

Funding of school-based staff

Draft Policy Goal: As a public school district, the goal of policy changes is to ensure school-based staff are hired and retained in an equitable basis across our schools and advocacy for funding at the local or state level is a district-wide effort with a connection to all school communities.

Note: The primary funding for district staff is state funding, local option levy funds, and federal funds. The district currently has a transparent district staffing formula with an equity component; in addition, staff are also funded based on district, state and federal designations.

Current state of school and district-based fundraising*

1. **Limits on funding the amount of staff at an individual school:** None
2. **Proportion of funds retained/donated to central foundation if the contributions raised fund staff:** 66% kept by individual school, 33% goes to central foundation and the Parent Equity Fund, which is distributed to some schools based on a formula.
3. **Proportion of funds retained/donated to central foundation if contributions fund items other than staff:** 100% retained at the school level. (Note: PPS Board created the Equitable Field Trip and Travel Fund to provide funds to HS/MS across the district for the past two years.)
4. **Requirements on type and amount of staff that can be funded by individual school communities:** None/limited.
5. **Requirements of type of staff provided to school if funded by the district or Title funds:** District staffing formula in most cases dictates the type of staff provided, and Title funding must be spent to benefit Title students.
6. **District, school or central foundation support for state or local funding and advocacy:** Primarily through association advocacy (eg. COSA, OSBA, OEA) or at a staff level versus broad based parent and community advocacy.
7. **Control of central foundation receiving school foundation equity dollars:** Funds directed to 501c3, managed/supported and led by district staff. Foundation board appointments are made by the current Foundation board members.

*In the 2023-24 school year, one-time federal covid dollars provided all schools with additional funds to fund additional staff.

Options menu – can be a hybrid. In all scenarios, PTAs, PTOs, Foundations can continue to raise funds.

1. Maintain the current system
2. Create a central foundation or assess leveraging existing foundation that supports district-wide staffing, advocacy and enrichment with no school-based funding of staff members allowed
3. Maintain the current system and require district to provide equitable amount of funds on a per capita basis to all schools who do not fund staff with school-based funds
4. 2024-25 phase out of system of individual schools funding staff
5. Set limits on the amount of fundraised dollars that can be spent on staff on a per student basis with the current 66/33% split

6. Set limits on the amount of staff that can be funded and increase/decrease the split
7. In 2024-25, phase out of system of individual schools funding staff and direct the district in 2025-26 to provide all schools funding to transition to a centralized foundation
8. For any district affiliated foundation receiving district funds or district-directed funds have Board policy or charter set the membership criteria with a focus on district-wide representation.
9. In policy, direct the district to create a transparent pool of FTE that schools with class sizes over a certain size can tap for additional support.
10. Require the district to create a broader base equity funding formula, with a hold harmless provision for schools receiving existing equity funds, that recognizes most schools have students who have been underserved in PPS and they are not accounted for in the current equity funding formula.

DRAFT