



2024-2025 Staffing Update

Presentation to the Board of Education
January 23, 2024

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SCSD Staffing for 2024-2025

Goals

- Maintain Low Class Sizes at Elementary Schools
- Maintain Existing Class Offerings at Secondary Schools
- Remain Fiscally Responsible with Taxpayer Dollars

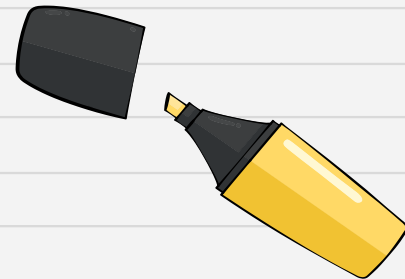


SCSD Staffing for 2024-2025



Philosophical Approach

- Reductions through attrition when possible.
 - Retirements and resignations
- Minimal to no impact on course offerings.
 - Maintain extensive academic program of electives.
- Equitable opportunities at each level across the district.
 - Programs and offerings are the same.

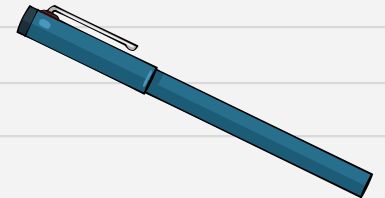
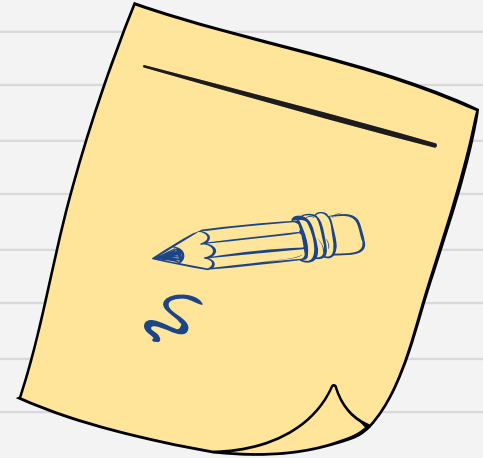


SCSD Staffing for 2024-2025



Scope of Presentation

- Secondary Approach to FTE
- Elementary FTE Analysis & Approach
- Timetable for Staffing Decisions




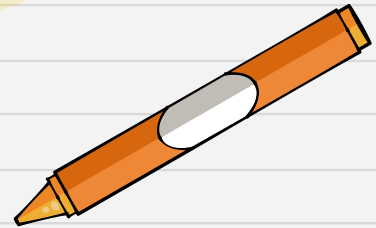


SCSD Staffing for 2024-2025



Secondary Approach to FTE

- Guided by Student Choice
 - Core Classes
 - Ability to Access Wide Array of Offerings
 - Electives, Areas of Interest, Etc.
 - Student Need
 - Enrollment
- 



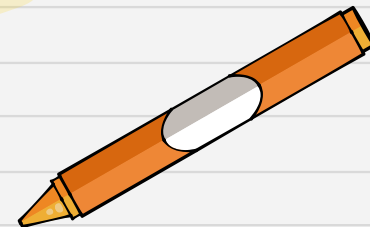


SCSD Staffing for 2024-2025



Elementary FTE Analysis & Approach

- Classroom Teachers: K-5 classroom instruction
- Special Area Teachers: Art, Music, PE
- Specialists: Reading, Psychologists, Social Workers, Counselors, Speech, ENL, Library Media Specialists, AIS providers, etc.

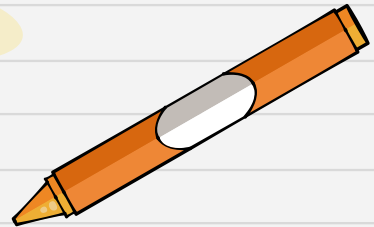


SCSD Staffing for 2024-2025



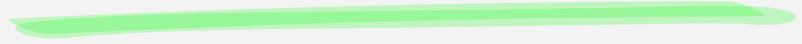
Elementary Classroom Teachers

- Decision Making
 - Class Size
 - 2023-2024 average class size=20.4
 - Types of Classes
 - General education
 - ICT
 - Special class
- Timetable





SCSD Staffing for 2024-2025



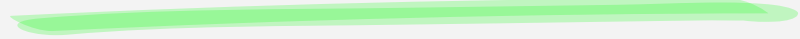
Elementary Special Area Teachers (PE, Music, Art)

- Current Approach
- Potential Changes
- Pros and Cons of Each





SCSD Staffing for 2024-2025



Elementary Special Area Teachers (PE, Music & Art)

- Impact of Potential Changes to our Current Approach
 - Increased need for traveling teachers
 - Traveling requires relief due to time needed
 - Increase in students having multiple special area teachers
 - Possible Impact on Athletics





SCSD Staffing for 2024-2025

Elementary PE Teachers

<u>ACTUAL FTE NEEDS 25-30</u>	<u>TOTAL</u>	<u>TEACHER LOAD</u>		<u>FTE</u>
FTE NEEDS @ 30	450	30		15.0
FTE NEEDS @ 29	450	29		15.5
FTE NEEDS @ 28	450	28		16.1
FTE NEEDS @ 27	450	27		16.7
FTE NEEDS @ 26	450	26		17.3
FTE NEEDS @ 25	450	25		18.0



SCSD Staffing for 2024-2025

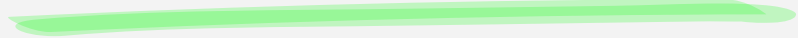


Elementary PE Staffing 2023-2024 27-29 Teaching Periods

AEL	DEL	MPE	MTP	SEL	SJE	TEL	HSE	TRAVEL	TEACHING PERIODS	TOTAL PERIODS
13							12	5	25	30
29									29	29
29									29	29
	24		5					1	29	30
	29								29	29
		27				2		1	29	30
		29							29	29
			29						29	29
			29						29	29
				29					29	29
				29					29	29
				23	6			1	29	30
					29				29	29
					29				29	29
									29	29
						29			29	29
						29			29	29
						2	3	3	5	8
AVG									27.4	28.0



SCSD Staffing for 2024-2025



Elementary Special Area Teachers (Music Staffing 2023-2024)

AEL	DEL	MPE	MTP	SEL	SJE	TEL	TOTAL PERIODS*	Total Contact Min
			28				28	1125
					30		30	1185
			35				35	1095
35							35	1095
						26	26	1045
30							30	1205
	33						33	1035
					35		35	1110
15			7			10	32	1005
		29					29	1110
				35			35	1095
		33					33	1035
						36	36	1125
	27						27	1040
				31			31	1160
				10	7		17	610
AVG							31.7	1097.7

Contact time=1,000-1,200 minutes

- Min 25 periods * 40 mins=1,000
- Max 30 periods * 40 mins=1,200

General Music and Gr. 5 Chorus

- 40 minute periods

Before-school Instruments & Gr. 4 Chorus

- 45 minute periods

Instrumental Music Lessons

- 30 minute periods



SCSD Staffing for 2024-2025

Secondary Timeline

Nov/Dec/Jan: Create and Post Secondary Course Catalogs

Feb: Secondary Student Course Selection

Mar/April: Secondary Preliminary FTE Analysis

May/June: Build Secondary Master Schedule/Determine FTE



SCSD Staffing for 2024-2025

Elementary Timeline

Mar/April: Elementary Preliminary FTE Analysis

Special Education Sectioning Analysis

May/June: Build Elementary Master Schedule

Determine Special Area FTE's

August: Schedules are finalized



SCSD Staffing for 2024-2025

Summary

- **Scheduling and FTE allocation is complex**
- **Fine balance between fiscal responsibility and student/building needs**

Recommendations

- **Increase sections taught per teacher where possible**
- **Maintain district's philosophical approach**
 - **Enable Elementary PE teachers to continue coaching**
 - **Maintain building based Art, Music and PE teachers to the greatest extent possible**



& Thanks!

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