



Weighted Staffing Standards

Meeting Name/Purpose: *Weighted Staffing Standards (WSS)*

Meeting Date: *February 13, 2024*

Location: *MS Teams*

Facilitator(s): *Kurt Buttleman*

Attendees: *Eric Anderson, Erika Ayer, Kurt Buttleman, Barbara Casey, Elizabeth Ward-Robertson, Robert Gary, Rina Geoghagan, Rainey Hartford Swan, Justin Hendrickson, Meesh Vecchio, Sarah Pritchett, Jessica Proctor, Philip Ramunno, Pat Roe, Rachel Roosma, Amy Schwentor, Linda Sebring, Rocky Torres*

Invited, but not in attendance: *Art Jarvis, Mike Starosky, Jennifer Matter*

Links to supporting Materials/Documents:

[Gold Book 24-25](#)

[October 10, 2023 – WSS Meeting Notes](#)

[December 14, 2023 – WSS Meeting Notes](#)

Time	Topic	Presenter	Action Items/Notes
2:00	Welcome / Introductions	Kurt	Purpose of today's meeting is information sharing and an opportunity to answer questions. The long-term goal for the WSS workgroup is to be a collaborative workspace. But for today, information and Q&A.
2:05	Follow-ups from December 14, 2023, meeting		<ul style="list-style-type: none">● 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
2:10	District Budget / Enrollment Update	Kurt	<ul style="list-style-type: none">● Reviewed the adopted Board Resolution Directing the Superintendent to develop a Fiscal Stabilization Plan to address a projected budget deficit of \$105 million for the 2024-25 school year.

			<ul style="list-style-type: none"> • Reductions/adjustments in school staffing allocations are being addressed earlier because of the necessity to plan school budgets in February. • Provided summary of 2024 school projections. In short, down 1.8% from October 1, 2023; small K classes, exiting larger classes, K-5 declining, secondary down as well. King County is on a downward trend. Principals should have received school specific numbers on Feb. 12. • February 27 is the expected release date of School Allocations.
2:15	Equity Tiers Update	Eric	<ul style="list-style-type: none"> • Research & Evaluation team provided background on Equity Tiers and reviewed methodology. Equity Tiers are the result of the collaborative work of the WSS committee. Most schools are in Tier 4. • Two recent changes were made: 1) expanded definition of Students of Color Furthest from Educational Justice; 2) incorporated Family Income Survey to supplement FRL data. Nine schools will change tiers.
	WSS Model Discussion		
2:20	<ul style="list-style-type: none"> • Gold Book changes 	Pat / Linda	<ul style="list-style-type: none"> • Reviewed changes to the 24-25 School Budget Development Instructions (“Gold Book”). See page 3 of Gold Book. • Question regarding how the change in grant funding for middle schools affects dollar per pupil for students? Answer: Grant funding for schools is only impacted if schools experience a decline in either enrollment or FRL. Per pupil was increased this year to offset any possible reductions in comparison to 2023-24 allocations.
2:30	<ul style="list-style-type: none"> • Purple Book changes 	Rocky / Kurt / Sarah	<ul style="list-style-type: none"> • Reviewed 24-25 changes to school allocations. \$7.3 million in total reductions for the 2024-25 school year. This is approximately 1.2% of the \$634 million allocated to schools via the Weighted Staffing Standards Model (2023-24) or 7% of the \$104 million projected deficit. • Central office is taking cuts and those cuts will change the responsiveness of the central office departments. Emphasized that there were difficult conversations around staff reductions.

			<ul style="list-style-type: none"> • Middle schools expressed need to address visual/performing arts requirements. Need humanities teachers to receive endorsements so they can fulfill this need. • Schools asked how much FTE savings is the 31:1 ratio? Answer: the \$4 million number assumes \$5 million minus \$1 million in overage pay. • Schools asked about the thinking behind making the reduction in discretionary allocation equal at every school instead of percentage of FTE. Concern about the impact on smaller schools that have a minimal discretionary budget. • Small schools are concerned about staffing and said there is no room for adjustments. • Discussion about June adjustments. • Schools asked if K-8 will also increase to 31:1? Yes, for grades 6-8. • Discussion about waiver process. Concern about taking the time to go through the waiver process if the waiver will be denied; district offered to discuss viability prior to application process.
2:40	Operational discussion (waivers, etc.)	Pat / Linda	<ul style="list-style-type: none"> • Discussion about social worker/counselor waivers. Schools discussed need for flexibility to provide social emotional support.
2:50	Discuss spring meeting date(s) / Agenda	All	Discussed spring meeting date. Jodie will send invites for “25-26 WSS Meeting #1” for April 2024.
2:55	Next Steps / Action items		<p>Desire for more collaboration and “longer runway for next year’s process.”</p> <p>Follow-ups to specific questions will be provided.</p>