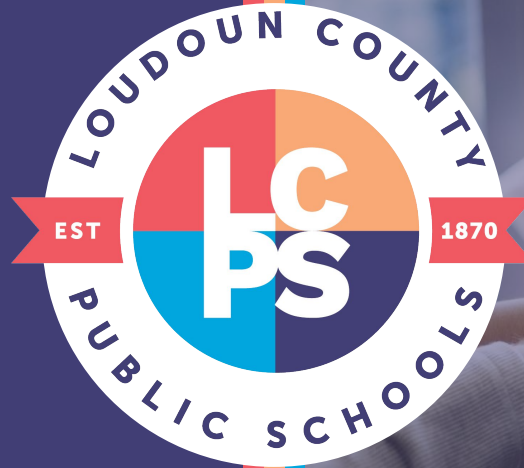


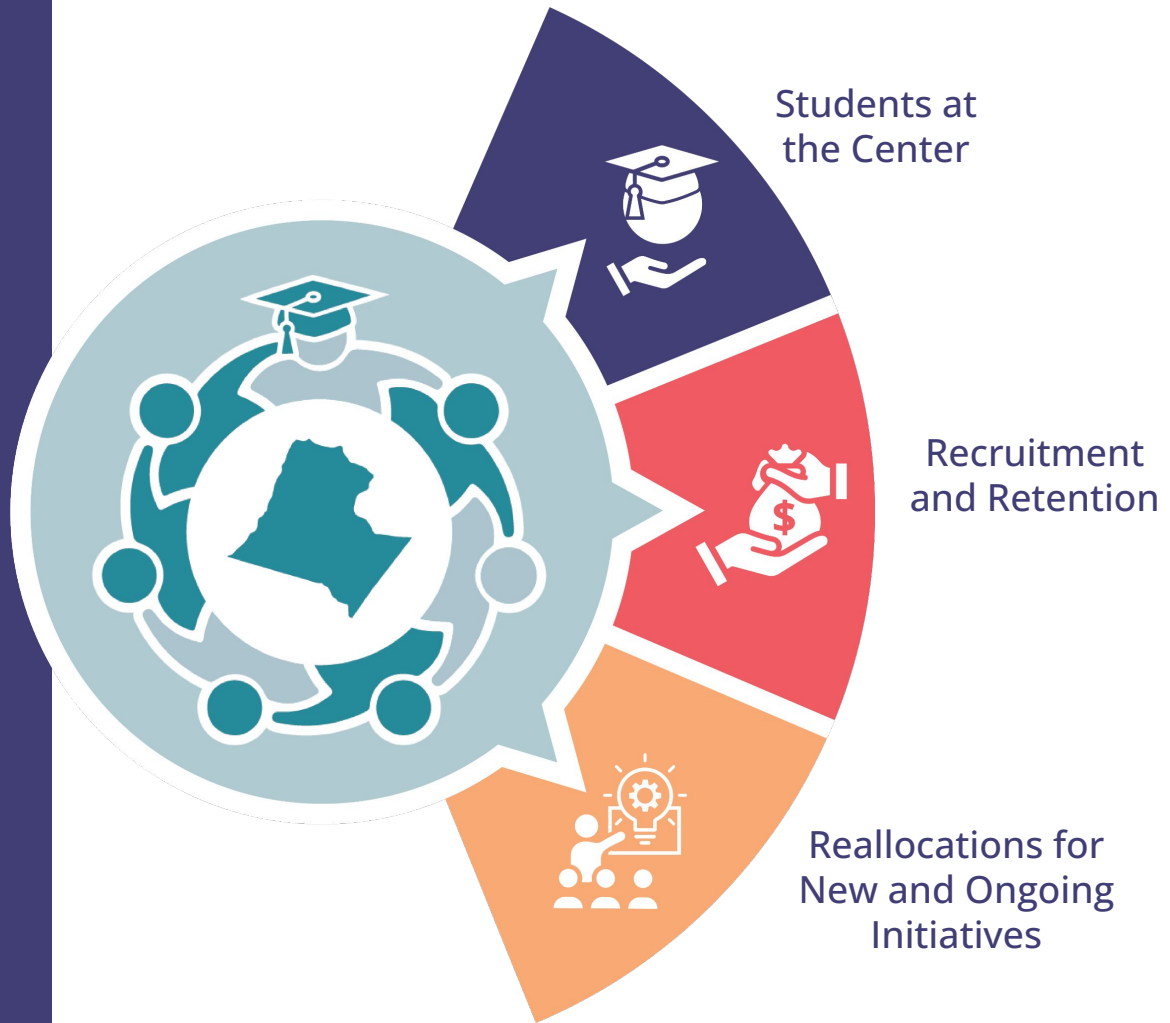
FY25 Staffing Standards

January 25, 2024

Sharon Willoughby
Chief Financial Officer



Superintendent FY25 Budget Priorities Support OneLCPS



School Board Adopted Staffing Standards



Maintain a Base
Level of Equity



Assist in Transparent
Budget Planning



Ensure Compliance with
State Standards

Staffing Standards

Over 200 staffing standards covering 87.5% of total positions

Staffing Standard Process

Development

Departments work with the Budget office to develop a staffing standard calculation for a position.

Annual Review

Existing staffing standards are reviewed during each budget year to ensure the staffing standard is meeting the needs of the overseeing department.

Enhancement

During the annual budget review, a change, or enhancement, may be identified and recommended in the Superintendent's Estimate of Needs.



School Board Adopted Staffing Standards

Tier-Based Example

Position	LCPS Staffing Ratio		State Staffing Requirement		Revised/New		
	FTE	Criteria			Criteria	FTE	Cost
Assistant Principals	2.0	per school <1,600 students	1.0	600 students	1.0 per Title I Schools	2.0	\$ 375,759
	3.0	per school ≥1,600 students					

Hold-Harmless: The budget year enrollment projection plus 3 out-years reviewed to avoid temporary reduction and ensure consistent staffing



School Board Adopted Staffing Standards

Targeted Average Example

Position	LCPS Staffing Ratio		State Staffing Requirement		Revised/New		
	FTE	Criteria	FTE	Criteria	Criteria	FTE	Cost
CLASSROOM TEACHERS							
Teacher (grades 1-3) ^{1,8}	1.0	per school per 22 students; class level maximum 25 students without Teacher Assistant	1.0	24 students			



Additional Staffing and Flexibility

	CONTINGENCY	DIFFERENTIATED	FLEXIBLE	SWAP
PURPOSE	When actual enrollment exceeds projected enrollment	Provide support for schools with higher percentages of economically disadvantaged students and English learner students	Discretionary school support to address diverse needs of schools	At the same school, a vacant Teacher position may be swapped for Teacher Assistant position(s) and vice versa
MANAGED BY	Department of Academics and Department of School Leadership	Principals	Department of Academics and Department of School Leadership	Department of Academics and Department of School Leadership
CONTRACT TYPE	Continuing	End-of-Year	End-of-Year	End-of-Year



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