School Staffing

MARCH 14, 2017

Agenda

- Update on State School Fund (SSF)
- Our budget deficit
- Guiding principles for staffing
- Staffing formula
- Equity formula
- Proposed staffing
- Staffing budget reductions
- Next Steps

State School Fund Update

- State funding pressures - $1.7 billion shortfall for biennium (in the February forecast). Next forecast due May 16, 2017.

  Revenue growth isn't keeping up with rising costs. State demands are in four areas:

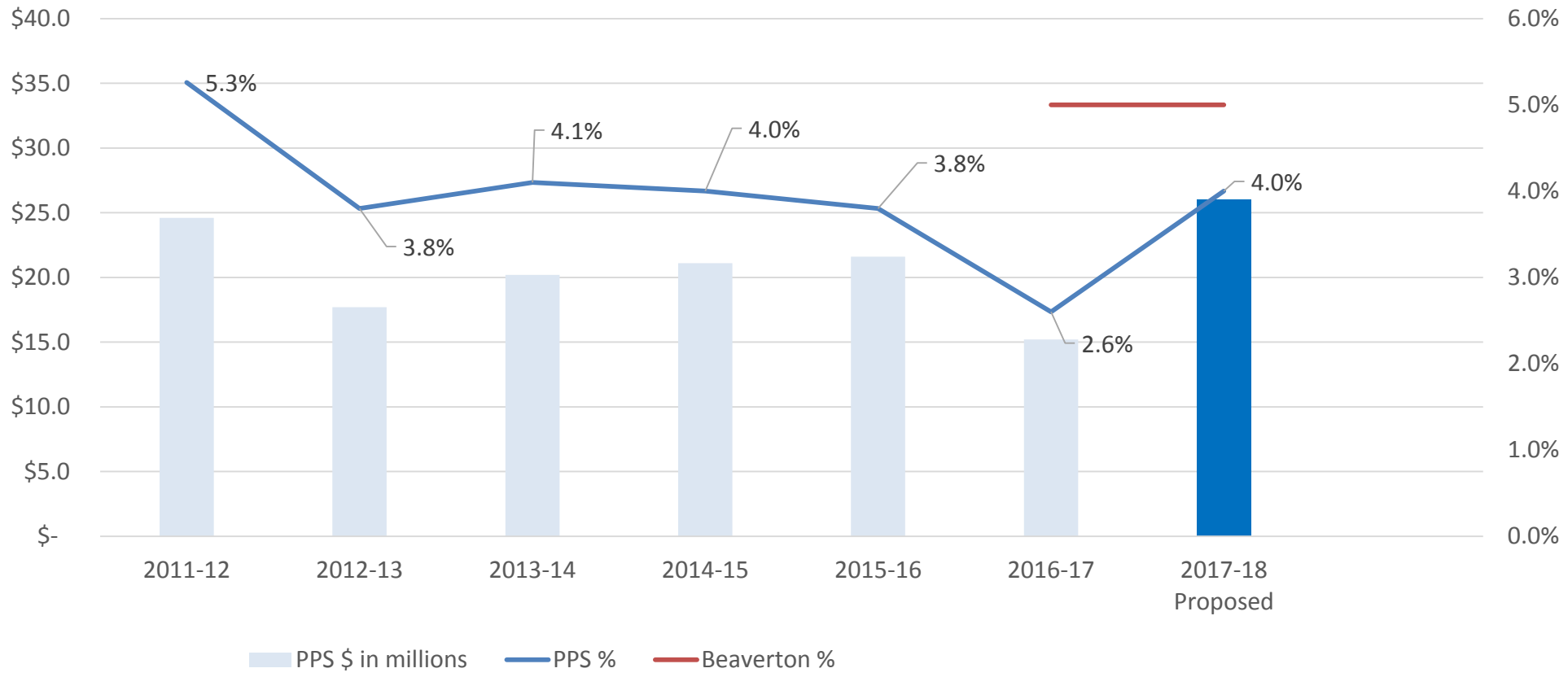
  - Healthcare
  - Public safety
  - Education
  - PERS

State School Fund - Aligning our Budget to $8.1 billion

- Aligns with COSA (higher than co-chair budget of $7.7 billion)
- Uncertainty remains
- Allocating 4% to reserves to cushion for uncertainty

Sufficient reserves are critical given funding uncertainty

Budgeted Reserves Over Time



Estimating our budget deficit

General Fund Only *USD in Millions*	Forecast 2016-17	Budget 2017-18	Change
Beginning Balance	**$ 37.8**	**$ 19.9**	
Total Revenue	565.5	595.9	5%
Total Resources	**603.3**	**615.8**	2%
Total Expenses	583.4	612.8	5%
Contingency	-	26.0	
Total Requirements	**583.4**	**638.8**	9%
Ending Balance	**$ 19.9**	**$ -**	
Potential Teacher Contract Adjustments	**$ -**	**$ (5.0)**	
Budget Deficit	**-**	**(18.0)**	

Budget considerations

- All PPS union contracts are up for bargaining in the current year
  - Teacher contract expired in 2016
  - Assumptions about salaries and benefits may change based upon resulting contract agreements
- Federal funding uncertainty
- Rising PERS retirement costs
- State policy mandates
- Zero inflation accounted for in non-personnel costs

Guiding Principles for Budget and Staffing

- Educational equity
- Learning and achievement
- Student and staff health and safety

Budget priorities

- Educational equity
  - Schools continue to receive equity adjustments in staffing allocation
- Learning and achievement
  - Protecting core program
  - K-8 staffing ratios maintained at current levels
  - Supporting focus and priority schools
  - Maintaining funding for special education
- Student health and safety
  - Enhanced funding for environmental projects
  - Maintaining transportation funding

Staffing Formula

FTE = Full Time Employee
Equity allocation = FTE allocated based upon combined underserved and socio economic status of students
School wide support = Principals, Counselors, etc.
Non-formula FTE = Focus options, priority allocation, etc.

Equity Formula for Staffing

- High Schools meeting equity criteria receive an additional 8% of ratio funding for staffing (consistent with the 2016-17 budget)
- Elementary, K-8, and Middle Schools receive an additional 7% of ratio funding for staffing (this is a one percentage point decrease from the 2016-17 budget)
- Equity Criteria:
  - Student meal status – more than 15% free lunches (based upon direct certification)
  - Combined underserved population – more than 40% of students
    - Students from one of four historically underserved populations (Black, Latino, Native American, Pacific Islander)
    - Students qualifying for Special Education services
    - Students qualifying for English as a Second Language services
    - Students eligible for free lunch under direct certification process

School wide support

- Schools are allocated minimum support positions

K-5 and K-8 Support Positions

Position	2016-17 Budget	2017-18 Proposed
Secretary	2-3 positions	1.5-2 positions
Counselor	1.0-2.0 FTE	1.0 FTE
Media Specialist	0.5-1.0 FTE	0.5 FTE
PE	0.5-1.0 FTE	0.5 FTE
Discretionary Staffing	New for 2017-18	0.25-0.75 FTE

School wide support

Middle School Support Positions

Position	2016-17 Budget	2017-18 Proposed
Secretary	2-3 positions	1.5 positions
Counselor	1.0-2.0 FTE	1.0 FTE
Media Specialist	0.5-1.0 FTE	0.5 FTE
PE	1.0 FTE	1.0 FTE
Discretionary Staffing	New for 2017-18	0.5-1.5 FTE

School wide support

High School Support Positions

Position	2016-17 Budget	2017-18 Proposed
Assistant/Vice principal	1.0-3.0 FTE	1.0-2.0 FTE
Secretary	1-2 positions	1.5-2 positions
Counselor	2.0-6.0 FTE	2.0-5.5 FTE
College/career support	1.5 FTE	1.5 FTE
Discretionary Staffing	1.5-4.5 FTE	1.0-3.0 FTE

Non Formula and Discretionary Options

- School principals are given discretionary FTE to allow for flexibility in staffing options to best support their schools in response to budget adjustments
- School principals can request non-formula FTE to meet specific needs for the school year
- Non-formula requests occur after schools receive their ratio FTE allocations and determine specific staffing needs

Proposed Staffing 2017-18

- Staffing ratios use student enrollment to calculate proposed number of staff in schools

	2016-17 Budgeted Student Enrollment	2017-18 Proposed Student Enrollment	Student Enrollment Increase (Decrease)
K-5	13,960	13,971	11
K-8	13,623	13,481	(142)
Middle school	6,559	6,545	(14)
High school	11,858	12,015	157

- Individual schools may experience a reduction in staffing as a result of projected loss of students

Staffing Ratios

Grade Level	Number of Schools +	2016-17 Budgeted Ratio	2017-18 Proposed Ratio	Reduction in FTE *
K-5	31	25.80:1	27.00:1	22.16
K-8	27	24.00:1	24.00:1	N/A
Middle School	11	24.75:1	26.00:1	13.72
High School	10	21.63:1	23.40:1	47.02
Total	76			82.90

*Includes associated equity allocation

+Includes alternative schools

High School Classroom Size Comparison

High School	Median Class Size - Core Classes
Beaverton School District	
Aloha High School	27:1
Beaverton High School	28:1
Southridge High School	30:1
Sunset High School	31:1
Westview High School	33:1
Portland Public Schools	
Roosevelt High School	19:1
Jefferson High School	20:1
Cleveland High School	22:1
Franklin High School	23:1
Grant High School	23:1
Madison High School	23:1
Wilson High School	24:1
Lincoln High School	24:1
Benson Polytechnic High School	26:1

Staffing Reductions 2017-18

Staffing Reductions	K-5	K-8	Middle School	High School	Total
Staffing Ratio Reductions	22.16	-	13.72	47.02	82.90
Assistant/Vice Principal	5.00	-	1.00	3.00	9.00
Media Specialist	2.00	2.00	0.50	-	4.50
Kindergarten Educational Assistant	0.50	2.25	-	-	2.75
Kindergarten Classroom FTE	6.00	1.00	-	-	7.00
Focus School Change	-	1.25	-	-	1.25
Reduction of High School Discretionary Support	-	-	-	11.75	11.75
Equity Allocation	6.00	10.00	2.00	-	18.00
Total FTE	41.66	16.50	17.22	61.77	137.15

- Special education and English as a Second Language services were maintained at levels consistent with the 2016-17 budget

Budget Priorities if State Revenues are Higher than $8.1 Billion

- Schools
- Equity
- Health and safety

Next Steps

- Principals will evaluate staffing and complete allocation in staffing management system
- Budget framework presented to board March 21st
- Proposed budget presented April 4th
- Budget considered for approval by Board May 23rd
- Budget hearing scheduled for June 13th
- Budget considered for adoption by Board June 13th