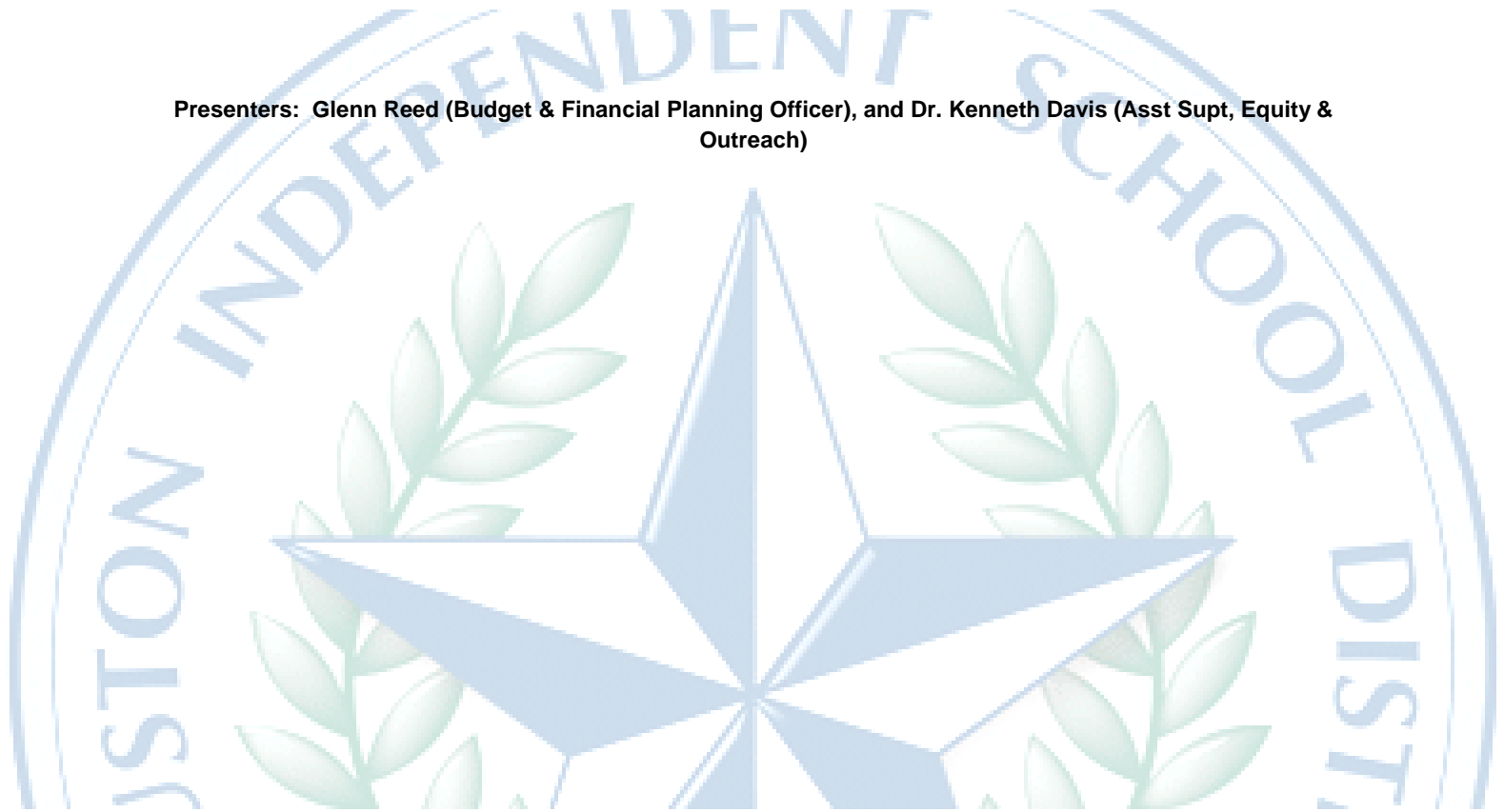


**Houston Independent School District
Resource Allocation Advisory Committee (RAAC)
Agenda October 18, 2018
4pm – 6pm**

- 1. Welcome**
- 2. Recap Baseline Position Allocations from the last meeting**
- 3. PowerPoint on Current RAS Funding vs Baseline Model**

Presenters: Glenn Reed (Budget & Financial Planning Officer), and Dr. Kenneth Davis (Asst Supt, Equity & Outreach)



Resource Allocation Advisory Committee

Date: 10/18/2018



Possible RAAC Recommendations

- Counseling Services (Academic & Mental Health)
- More guidance, support and rules for how principals handle magnet funds and small school subsidy (for example) and student support services.
- Sharing of positions or services between campuses
- Continuation of some centralized positions that can be dispatched to schools as needed, like psychologists.
- Facilities: Allow principals at older schools to have more experienced plant operators
- (PO II v. PO I)
- From Staff: Seek new revenue sources (i.e. TRE and School Finance Reform, Moving GF debt to I & S)
 - Bond Election?
 - Leveraging and expanding partnerships with Community in Schools (CIS) to optimize campus budgets.
- Add positions/services to schools based on the needs of that school's population
- School Safety: Security Officers at Elementary Schools. Police Officers at Secondary Schools. Vestibules and better gates → Requires a bond.

From RAAC Recommendations

- Developed a model of the services campuses should be able to provide.
- Used the model to cost and compare to what each campus currently generates in the PUA model.
- PUA total included the current small school subsidy model.
- For comparison of baseline positions the amount required for campuses to spend exclusively in special populations was excluded.
 - A portion of funds generated from special populations is used to fund the basic programs and services.

Current Small Schools

- 88 Current Small Schools
 - Based on current definition
 - 500 students for Elementary
 - 750 students for Middle
 - 1,000 students for High
 - 50 Elementary
 - 14 Middle
 - 10 High
 - 5 Specialty Middle
 - 9 Specialty High

New Small Schools in 2018-2019

- Paige ES
- Browning ES
- Burnet ES
- Mading ES
- Martinez C ES
- Carrillo ES
- North Forest HS
- YWCPA

No Longer Small Schools in 2018-2019

- Barbara Jordan HS (now a CTE Hub)
- Leland YMCPA
- Woodson ES

Current RAS funding compared to the baseline position model

Special Populations are not included in this comparison. Those funds should be supplemental to the baseline model.

RAS Funding Analysis w/o SSS

| Without SSS | Insufficient Funds | Sufficient Funds |
|---------------------|---------------------------|-------------------------|
| Number | 169 | 90 |
| Small Schools | 86 | 2 |
| Surplus / (Deficit) | (\$36.7m) | \$15.3m |
| Elementary | 105 | 63 |
| Middle | 20 | 15 |
| High | 18 | 8 |
| Specialty Middle | 13 | 1 |
| Specialty High | 13 | 3 |

| With SSS | Insufficient Funds | Sufficient Funds |
|---------------------|---------------------------|-------------------------|
| Number | 132 | 127 |
| Small Schools | 49 | 39 |
| Surplus / (Deficit) | (\$20.3m) | \$20.0m |
| Elementary | 77 | 91 |
| Middle | 14 | 21 |
| High | 16 | 10 |
| Specialty Middle | 12 | 2 |
| Specialty High | 13 | 3 |

RAS Funding Analysis w/o SSS

| Without SSS | Insufficient Funds | Sufficient Funds | With SSS | Insufficient Funds | Sufficient Funds |
|------------------------------|---------------------------|-------------------------|------------------------------|---------------------------|-------------------------|
| Number | 169 | 90 | Number | 132 | 127 |
| Small Schools | 86 | 2 | Small Schools | 49 | 39 |
| Surplus / (Deficit) | (\$36.7m) | \$15.3m | Surplus / (Deficit) | (\$20.3m) | \$20.0m |
| Elementary <500 | 48 | 2 | Elementary <500 | 20 | 30 |
| Elementary 500-749 | 53 | 18 | Elementary 500-749 | 53 | 18 |
| Elementary 750-999 | 4 | 38 | Elementary 750-999 | 4 | 38 |
| Elementary 1,000-1,499 | 0 | 5 | Elementary 1,000-1,499 | 0 | 5 |
| Middle <500 | 5 | 0 | Middle <500 | 1 | 4 |
| Middle 500-749 | 10 | 0 | Middle 500-749 | 8 | 2 |
| Middle 750-999 | 5 | 1 | Middle 750-999 | 5 | 1 |
| Middle 1,000-1,499 | 0 | 12 | Middle 1,000-1,499 | 0 | 12 |
| Middle 1,500-1,999 | 0 | 2 | Middle 1,500-1,999 | 0 | 2 |
| High <500 | 3 | 0 | High <500 | 3 | 0 |
| High 500-749 | 1 | 0 | High 500-749 | 0 | 1 |
| High 750-999 | 6 | 0 | High 750-999 | 5 | 1 |
| High 1,000-1,499 | 2 | 0 | High 1,000-1,499 | 2 | 0 |
| High 1,500-1,999 | 4 | 2 | High 1,500-1,999 | 4 | 2 |
| High >2000 | 2 | 6 | High >2000 | 2 | 6 |
| Specialty Middle <500 | 3 | 0 | Specialty Middle <500 | 2 | 1 |
| Specialty Middle 500-749 | 5 | 0 | Specialty Middle 500-749 | 5 | 0 |
| Specialty Middle 750-999 | 3 | 1 | Specialty Middle 750-999 | 3 | 1 |
| Specialty Middle 1,000-1,499 | 2 | 0 | Specialty Middle 1,000-1,499 | 2 | 0 |
| Specialty High <500 | 9 | 0 | Specialty High <500 | 9 | 0 |
| Specialty High 500-749 | 2 | 0 | Specialty High 500-749 | 2 | 0 |
| Specialty High 750-999 | 2 | 2 | Specialty High 750-999 | 2 | 2 |
| Specialty High 1,000-1,499 | 0 | 1 | Specialty High 1,000-1,499 | 0 | 1 |

Main Factors Impacting Differences in Deficits

- Campus size (economies of scale)
- Average Daily Attendance percentage differences
 - Lowest HS ADA 88.3%
 - Highest HS ADA 96.7%
- Special Population differences
- Use of a flat rate for all campuses for non-salary dollars in the model
 - Subs
 - Athletic packages
 - UIL packages
 - Athletic stipends
 - Teacher stipends
 - Supplies, contracts, other operating costs
 - Extra duty pay for Teachers and other staff

ADA Impact and Basic Services Cost per Grade Level Unit

Grade Level Units ADA Impact

- Grade Level Units are determined by enrollment multiplied by the average daily attendance (ADA) percentage.

| | |
|-------------------|-------|
| Enrollment | 1,000 |
| ADA | 100% |
| Grade Level Units | 1,000 |

| | |
|-------------------|-------|
| Enrollment | 1,000 |
| ADA | 99% |
| Grade Level Units | 990 |

| | |
|---------------------------------|--------------|
| High School Per Unit Allocation | \$ 3,432 |
| Per Unit Allocation Received | \$ 3,432,000 |

| | |
|---------------------------------|--------------|
| High School Per Unit Allocation | \$ 3,432 |
| Per Unit Allocation Received | \$ 3,397,680 |

| | |
|--------------|-------------|
| Funding Loss | \$ (34,320) |
|--------------|-------------|

| | |
|--------------------|--------|
| Number of Teachers | (0.61) |
|--------------------|--------|

Per Grade Level Unit Cost For Basic Services Example

Students

| High School | Average Salary | 2,000 | 1,500 | 1,000 | 750 | 500 |
|---------------|----------------|--------|--------|--------|--------|--------|
| Principal | \$ 127,000 | \$ 64 | \$ 85 | \$ 127 | \$ 169 | \$ 254 |
| School Admin | \$ 37,400 | \$ 19 | \$ 25 | \$ 37 | \$ 50 | \$ 75 |
| Nurse | \$ 56,700 | \$ 43 | \$ 38 | \$ 57 | \$ 76 | \$ 113 |
| Social Worker | \$ 48,300 | \$ 24 | \$ 32 | \$ 48 | \$ 64 | \$ 97 |
| Librarian | \$ 56,700 | \$ 28 | \$ 38 | \$ 57 | \$ 76 | \$ 113 |
| Counselor | \$ 60,900 | \$ 122 | \$ 122 | \$ 122 | \$ 81 | \$ 122 |
| | | \$ 299 | \$ 339 | \$ 448 | \$ 516 | \$ 774 |

Students

| Middle School | Average Salary | 2,000 | 1,500 | 1,000 | 750 | 500 |
|---------------|----------------|--------|--------|--------|--------|--------|
| Principal | \$ 106,000 | \$ 53 | \$ 71 | \$ 106 | \$ 141 | \$ 212 |
| School Admin | \$ 37,400 | \$ 19 | \$ 25 | \$ 37 | \$ 50 | \$ 75 |
| Nurse | \$ 56,700 | \$ 28 | \$ 38 | \$ 57 | \$ 76 | \$ 113 |
| Social Worker | \$ 48,300 | \$ 24 | \$ 32 | \$ 48 | \$ 64 | \$ 97 |
| Librarian | \$ 56,700 | \$ 28 | \$ 38 | \$ 57 | \$ 76 | \$ 113 |
| Counselor | \$ 60,900 | \$ 122 | \$ 122 | \$ 122 | \$ 81 | \$ 122 |
| | | \$ 274 | \$ 325 | \$ 427 | \$ 488 | \$ 732 |

Students

| Elementary School | Average Salary | 2,000 | 1,500 | 1,000 | 750 | 500 |
|-------------------|----------------|--------|--------|--------|--------|--------|
| Principal | \$ 92,800 | \$ 46 | \$ 62 | \$ 93 | \$ 124 | \$ 186 |
| School Admin | \$ 37,400 | \$ 19 | \$ 25 | \$ 37 | \$ 50 | \$ 75 |
| Nurse | \$ 56,700 | \$ 28 | \$ 38 | \$ 57 | \$ 76 | \$ 113 |
| Librarian | \$ 56,700 | \$ 28 | \$ 38 | \$ 57 | \$ 76 | \$ 113 |
| Counselor | \$ 60,900 | \$ 61 | \$ 81 | \$ 122 | \$ 81 | \$ 122 |
| | | \$ 183 | \$ 244 | \$ 365 | \$ 406 | \$ 609 |

Thank you



Baseline Positions / Services

RAAC Meeting October 18, 2018

| Elementary | | | |
|------------------------------------|---------------|--------------|---|
| <u>Position</u> | <u>Months</u> | <u>Range</u> | <u>Staffing Level</u> |
| Principal | 12 | NA | 1 |
| Administrative Assistant | 12 | NA | 1 |
| Assistant Principal | 11 | 0-499 | 0 |
| Assistant Principal | 11 | 500-1000 | 1 |
| Assistant Principal | 11 | 1000+ | 2 |
| Nurse | 10 | NA | 1 |
| Duty Free PE | 10 | 1-350 | 1 Teacher, 0 Teacher Assistant |
| Duty Free PE | 10 | 351-850 | 1 Teacher, 1 Teacher Assistant |
| Duty Free PE | 10 | 851-1000 | 2 Teacher, 1 Teacher Assistant |
| Duty Free PE | 10 | 1000+ | 3 Teacher, 1 Teacher Assistant |
| Art/Music | 10 | 1-350 | .5 music teacher and .5 art teacher |
| Art/Music | 10 | 351-850 | 1 music teacher and 1 art teacher |
| Art/Music | 10 | 851-1000 | 1.5 music teachers and 1.5 art teacher |
| Art/Music | 10 | 1001+ | 2 music teachers and 2 art teachers |
| Librarian | 10 | NA | 1 |
| Student Information Representative | 11 | NA | 1 |
| Clerical (General Clerk III) | 10 | NA | 500:1 rounded to the nearest .1 |
| Counselor / Social Worker | 10 | 0-900 | 1 |
| Counselor / Social Worker | 10 | 901+ | 2 |
| Teacher (Grade PK) | 10 | NA | 24:1 |
| Teacher (Grade K-4) | 10 | NA | 22:1 |
| Teacher (Grade 5) | 10 | NA | 25:1 |
| Teacher Assistant (Grade PK) | 10 | NA | 1 PK Teacher Assistant per 1 PK Teacher |
| State Compensatory Education (SCE) | NA | NA | \$1,500 per refined unit |
| Bilingual | NA | NA | \$1,100 per refined unit |
| Gifted and Talented (GT) | NA | NA | \$671 per refined unit |
| Special Education ⁽⁵⁾ | NA | NA | \$3,470 per refined unit |
| Non-Salary | NA | NA | \$225 per student |

Baseline Positions / Services

RAAC Meeting October 18, 2018

| Middle | | | |
|------------------------------------|---------------|---------------|---|
| <u>Position</u> | <u>Months</u> | <u>Range</u> | <u>Staffing Level</u> |
| Principal | 12 | NA | |
| Administrative Assistant | 12 | NA | |
| Assistant Principal | 11 | 0-500 | 1 |
| Assistant Principal | 11 | 501-900 | 2 |
| Assistant Principal | 11 | 901-1300 | 3 |
| Assistant Principal | 11 | 1300+ | 4 |
| Nurse | 10 | NA | 1 |
| Librarian | 10 | NA | 1 |
| Social Worker | 10 | NA | 1 |
| Student Information Representative | 11 | NA | 1 |
| Clerical (General Clerk III) | 10 | 0-675 | 2 |
| Clerical (General Clerk III) | 10 | 676-1025 | 3 |
| Clerical (General Clerk III) | 10 | 1026-1375 | 4 |
| Clerical (General Clerk III) | 10 | 1376-1725 | 5 |
| Clerical (General Clerk III) | 10 | 1726+ | 6 |
| Data Clerk (General Clerk III) | 11 | NA | 1 |
| Counselor | 10 | 0-500 | 1 |
| Counselor | 10 | 501-1,000 | 2 |
| Counselor | 10 | 1,001 - 1,500 | 3 |
| Counselor | 10 | 1,501 - 2,000 | 4 |
| Counselor | 10 | 2,001+ | 5 |
| Registrar | 12 | NA | 1 |
| IT Customer Service Rep | 10 | NA | 1 |
| Campus Education Technologist | 10 | NA | 1 |
| Teachers*** | 10 | NA | <p>Secondary Teacher Staffing Calculation Grades 6-12</p> <p>Middle School Teacher Staffing Calculation # Student Projection X # of Classes for Students = Student Contacts ex. (1,019 x 7=7,133)</p> <p># Classes Taught x # students per class = Student Load ex. 6x26=156</p> <p>MS Teachers=Student Contacts/Student Load ex. 7,133/156=46 teachers</p> |
| State Compensatory Education (SCE) | NA | NA | \$1,500 per refined unit |
| Bilingual | NA | NA | \$1,100 per refined unit |
| Gifted and Talented (GT) | NA | NA | \$671 per refined unit |
| Special Education ⁽⁵⁾ | NA | NA | \$3,470 per refined unit |
| Non-Salary | NA | NA | \$425 per student |

Baseline Positions / Services

RAAC Meeting October 18, 2018

| High | | | |
|------------------------------------|---------------|--------------|-----------------------|
| <u>Position</u> | <u>Months</u> | <u>Range</u> | <u>Staffing Level</u> |
| Principal | 12 | NA | |
| Administrative Assistant | 12 | NA | |
| Assistant Principal | 11 | 0-675 | 1 |
| Assistant Principal | 11 | 676-950 | 2 |
| Assistant Principal | 11 | 951-1,500 | 3 |
| Assistant Principal | 11 | 1,501-2,000 | 4 |
| Assistant Principal | 11 | 2,001-2,500 | 5 |
| Assistant Principal | 11 | 2,501-3,000 | 6 |
| Assistant Principal | 11 | 3,001-3,500 | 7 |
| Assistant Principal | 11 | 3501+ | 8 |
| Nurse | 11 | NA | 1 |
| Librarian | 11 | 1999 | 1 |
| Librarian | 11 | 2000+ | 1.5 |
| Student Information Representative | 11 | 650 | 1 |
| Student Information Representative | 11 | 2750 | 2 |
| Student Information Representative | 11 | 2751+ | 3 |
| Clerical (General Clerk III) | 10 | 1-600 | 2 |
| Clerical (General Clerk III) | 10 | 601-1,000 | 3 |
| Clerical (General Clerk III) | 10 | 1,001-1,400 | 4 |
| Clerical (General Clerk III) | 10 | 1,401-1,800 | 5 |
| Clerical (General Clerk III) | 10 | 1,801-2,200 | 6 |
| Clerical (General Clerk III) | 10 | 2,201-2,600 | 7 |
| Clerical (General Clerk III) | 10 | 2,601-3,000 | 8 |
| Clerical (General Clerk III) | 10 | 3,001-3,400 | 9 |
| Clerical (General Clerk III) | 10 | 3,401-3,800 | 10 |
| Clerical (General Clerk III) | 10 | 3801+ | 11 |
| Data Clerk (General Clerk III) | 11 | NA | 1 |
| Counselor | 11 | 0-500 | 1 |
| Counselor | 11 | 501-1000 | 2 |
| Counselor | 11 | 1001-1500 | 3 |
| Counselor | 11 | 1501-2000 | 4 |
| Counselor | 11 | 2001-2500 | 5 |
| Counselor | 11 | 2501-3000 | 6 |
| Counselor | 11 | 3,001-3,500 | 7 |
| Counselor | 11 | 3501+ | 8 |
| Registrar | | 0-1650 | 1 |
| Registrar | | 1651-2750 | 2 |
| Registrar | | 2751+ | 3 |
| Registrar | 12 | NA | 1 |
| IT Customer Service Rep | 10 | NA | 1 |
| Campus Education Technologist | 10 | NA | 1 |
| Business Manager | 12 | NA | 1 |

Baseline Positions / Services

RAAC Meeting October 18, 2018

| | | | |
|--------------------------------------|----|----|---|
| Teachers*** | 10 | NA | <p>High School Teacher Staffing Calculation HS # Student Projection X # of Classes for Students = Student Contacts ex. (1,922 x 7=13,454) # Classes Taught x # students per class = Student Load ex. 6x30=180 HS Teachers=Student Contacts/Student Load ex. 13,454/180=75 teachers</p> |
| State Compensatory Education (SCE) | NA | NA | \$1,500 per refined unit |
| Bilingual | NA | NA | \$1,100 per refined unit |
| Gifted and Talented (GT) | NA | NA | \$671 per refined unit |
| Special Education ⁽⁵⁾ | NA | NA | \$3,470 per refined unit |
| Career and Technical Education (CTE) | NA | NA | Centralized |
| HS Allotment | NA | NA | \$170 per refined unit |
| Non-Salary ⁽⁶⁾ | NA | NA | \$475 per student |