

Public School Staffing Requirements

What is the K-12 Staffing Minimum
Requirement and How Close are
Districts to this Minimum?

Why This Question?

- Most districts face significant budget reductions as costs grow faster than revenue:
 - COLA for local funds/employees
 - Other compensation
 - Utilities/insurance/facilities maintenance
- Districts can:
 - Reduce staff in order to reduce overall expenditures on compensation
 - Cut programs (mostly staff)
 - Defer maintenance (anecdotally, too little left to cut)
- How much can districts reduce staff?

Requirements Summary

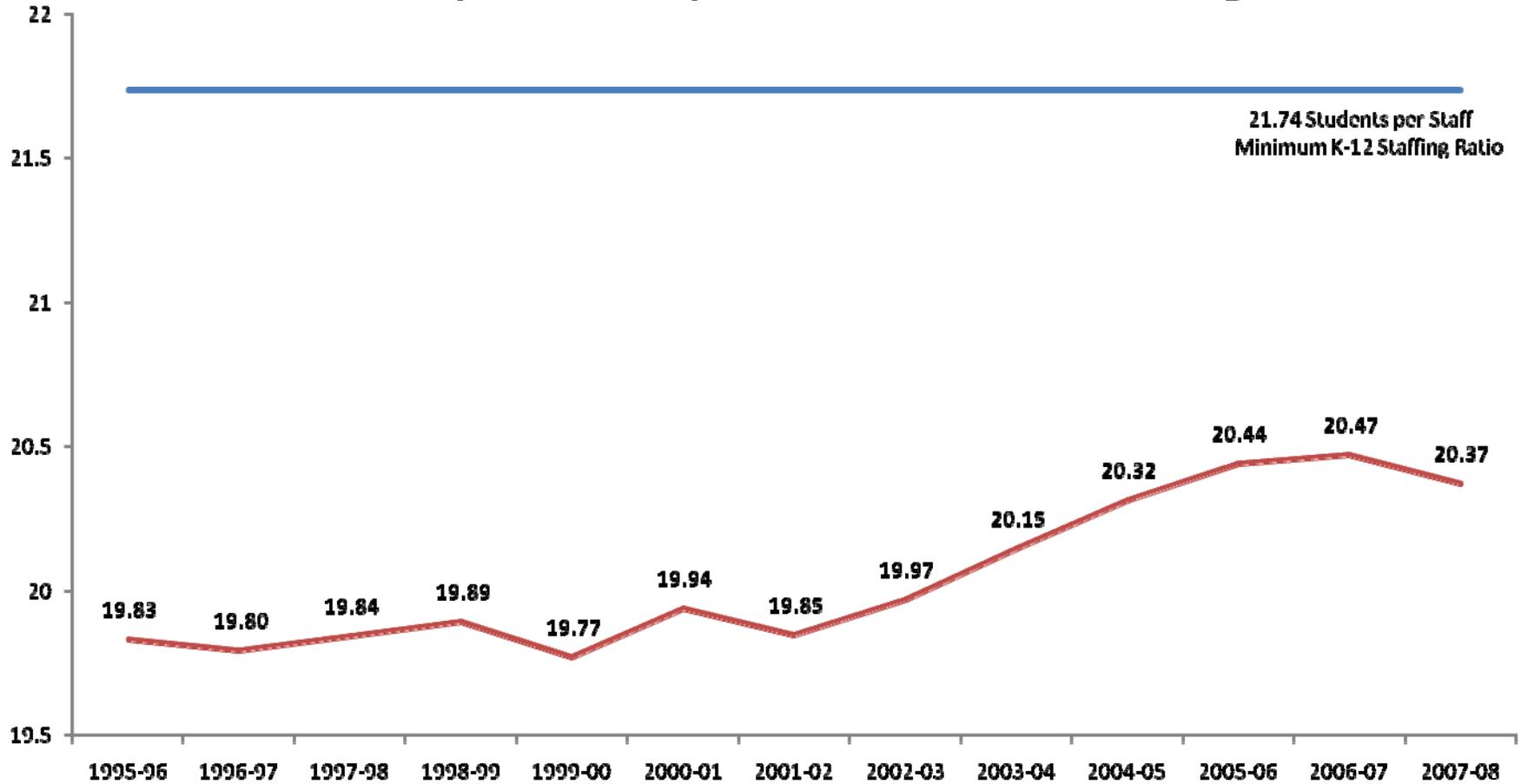
- No classified staffing minimums
- No administrator staffing minimums
- Certificated Instructional Staff
 - State funds/allocates K-4 at 53.2/1,000
 - State funds/allocates 5-12 at 46.0/1,000
 - State funding reduced if districts staff at less than 46.0/1,000, K-12
 - No penalty if district falls below 46/1,000; state just adjusts funding to actual

Example District: 2,000 Students

	Staff Allocated	Staff Hired
1,000 K-4 Students	53.2	53.2
1,000 5-12 Students	46.0	38.8
Total Staff	99.2	92.0
K-12 Ratio	49.6	46.0
Flexibility for 1,000 students		-3.6
Flexibility for 2,000 students		-7.2

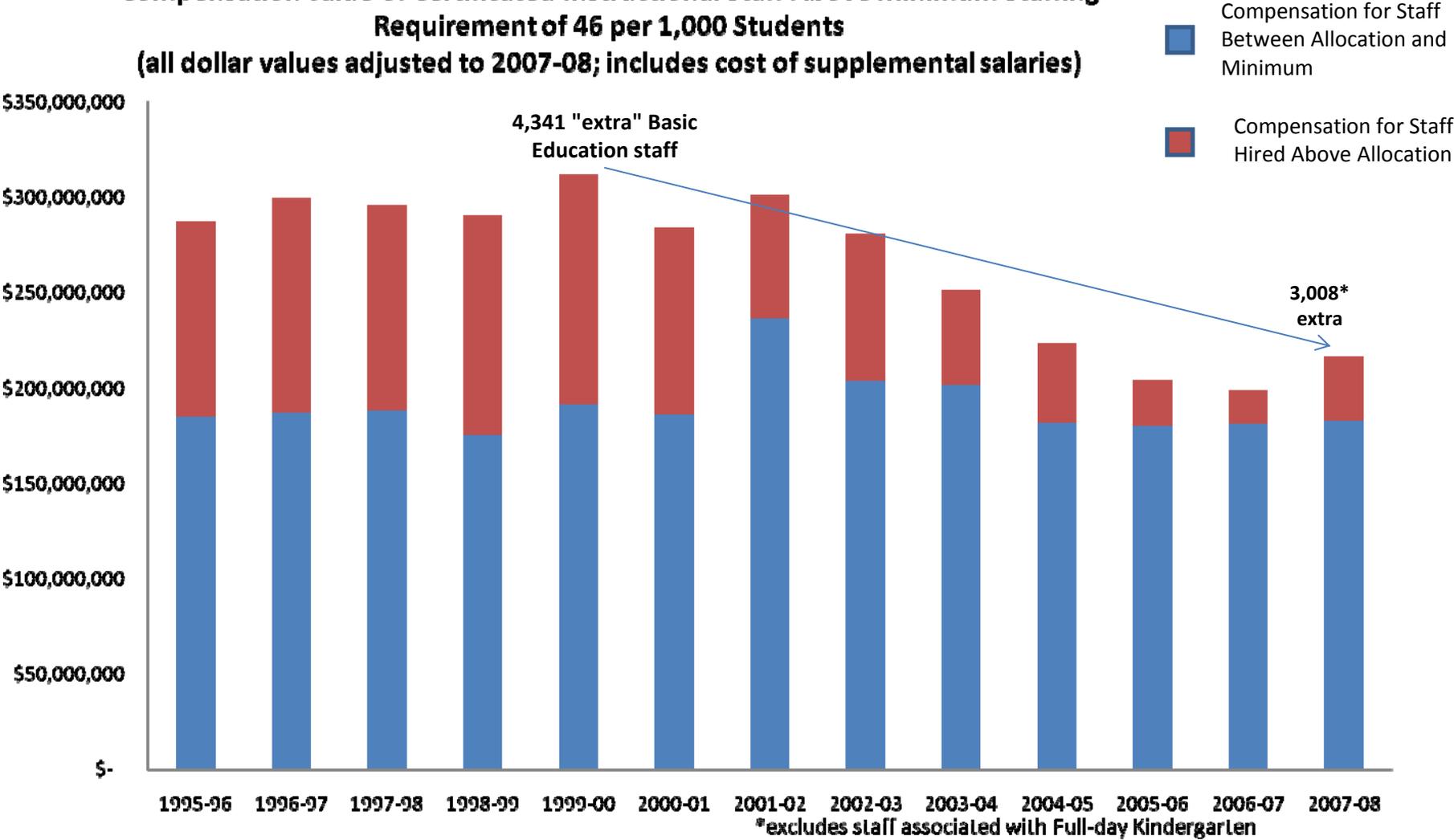
Actual Students per Staff is Increasing

Actual Students per Staff Compared to Minimum K-12 Staffing Ratio



Districts Have Reduced Their "Extra" Staffing by \$100 Million

Compensation Value of Certificated Instructional Staff Above Minimum Staffing Requirement of 46 per 1,000 Students
 (all dollar values adjusted to 2007-08; includes cost of supplemental salaries)



Statewide Average Masks Lack of Flexibility for Many Districts

	1 Extra Staff per	# Districts	% of Students
Less Than 5% Over Minimum	830 Students	71	34%
5% to 10% Over Minimum	416 Students	67	43%
10% to 30% Over Minimum	155 Students	79	22%
30% or Greater Over Minimum	31 Students	77	1%