

# Overview of K-12 Public School Staffing

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How is state  
funding for staff  
allocated?

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# 2015-16 Prototypical School Model

<u>Elementary School</u>		<u>Middle School</u>		<u>High School</u>	
400 FTE students		432 FTE students		600 FTE students	
Average Class size in grades K-3	23.6/20.73	Class size in grades 7-8	28.5	Class size in grades 9-12*	28.7
Class size in grades 4-6	27.0			Lab Science Class Size	19.8
Librarians	0.66	Librarians	0.52	Librarians	0.52
Guidance Counselors	0.49	Guidance Counselors	1.22	Guidance Counselors	2.53
Parent Involvement Coordinators	0.08				
Health/Social Services (Nurses/Social Workers)	0.14	Health/Social Services (Nurses/Social Workers)	0.07	Health/Social Services (Nurses/Social Workers)	0.12
Administrative Staff (Principals/Vice Principals)	1.25	Administrative Staff (Principals/Vice Principals)	1.35	Administrative Staff (Principals/Vice Principals)	1.88
Non-Instructional Classified Staff (Office Aids, Custodians, Security Guards, etc.)	3.75	Non-Instructional Classified Staff (Office Aids, Custodians, Security Guards, etc.)	4.36	Non-Instructional Classified Staff (Office Aids, Custodians, Security Guards, etc.)	6.37
Instructional Aides (Non-certified Classroom Aides)	0.93	Instructional Aides (Non-certified Classroom Aides)	0.70	Instructional Aides (Non-certified Classroom Aides)	0.65

\*Smaller class sizes are funded by the state for the Vocational & Skills Centers.

- Staff ratios are expressed as an FTE per prototypical school. The prototypical staffing levels pictured above do not reflect the recent voter approved Initiative 1351 values, which increased staffing and reduced class sizes in all grades

# 2015-16 Prototypical School Model

<b><u>Additional Time</u></b> <i>(Additional hours of supplemental instruction per week)</i>		<b><u>Materials, Supplies &amp; Operating Costs</u></b>		<b><u>Additional Support</u></b> <i>(Gen. Apportionment Enhancement)</i>	
		Technology	\$127.18	Special Education	93.09%
Learning Assistance (LAP)	2.40 hrs	Utilities & Insurance	\$345.55	<b><u>Central Office &amp; Other Support</u></b>	
Transitional Bilingual (TBIP)	4.78 hrs	Curriculum & Textbooks	\$136.54	Central Office <i>(% of school staff units)</i>	5.3%
TBIP Exited Students (NEW)	3.00 hrs	Other Supplies & Library Materials	\$289.88	<b><u>District Wide Support</u></b> <i>(Per 1,000 Students)</i>	
Highly Capable	2.16 hrs	Professional Development	\$21.12	Technology Support Staff	0.63
<b><u>MSOC 9-12</u></b>	\$166.22	Facilities Maintenance	\$171.19	Facilities, Maintenance & Grounds	0.34
		Security & Central Office	\$118.60	Warehouse, Laborers, & Mechanics	1.80
		School Year Totals:	\$1,210.05		

# Staffing allocations resulting from the prototypical school ratios

	Elementary School	Middle School	High School	Total
Classroom Teachers	26,883	6,187	10,180	43,250
Principals	1,750	461	730	2,941
Teacher Librarians	926	177	203	1,306
Guidance Counselors	689	414	986	2,089
Nurses	106	20	37	164
Social Workers	59	2	6	67
Psychologists	24	1	3	27
Teaching Assistants	1,308	238	253	1,799
School Office	2,811	792	1,270	4,872
Custodians	2,315	661	1,152	4,128
Student & Staff Safety	110	31	55	196
Parent Involvement Coordinator	115	0	0	115

# Career & Technical Education and Skills Center Staffing

	Middle School	High School	Skills Centers	Total
Classroom Teachers	380	2,516	262	3,158
Principals	27	179	19	225
Librarians, Counselors & Nurses	26	171	17	214
Classified	122	807	72	1,001
Central Office Administrators	7	51	5	63
Central Office Classified	21	146	13	180

# Categorical Program Staffing

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Certificated Instructional Staff	
Learning Assistance Program (LAP)	3,093
Transitional Bilingual Instruction Program (TBIP)	1,444
High Capable Program	139

# Small School & District Wide Support Staffing

District Wide Support		Small School & Remote and Necessary	
Technology	590	Certificated Instructional Staff	592
Facilities Maintenance	1702	Administrative Staff	32
Warehouse, Laborers, Grounds	312	Classified	222
Central Office Administrators	858		
Central Office Classified	2511		

# Other Programs

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SPED

Transportation

Local Effort Assistance

Federal Allocations

# Actual School District Staffing

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# State Staffing Allocation vs School District Staffing

	State Allocated*	School District Actual
Certificated Instructional Staff	55,543	66,427
Certificated Administrative Staff	4,119	4,513
Classified Staff	17,628	39,874

\*State allocated staff does not include staff that are funded through state allocations for Special Education, Pupil Transportation, and Local Effort Assistance.

# School districts report staffing by duty assignment

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In addition to reporting staffing by the three broad categories, school districts report staff by duty assignment.

Duty assignments range from superintendent and principal to elementary homeroom teacher and social worker to aide, laborer and professional.

<http://www.k12.wa.us/safs/PUB/PER/1516/ps.asp>

Washington State Superintendent of Public Instruction  
 School Apportionment and Financial Services  
 Statewide Personnel Assignment Summary Profiles - 2015-16 - Preliminary

Table 7: All School Personnel by Duty

Duty Assignment	Individuals	Avg Add'l	Total FTE	Average	Average per 1.0 FTE				
		Salary per Individ.		LEAP 1 Mix Factor	Base Salary	Total Salary	Insur. Ben.	Mand. Ben.	Days in 1.0 FTE
11 Superintendent	282	6,922	243.64	1.69281	139,418	145,837	12,590	27,168	251.4
12 Deputy/Assist. Supt.	141	5,590	121.88	1.71158	138,446	144,458	12,487	26,422	255.8
13 Other District Admin.	1,170	2,961	927.50	1.71987	114,053	117,172	10,595	23,230	247.8
21 Elementary Principal	1,288	2,789	1,139.81	1.71839	110,603	113,355	10,268	22,982	242.2
22 Elem. Vice Principal	403	1,817	336.39	1.59327	97,707	99,657	10,510	20,078	241.4
23 Secondary Principal	844	2,727	725.84	1.70395	115,019	117,984	10,481	23,689	240.0
24 Secondary Vice Principal	888	2,584	807.80	1.65688	107,427	110,191	10,182	22,199	242.9
25 Other School Admin.	614	2,745	211.35	1.66475	92,296	96,064	10,313	20,003	226.5
31 Elem. Homeroom Teacher	31,326	8,094	25,890.05	1.49715	52,615	62,634	9,263	13,172	180.2
32 Secondary Teacher	27,633	9,483	22,434.83	1.56111	54,921	66,953	9,549	14,005	180.2
33 Other Teacher	9,694	9,800	6,431.67	1.51813	53,372	65,467	9,582	13,544	180.3
34 Elem. Specialist Teacher	3,470	8,058	2,877.13	1.59317	56,022	67,356	9,318	13,884	180.1
40 Other Support Personnel	3,779	7,205	1,698.71	1.66974	58,978	75,000	9,713	15,375	180.7
41 Library Media Specialist	1,297	11,109	1,109.68	1.70222	59,947	74,185	9,563	15,029	180.2
42 Counselor	2,572	10,645	2,325.79	1.59153	55,968	68,819	9,589	14,106	180.3
43 Occupational Therapist	394	12,021	339.18	1.53836	54,554	68,962	9,043	13,434	180.3
44 Social Worker	125	10,317	107.47	1.58300	56,168	68,623	9,312	14,113	180.9
45 Spch.-Lang. Path./Audio.	1,319	11,157	1,178.13	1.60149	56,422	69,447	9,077	13,683	180.3
46 Psychologist	1,101	11,888	950.96	1.62322	57,217	71,377	9,280	14,423	180.2
47 Nurse	572	8,519	467.92	1.34311	47,654	58,836	8,669	11,483	180.4
48 Physical Therapist	165	12,997	135.51	1.60306	57,400	74,196	9,295	13,599	180.3
49 Reading Resource Spec.	50	4,992	41.05	1.75514	61,550	68,735	10,665	14,837	180.0
51 Extracurricular	584	4,260	98.44	1.65111	71,095	85,209	10,202	18,039	199.3
52 Substitute Teacher	59	2,952	49.84	1.30404	45,238	50,680	5,071	7,348	180.0
61 Certificated on Leave	119	4,560	55.40	1.78033	63,240	78,592	10,130	15,820	180.3
63 Contractor Teacher	172	0	155.39	1.33198	45,908	45,908	262	769	180.4
64 Contractor ESA	100	0	88.60	1.26119	52,322	52,475	1,194	3,786	180.6
90 Classified on Leave	339	1,224	9.20	0.00000	56,581	57,007	12,905	11,198	260.0
91 Aide	26,019	277	13,910.27	0.00234	35,310	35,937	12,302	7,459	260.0
92 Crafts/Trades	1,675	289	1,582.02	0.00083	54,065	54,307	10,331	12,231	260.0
93 Laborer	240	139	208.84	0.00000	46,059	45,912	9,881	10,599	260.0
94 Office/Clerical	10,158	495	7,729.52	0.00100	43,412	43,924	11,116	8,912	260.0
95 Operator	6,412	227	3,220.60	0.00067	42,271	42,358	12,567	10,573	260.0
96 Professional	13,243	3,045	1,865.05	0.01336	61,643	64,599	10,708	13,148	260.0
97 Service Worker	11,660	194	8,215.86	0.00009	38,193	38,362	10,414	9,408	260.0
98 Technical	2,207	390	1,603.57	0.00558	58,445	58,998	10,755	11,533	260.0
99 Director/Supervisor	1,744	1,443	1,531.50	0.01408	87,856	89,492	10,501	17,138	260.0
State Summary	163,858	5,061	110,826.33	0.99238	52,507	59,687	10,158	12,485	211.5

# State allocation and school district actual staffing comparison: 5 districts, each with approximately 4,200 students

	<i>District A</i>		<i>District B</i>		<i>District C</i>		<i>District D</i>		<i>District E</i>	
	<i>Allocated</i>	<i>Actual</i>								
CIS	207	270	206	253	254	234	224	271	231	281
ADM	15	20	17	19	17	21	17	20	16	19
CLS	65	206	72	131	72	159	71	182	70	199
<b>Total</b>	<b>287</b>	<b>496</b>	<b>295</b>	<b>403</b>	<b>343</b>	<b>414</b>	<b>312</b>	<b>473</b>	<b>317</b>	<b>499</b>

CIS = Certificated Instructional Staff  
 ADM = Certificated Administrative Staff  
 CLS = Classified Staff

# Questions?

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# Appendix

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Preliminary School District Personnel Summary Reports (S-275):

<http://www.k12.wa.us/safs/PUB/PER/1516/ps.asp>

District Allocation of State Resources Portal Page:

<http://www.k12.wa.us/SAFS/INS/2776/Portal.asp>