



PORTLAND PUBLIC SCHOOLS

School Site Budget Allocation

March 2018



Highlights of New School Staffing Methodology

- School's Equity Allocation now tied directly to student outcomes
- Reducing need for variance from agreed upon staffing formula
- Allocating K-8 by sections (classes), not school-wide ratios
- K-8 Dual Language Immersion (DLI) sections now counted separately to provide sufficient staffing
- Equal K-5 baseline for PE, art and library at each school



Student Experience

Before Revised Staffing Allocation

- Most K-5 students had 2 periods of PE per week, some had 3
- Most K-5 students have 2 periods of Art per week
- Equity dollars allocated to support schools in need

After Revised Staffing Allocation

- All K-5 students will have 3 periods of PE per week
- All K-5 students ensured at least 2 periods of Art per week
- Schools held accountable to ensure equity dollars used to drive better equity outcomes



What drove us to upgrade the staffing methodology?

- **Inconsistent course offerings** in middle grades and high schools
- **Lack of consistent rationale** for school site staffing due to historical, discretionary, and variations from staffing formula
- **Variation in** the use of **Equity** allocation has left **connection to student outcomes unclear**
- **Changing** state **requirements** (i.e., P.E.) may result in ongoing shifts



Our School Site Staffing Goals

Equitable – supports our equity objectives

Provides an Academic Baseline – consistent base offerings at every school, eliminate the need for non-formula

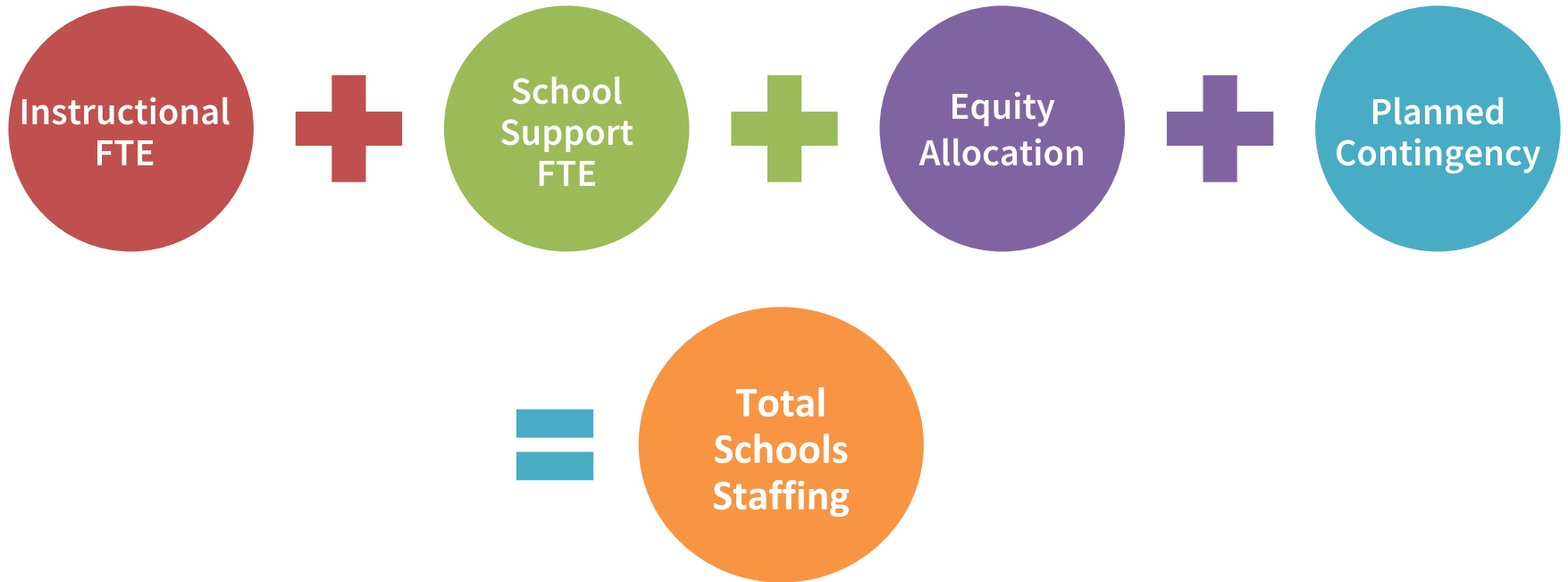
Explainable – easy to understand

Offers Constrained Flexibility – provides principal autonomy in defined areas

Scalable – responsive to changes in enrollment, programs, and budget

Provides Stability over Time – limits extreme building-level fluctuations

New School Site Staffing Allocation





Staffing K - 5 by Sections



- **Instruction FTE to be classified as:**
 - Homeroom (in charge of the section)
 - PE
 - Arts
- **Number of Sections =**
 - **Student Enrollment in Grade/Class Size**
- **Homeroom FTE = Number of Sections**

Grade Bands	Class Size Ranges
Kindergarten	15 - 28 students
Grades 1 - 3	15 - 30 students
Grades 4 - 5	18 - 34 students

*Co-located Immersion programs sections are counted separately

**Sections are in rounded up to nearest integer



Specialist Staffing K-5 - PE



- PE Instruction Per Student: 3 periods per week
- PE Teacher Load: 9 sections per day or 45 sections per week
- **PE FTE = (Number of Sections * PE Instruction Per Student) / PE Teacher Load**
- Allocated in increments of 0.2 FTE, 0.2 FTE representing one-day per week
- PE teacher schedule is centrally defined
- All K-5 Specialists classes must be under 35 students

Physical Education

K - 5 students receive **three - 30 minute periods** each week



Specialist Staffing K-5: Art/Music and Library



Arts / Music

K - 5 students receive **two - 30 minute periods** each week

Arts FTE calculated similar to PE.

Schools get a minimum of Arts Tax FTE based on their K-5 enrollment

Library

K - 5 students receive **one - 30-45 minute period** each week

0.75 FTE for K-8
1 FTE for HSs + K-8 > 80% HU



Instructional
FTE

Staffing K-5 by Section Example:

Dual Language Immersion (DLI):

STEPS:

1. Projected Enrollment is estimated at each grade level (section) for both DLI and neighborhood programs
2. Estimated enrollment is then divided by class size to determine number of sections required
3. Instructional staff is then allocated to cover required sections

Homeroom Instructors	18
PE Instructors	1.2
Art Instructors	1

Enrollment By Grade	KG	1st	2nd	3rd	4th	5th	TOT
Immersion Program	25	22	24	29	31	20	151
Neighborhood Program	50	49	51	49	48	42	339

Sections By Grade	KG	1st	2nd	3rd	4th	5th	TOT
Immersion Program	1	1	1	1	1	1	6
Neighborhood Program	2	2	2	2	2	2	12
TOTAL							18

Class Size By Grade	KG	1st	2nd	3rd	4th	5th
Immersion Program	25	22	24	29	31	20
Neighborhood Program	25	24.5	25.5	24.5	24	21



Staffing 6-8 by Sections

- Instructional FTE Allocated for a 6 period day
- Students take 6 periods of Instruction
- Teachers teach 5 periods + 1 planning period
- **Instructional FTE = Sections *6/5**
- Allocated by section to ensure 6 - 8 students have access to minimum programming:
 - Language Arts
 - Social Studies
 - Science
 - World Language
 - P.E./Health
 - Dance
 - Art and/or Music and/or Tech
 - Math/Compacted Math
- Calculation accounts for co-located programs (DLI)



Class Size Ranges

20 - 34



Example: Staffing 6-8 by Section

STEPS:

1. Projected Enrollment is estimated at each grade level (section) for both DLI and neighborhood programs
2. Estimated enrollment is then divided by class size to determine number of sections required
3. Calculate Instructional FTE based on a 6 period schedule (rounded to nearest 0.5)
4. Instructors of teacher-student loads that fall above overage threshold are compensated accordingly as per PAT contract

Enrollment By Grade	6th	7th	8th	TOT
Immersion Program	43	50	51	144
Neighborhood Program	151	143	168	462

Sections By Grade	6th	7th	8th	TOT
Immersion Program	2	2	2	6
Neighborhood Program	5	5	5	15
TOTAL				21

Class Size By Grade	6th	7th	8th
Immersion Program	21.5	25	25.5
Neighborhood Program	30.2	28.6	33.6

Instructional FTE's: Based on 6 Period Schedule *	25.5
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**[Total Sections *6/5]*



High School Staffing 9 - 12

Instructional FTE = Base FTE + (School Enrollment / Ratio)

- Ensures equitable programming for all students
- Keeps teacher-student loads between 160 - 180
- Applies the same equity formula as K - 8
- Sufficient FTE to meet 80% of students fully scheduled





School Support Staffing Allocation by # of students

- Changes for this year to school support formulas are in yellow
- AP/VP allocation formula has been modified to ensure more schools have better support



Assistant / Vice Principals		
K-5	< 500	none
	> 550	1 AP
	> 500 + >50% HU	1 AP
K-8	> 400	1 AP
MS	< 800	1 AP
	> 800	2 AP
HS	<700	1 VP
	700 - 1599	2 VP
	> 1600	3 VP

Secretaries / Discretionary			
K-8	< 600	0.75 FTE	
	> 600	1.00 FTE	
MS	< 500	0.75 sec	0.25 dis
	500 - 599	0.75 sec	1.00 dis
	> 600	0.75 sec	1.25 dis
HS	< 600	1.00 sec	none
	600 - 699	1.50 sec	none
	700 - 1599	1.50 sec	0.25 - 2.00 dis

Counselors		
K-5 K-8 MS	400 : 1	1.00 FTE min
HS	300 : 1	rounds to 0.5 FTE



Impact of PAT Contract - Overage Triggers

Remember, Overage Triggers are NOT our staffing model

- Class sizes are managed through “section” model
 - Calculated by class section to meet ideal size (not by school)
 - Top end of range is the cap of class size - threshold is somewhere below that
 - For each class that ends up over the trigger, but still below the cap, overage pay is provided to the teacher for each student over the threshold

Grade Bands	Section Ranges	Overage Trigger
Kindergarten	15 - 28 students	24 students
Grades 1 - 3	15 - 30 students	26 students
Grades 4 - 5	18 - 34 students	28 students



Equity Allocation:

Some schools receive extra resources ...

Based on:

- A. *the number of students qualifying for free or reduced-price meals*
- B. *the number of historically underserved students*
 - *19 of 31 K-5 schools; 20 of 26 K-8s; 8 of 11 middle schools; and all 10 high schools receive an equity allocation to provide extra support to students in need*
 - *Historically underserved populations include: Black, Latino, Native American, Pacific Islander, ESL, and Special Education*



Equity
Allocation

New Enhancements for this year - There will be more planning, oversight and accountability to ensure that the schools receiving this allocation use it in a way that will increase opportunity and ultimately improve outcomes for underserved students.



Planned Staffing Contingency



Contingent resources for specific commitments, distributed by Deputy Superintendent, Instruction & School Communities

School Transitions	Targeted Intervention	Vacancy Planning	Fall Balancing
distributed by need after initial middle and feeder staffing	distributed after ODE defines targeted needs ~ August 2018	recruit potential high-need positions in the staffing process	unplanned enrollment or staffing challenges



School Site Budget Allocation

	FY17-18 School	FY18-19 Estimated Budget
Estimated Headcount: PAT FTE's	2,273	2324
Estimated Headcount: non-PAT FTE's	450	450
Average PPS Base Salary - PAT staff	\$ 65,084	\$ 66,549
Average PPS Base Salary - non-PAT staff	\$ 57,770	\$ 57,770
Total Base Salaries	\$ 173,927,080	\$ 180,676,127
Average Fringe Benefit Rate	25.34%	26.36%
Estimated Health Insurance: PAT FTE / Non-PAT FTE	\$ 15,252 / \$ 14,209	\$ 16,543 / \$ 15,022
Estimated Overage Wages	N/A	\$ 2,900,000
Total School Site Budget	\$ 259,060,613	\$ 273,513,149