Weighted Staffing Standards

Meeting Name/Purpose: *Weighted Staffing Standards (WSS)*
Meeting Date: *December 14, 2023*
Location: *MS Teams*
Facilitator(s): *Kurt Buttleman*
Attendees: *Linda Sebring, Pat Roe, Jennifer Matter, Sarah Pritchett, Justin Hendrickson, Barbara Casey, Jessica Proctor, Amy Schwentor, Erika Ayer, Rina Geohagan, Rocky Torres, Rainey Hartford Swan, Kurt Buttleman, Robert Gary, Julie Breidenbach*

Invited, but not in attendance: *Art Jarvis, Mike Starosky, Rachel Roosma*

Links to supporting Materials/Documents:
[WSS 2023-24](#)

Time	Topic	Presenter	Action Items/Notes
2:00	Welcome / Introductions	Kurt B.	
2:05	Follow-ups from October 10, 2023, meeting		• Need to clarify how the K-3 ratio works for certificated staff who work with both K-3 and 4-5 or 4-8 students. o It is the Budget Office's understanding that Staff FTE is funded by the state proportionately based on the number of students in each grade level. • Provide information on what "rounding" proposal looks like in practice (scenario development) / Predictability / Stability o 12/14/23 agenda item. • Admin response to: What can principals do to help resolve some of the staffing issues / challenges that persist? o 12/14/23 agenda item.
2:15	Update on Well-resourced Schools and FY 24/25 budget development	Kurt B.	• Kurt updated the group on the adopted Board resolution on the budget. Nine items identified as potential tools. One is how schools are resourced, which relates directly to WSS work. The resolution also addresses other

			items including repayment of Rainy-Day fund, utilization of financing arrangements (potentially a loan) to defer school closures.

2:20	WSS Model Discussion
	• Rounding for Elementary Schools
		Linda S. / Pat R.	Background: WSS model currently rounds up to next 1.0 in all scenarios. Intent is to increase transparency. The proposed change would be cost neutral, it should not reduce nor increase the total number of teaching FTE across the district.
			• Two scenarios presented. (Spreadsheet attached)
			  ○ Scenario 1: Within total allocation, K-3 teachers rounded up or down to 1.0; Within total allocation, 4-5 teachers remaining balance.
			  ○ Scenario 2: Within total allocation, K-3 teachers rounded to nearest 0.5; Within total allocation, 4-5 teachers remaining balance.
			• Concern that this would generate more split classes. Discussion about how splits are often caused by having small schools.
			• Group agreed they needed more time to process options.
			• Group stressed community concern about reconfiguring in October; splits are not ideal; prefer larger classes in 4-5 rather than splits.

2:40	K-3 Changes Discussion	Dr. Torres	Discussion points were as follows: • Challenges with reconfiguring classes into the school year was a problem. • Numbers pretty solid in August. Usually not major shifts after that. Meet with REDs and make adjustments then. • Have a way to tell Principals to wait to hire until we have data on how many kids will be in which schools. • Suggestion for District to ask families to provide information if they are leaving district or leaving school. • Need to get better information to new principals. • REDs meet with ES to go over their configurations at SLI. ○ Suggestion for June and August reviews. • Conversation will continue in January.
Meeting close out			• Both rounding options are in the right direction. More clarity on how it works for principals.

2:50	Discuss winter meeting date		- More K-3 discussion - PASS will be ready after January 10; SEA ready after January 8 - PASS suggested 2-hour meeting in January.
2:55	Next Steps / Action items		Follow Up - K-3 compliance issues at option schools - What are other districts doing to prevent reconfigurations in October? - Suggestion for having more holistic discussion of WSS model in the future.