

## **SCHOOL STAFFING GUIDELINES POLICY AND ADMINISTRATIVE PROCEDURE**

**BACKGROUND AND RATIONALE:** In 2014 – 2015, a Staffing Taskforce comprised of principals, FCEA and district staff recommended changes to staffing policies and procedures that simplified staffing allocations and 1) more closely aligned with state guidelines, 2) ensured transparency and, 3) provided a shift toward equitable distribution of resources. The approved policy allocated additional support to schools with a 75% or greater Free/Reduced population by reducing student/staff ratios by two (2). These changes were passed by the Board of Education for 2015 – 2016.

For 2016 – 2017, the Board of Education charged another task force to develop a policy and supporting procedures to guide the allocation of school-based staffing to include A1, A5, and A6 schools as well as Magnet, Immersion and all other programs with a final recommendation providing intentional consideration of support to schools and programs identified as low performing based on state assessment data. Specifically schools scoring at the 25th percentile or below.

After careful review of various models from across the state and nation and analyzing nine versions of staffing formula adjustments, the task force makes the following recommendation to the board of education:

1. Leave the current staffing policy in place for the 2016 - 2017 school year as the staffing policy approved and implemented for the 2015 - 2016 school year allocated additional support to schools with a Free/Reduced ratio of 75% or greater by reducing student/staff ratio by two (2). Schools who scored in the 25th percentile and below were included in the group that received the additional support through their F/R lunch numbers. Projected growth of poverty in Fayette County indicates that additional schools will reach the 75% level of Free/Reduced lunch and will qualify for the additional resource allocation.
2. Look for additional funding in other areas, including but not limited to: elementary/middle school world languages, discretionary staff at the middle and high schools, extended days, media services and counselors, special programs & associated transportation costs, energy efficiency and flex focus funds.
3. Apply funding for ESL needs through a New Comers Academy and address other school level needs through an RFP process.

The Task Force reviewed the “Magnet and Gifted and Talented Ratio and Allocations” (02.4331 AP.13) and recommends updated language that is consistent with current practices and state guidelines. The approved policy moved from rounding to the whole (1) to .5 positions. This change has impacted schools, particularly at the elementary level that gain students after September 15 staff adjustments but are not able to staff classrooms. District staff has recommended changes to 02.4331 AP.13 that allows resources through

Section 3 when school enrollment by cluster (K-3, 4-5, 6-8, and 9-12) exceeds the state maximum class size by 10% for fifteen (15) consecutive instructional days.

**Committee Members:**

Superintendent Designee/Facilitator  
 Board Representative  
 Equity Council Member  
 Parent Representative  
 School Principal (Elementary)

Myron Thompson  
 Melissa Bacon  
 Roy Woods, Stephanie Hong  
 Quenton Smith  
 Tammy Franks, Bill Gatliff,  
 Julie Wright  
 Cynthia Lawson, Kate McAnelly  
 Sam Meaux  
 Ann DeMott  
 Jimmy Meadows, Jack Hayes  
 Jessica Hiler  
 Angie Berryman, Johnnie Sparks

School Principal (Middle)  
 School Principal (High)  
 School Leader (Special Programs)  
 School Directors  
 Teacher (FCEA)  
 Ky Assoc. of Prof. Educators (KAPE)

**PROPOSAL:**

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
Amend Board Policies	n/a	n/a	n/a	To bring Board policies into compliance with current statutes and/or proposed District practice and to assist schools staffing needs after September 15 <sup>th</sup> due to growth

**STAFF CONTACT:**

Myron Thompson, 381-4165

**POLICY REFERENCE:**

01.11 Powers and Duties of the Board

**RECOMMENDATION:** A motion is in order to: “approve the changes to Administrative Procedure 02.4331 AP.1 and 02.4331 AP.13 as recommended by the Staffing Taskforce and KSBA.”