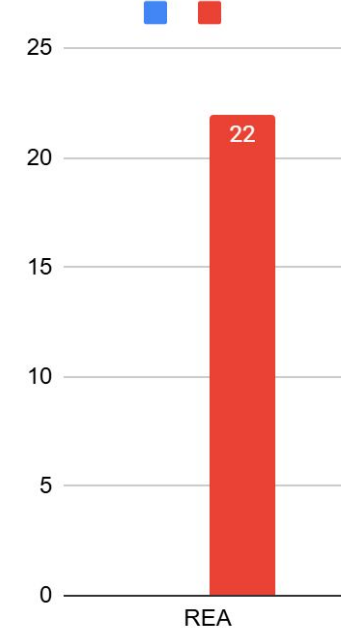
Students



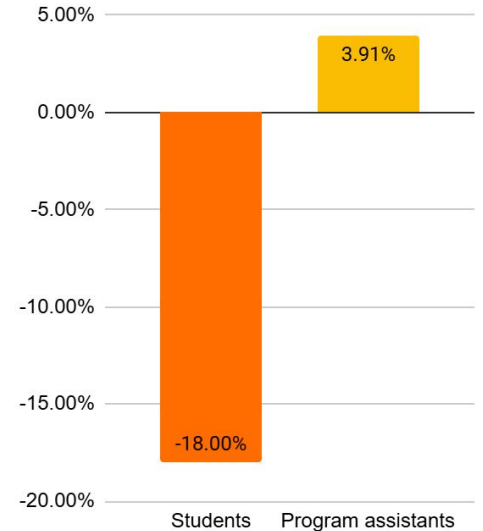
Program Assistants



REA

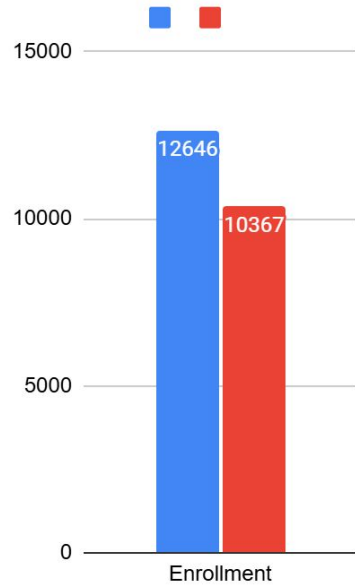


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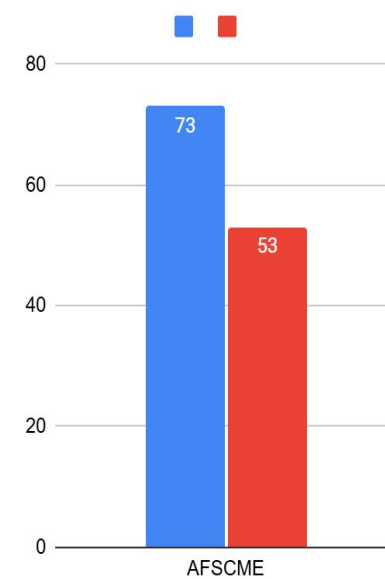


Student to AFSCME Comparison 2014-24

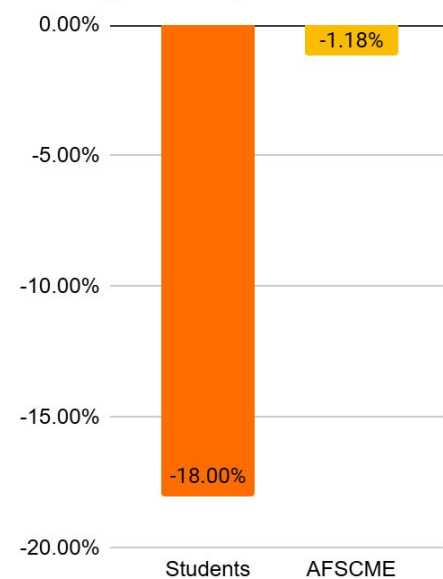
Students



AFSCME

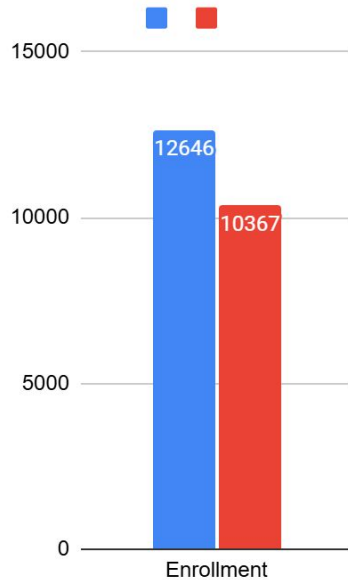


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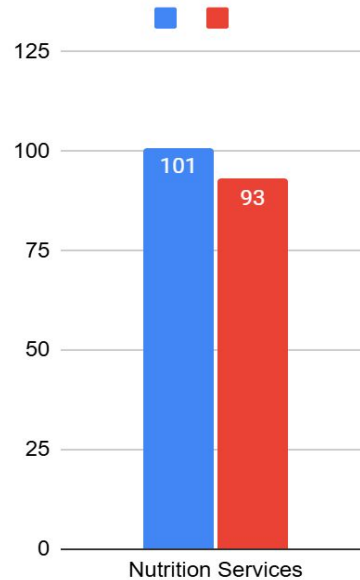


Student to Nutrition Services Comparison 2014-24

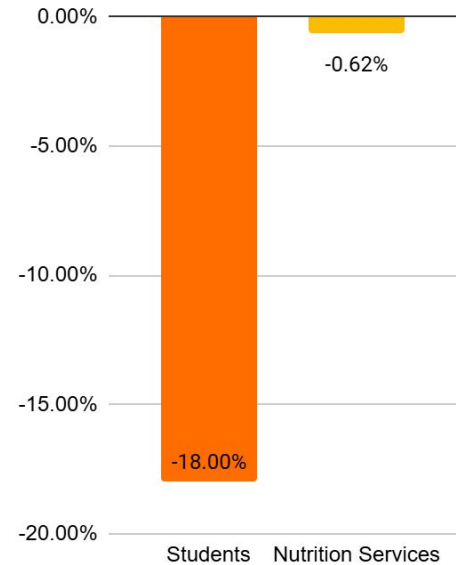
Students



Nutrition Services

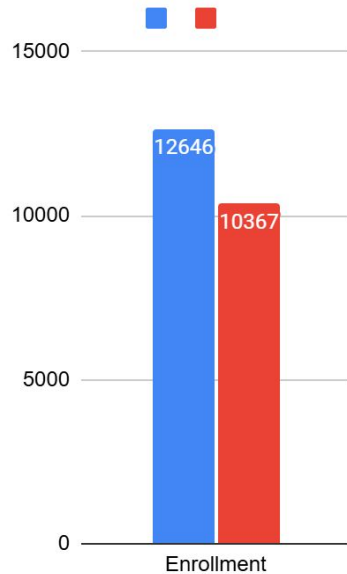


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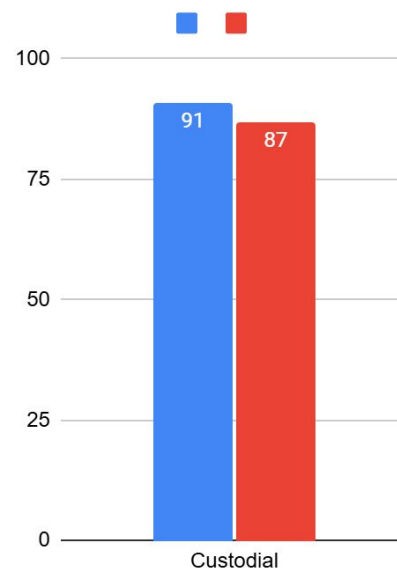


Student to Custodial Comparison 2014-24

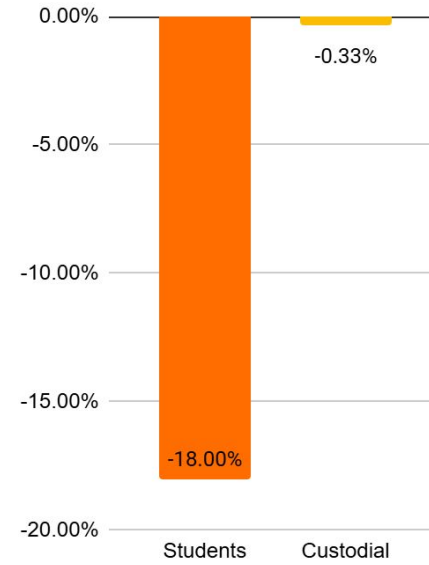
Students



Custodial

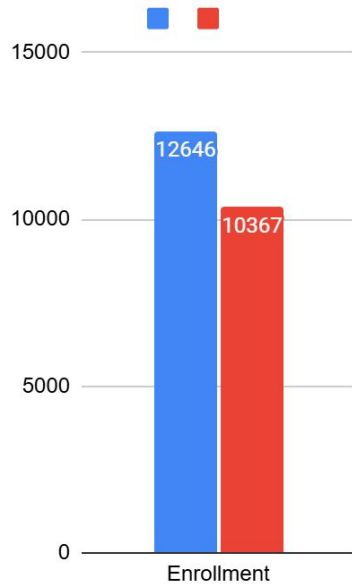


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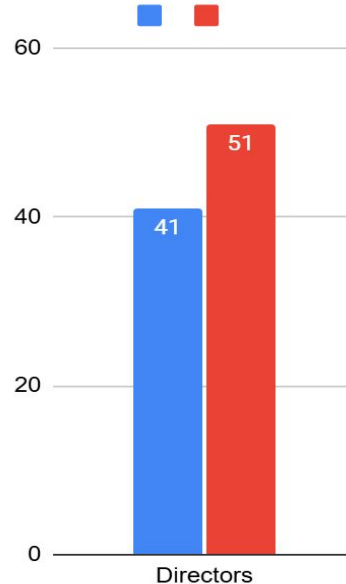


Student to Director Comparison 2014-24

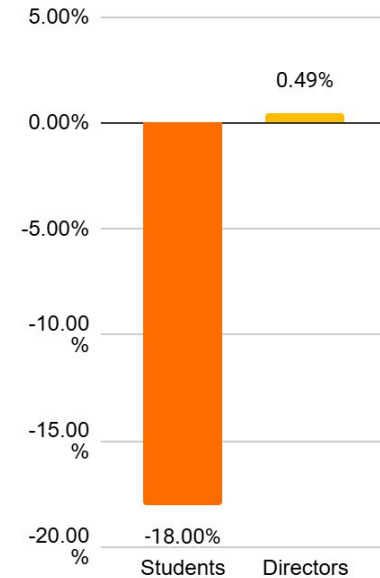
Students



Directors

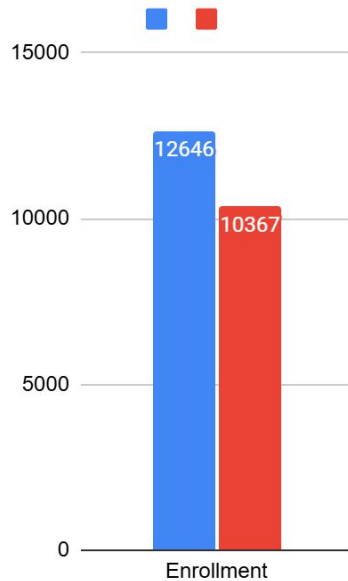


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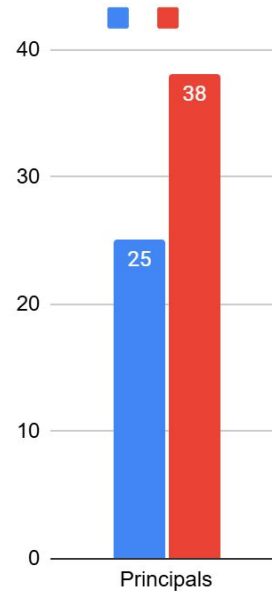


Student to Principal Comparison 2014-24

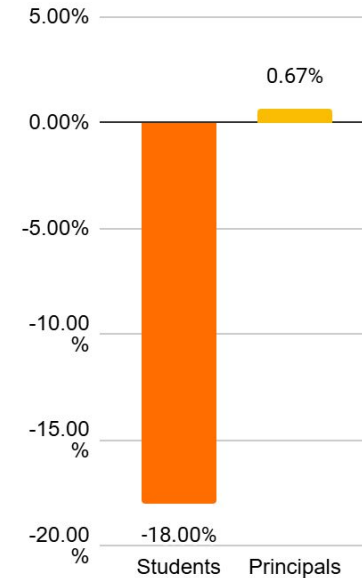
Students



Principals

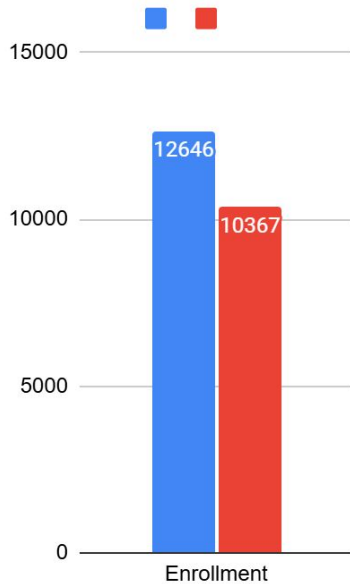


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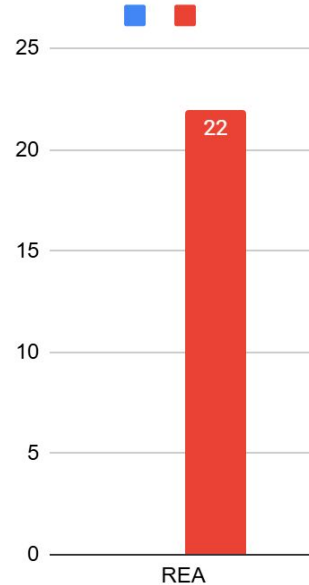


Student to Robbinsdale Equity Allies Comparison 2014-24

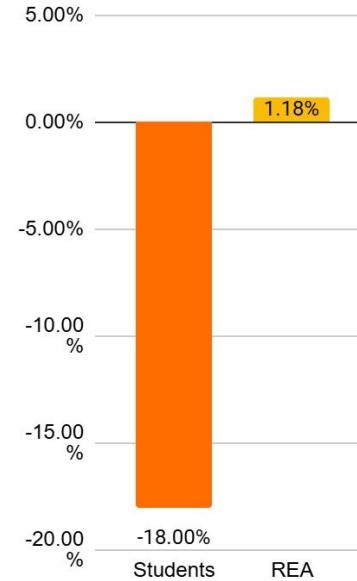
Students



REA

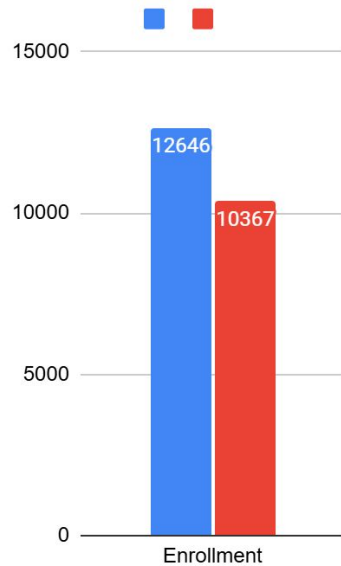


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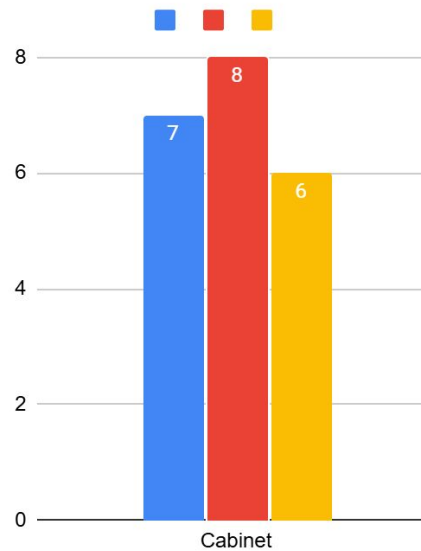


Student to Cabinet Comparison 2014-24

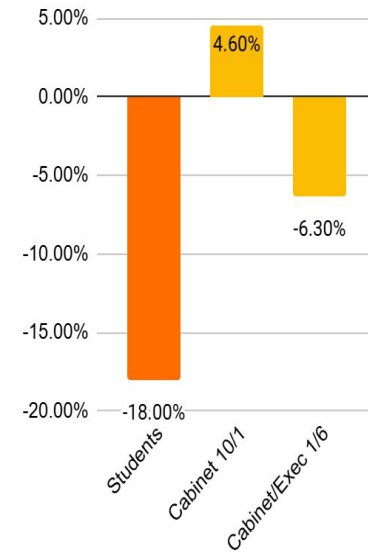
Students



Cabinet/Executive Director



Change Comparison



Comparable Districts: Class Size Ratio

District	K	1	2	3	4	5	MS	HS
<u>Robbinsdale</u>	<u>25</u>	<u>26</u>	<u>28</u>	<u>28</u>	<u>30</u>	<u>31</u>	<u>25.2</u>	<u>28.1</u>
Bloomington	25	28	28	28	30	30	27	29.65
St. Louis Park	23	23	24	26	28	29	26	27
Lakeville	24	24	28	30	32	32	29	28
Minneapolis	22-27	22-28	22-28	25-34	30-36	30-36	40-42	40-44

Elementary Staffing Allocations

Enrollment Class Size Targets	K	1	2	3	4	5
Class Size Ratio	25	26	28	28	30	31
Minimum	18	19	21	21	23	23
Maximum	25	26	28	28	30	31
Mid-Point	21.5	22.5	24.5	24.5	26.5	27.5

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Additional allocations:

- Nurse
- Media
- Social Worker
- English Learners
- Voluntary Pre-Kindergarten
- Achievement & Integration
- Administration
- Art
- Music
- Physical Education

Middle School Staffing Allocations

Enrollment Allocation – 1 : 25.2

Additional allocations:

- Nurse
- Media
- English Learners
- Counselor
- Achievement & Integration (AVID)
- Social Worker
- Administration



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High School Staffing Allocations

Enrollment Allocation – 1 : 28.7

Additional allocations:

- Nurse
- Media
- English Learners
- Counselor
- Other - Technology - BARR - IB
- Achievement & Integration (AVID)
- Social Worker
- Administration



2024-25 Staffing to Ratios

Current Staffing Ratio	
Kindergarten	20.2
1st	20.4
2nd	21
3rd	23.5
4th	22.9
5th	23.3
Middle School	22.5
High School	23.4

Rdale Max Class Size Ratio	
Kindergarten	25
1st	26
2nd	28
3rd	28
4th	30
5th	31
Middle School	25.2
High School	28.1

\$20 million budget reduction

We have an **opportunity** to make staffing adjustments to support our budget reduction that **also fit** within existing guidelines.



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As we

If we staffed at the top end of the class size ratio we would reduce the following FTEs.

81.2 FTE = 8.6

Kindergarten	7
1st	7
2nd	9
3rd	5
4th	7
5th	8
Middle School	9.8
High School	28.4

Future Considerations

Staff at the top end of the class size ratio

Increase class size ratios at:

- Elementary
- Middle School
- High School

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Knowing that the following Memorandum of Understanding* is in the teacher contract

**This Memorandum of Understanding is entered into between Independent School District 281 and the Robbinsdale Federation of Teachers. It is agreed that the staffing ratios used based on this agreement will continue moving forward.*

Staffing Timeline

- Jan. 21, 2025 - School board approves staffing ratios
- Feb. 3 - Standard of Service allocated to principals
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Questions and Discussion



Approved:

2025 SCHOOL BOARD COMMITTEE ASSIGNMENTS (DRAFT)

Note: All committees have some date variables due to holidays and other calendar concerns.

KEY: Committees proposed to sunset

Proposed changes in red

Board Committees	Board Book Posting (yes or no)	Meeting Info	Representative(s)	Alternate(s)	Notes
Ad Hoc Committee: Safety and Security (3 Board Members)	Yes		Kim Holmes, Caroline Long		Voted by resolution in 2022-2023 School Year
Ad Hoc Committee: Transportation and Capital (3 Board Members)	Yes		Helen Bassett, Greta Evans-Becker		Voted by resolution in 2023-2024 School Year
Finance Advisory Council (FAC) to include OPEB	Yes	Quarterly (4-6 meetings/year)	Aviva Hillenbrand, Helen Bassett, ReNae Bowman		Per bylaws, Treasurer is Council member
Governance Policy Committee (3 Board Members)	Yes		ReNae Bowman, Aviva Hillenbrand, Kim Holmes		TBD by Board based on district policy review cycle
Representatives to In-District Committees		Meeting Info	Representative(s)	Alternate(s)	Notes
Community Ed Advisory (CEAC)		4th Monday, 5:00 p.m.	Greta Evans-Becker		
District Curriculum Advisory Committee (formerly SAC)		4 times a year	Helen Bassett, Greta Evans-Becker		State Statute Committee
District 281 Partnership		4th Tuesday, 7:30 a.m. via Zoom	All invited to attend		One hour - virtual meeting
InterSchool Council (ISC)		Thursdays at 6:30 p.m. Hybrid (in person and via Zoom)	All invited to attend		
Legislative Action Coalition (LAC) (2 Board Members)		3rd Thursday, 5:00 p.m.	ReNae Bowman,		
Special Ed Advisory (SEAC)		Quarterly, Monday, varies	Caroline Long		Generally third Monday, State Statute Committee
RFT Teacher of the Year & EA of the Year		TBD, Spring only	ReNae Bowman, Kim Holmes		One works with team to determine the RFT Teacher of the Year, the other works with team to determine the RFT EA of the Year (15-20 hour commitment)
Representatives to Out-of-District Committees		Meeting Info	Representative(s)	Alternate(s)	Notes
AMSD		1st Friday, 7:30 a.m.	ReNae Bowman		School Board Chair
Brooklyn Bridge Alliance (Board member must sit on board)		Quarterly, Wednesday, 3 p.m.	Caroline Long		
District 287		2nd & 4th Thursday, evening	Caroline Long		2 year term \$4000.00 stipend annually

MDE TNEC Representative		October and one additional meeting each year	ReNae Bowman		Superintendent and School Board Chair
MSBA Education					
MSBA Delegate Assembly		December			Application late summer
MSHSL Armstrong					
MSHSL Cooper			Greta Evans-Becker		
NSBA					
Redesign Family Service Collaborative (1 Board Member)		3rd Tuesday, 6:30 p.m.	Helen Bassett		
					<i>Updated: 12/19/24</i>

Approved: 1/6/25

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District 281 Partnership		4th Wednesday, 7:30 a.m. in person with option to Zoom in	All invited to attend		One hour - virtual meeting Molly will work on sending invites
InterSchool Council (ISC)		Thursdays at 6:30 p.m. Hybrid (in person and via Zoom)	All invited to attend		Molly will work with Aiysha to get invites sent
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					<i>Updated: 1/7/25</i>