NELSON COUNTY SCHOOLS
EXPECT THE BEST

Decision Paper

To: Nelson County Board of Education

From: Tim Hockensmith, Chief Operating Officer

cc: Dr. Anthony Orr, Superintendent

Date: July 6, 2017

Re: Approval of revision of staffing formula.

RECOMMENDATION: Approve the revised staffing formula as submitted.

RECOMMENDED MOTION: I move that the Nelson County Board of Education approve the revised staffing formula as presented.

Nelson County Board of Education

Staffing Formula 2017-2018

Certified

Base Teachers: Allocated at state cap levels rounded up to the nearest ½ position

Additional Teachers:	High Schools and middle schools receive 15% of base teacher allocation; elementary schools receive 12% of the base teacher allocation. Combined Schools (New Haven/Boston), receive 12% of the base teacher allocation depending on enrollment. Additional teachers will be rounded up to the nearest ½ position.
Special Education:	Teachers are allocated in accordance with state and federal maximum caseloads for eligibility and service categories. The minimum number of teachers (Base) is generated from the previous (2016) December Child Count and the state maximum caseload according to teacher certification. Additional teachers will not be added until all teachers reach the maximum caseload OR the unique needs of a student require special consideration. The Director of Special Education will make the determination of need in accordance with the student IEP, state, and federal regulations.
Principals:	All schools receive 1 position (allocated by the board outside the formula).
Asst. Principals	Nelson County High School receives 2 positions and Thomas Nelson High School receives 2 positions; Horizons Academy receives 0 positions; middle schools receive 1 position; combined schools receive .5 positions; elementary schools with enrollments under 550 receive 0 positions, over 550 they receive 1 position.
Librarians:	High schools receive 1 positions each; Horizons Academy receives 0 positions; middle, combined and elementary schools with enrollments over 375 receive 1 position, under 375 receive .5 positions.
Guidance:	High schools receive 2 positions each; Horizons Academy receives .5 postions; middle, combined and elementary schools receive 1 position.
Misc:	When a portion of a position is allocated as a result of this formula, indices are allocated on that same percentage basis. For example a school that is allocated ½ of an assistant principal would be allocated the index on half the salary. All extended days are allocated for full or part time principals and assistant principals.

Nelson County Board of Education

Staffing Formula 2017-2018

Classified

Custodians:	All schools receive 1 position for the first 23,500 square feet and 1 additional position or fraction thereof for each additional 26,000 square feet. Custodians work 8 hours per day 259 days per year. One district wide custodian assigned as necessary by The Director of Physical Support Services.
Secretaries:	High Schools receive 3.5 positions each and a total of 800 days at 8 hours per day to be divided between the positions; All other schools with enrollments under 235 receive 1 position, over 235 receive one position for each 235 or fraction thereof. Secretaries at schools other than High Schools work 8 hours per day 206 days per year.
Instructional Asst.:	Elementary and combined schools receive 1 position for each 24 children enrolled in Kindergarten. Instructional assistants work 4 hours per day 183 days per year.
Instructional Asst. 2/3:	Instructional Assistants II and III positions are allocated according to the particular needs of school based on the number of students with intensive needs and services in their IEPs.