

Misperceptions Volume 2

Misperceptions 3.0

Summary of Staffing Information

Misperception 1: Over time, school districts have increasingly invested substantially more dollars outside the classroom rather than in instruction.

Though some have said that the ratio of teachers to non-teachers has shifted from 5:1 in the 1970s to more like 1:1 today, data prior to the 1980s does not include all school district personnel, and so these kinds of comparisons are not appropriate. In fact, the 1987-88 TEA Snapshots publication contains this note: *“...between 1986-87 and 1987-88 the number of support and administrative FTEs has increased dramatically. **This is more likely due to a change in the detail of data collected rather than to a real increase in the numbers of these personnel employed.** Districts now report on a more expanded set of roles through PEIMS than they did through the prior system.”* In fact, prior to this time, auxiliary personnel counts were not included in the data.

Data collected after changes to role codes show little change in the distribution of FTEs.

Year	Total Staff	% Teachers	% Professional Support	% Campus Admin	% Central Admin	% Aides	% Auxiliary
1989-90	383,349	52	5	3	2	8	30
1994-95	449,421	52	7	2	1	9	29
1999-00	522,422	51	7	3	1	10	28
2004-05	583,760	50	8	3	1	10	28
2009-10	659,821	50	9	3	1	10	27

Source: TEA PEIMS data various years

Second, though Texas employs a large number of staff that are not classified as classroom teachers, these individuals are largely not administrative staff. Most are providing services to students and are not easily expendable, particularly if current service levels are to be maintained and compliance with federal and state

requirements is to be met. The table below describes what Texas school district employees do in schools by role code and are from 2009-10 PEIMS data.

	Cumulative % of Total Staff
Classroom teachers	50%
Educational Aides	60%
Special Education Service Providers (speech teachers, audiologists, occupational therapists, diagnosticians, etc.)	61%
Other Student Service Providers (librarians, counselors, nurses, school psychologists, social workers, truant officers)	65%
Campus Principals and Assistant Principals	68%
Auxiliary Staff	95%
Other Campus Administration	97%
District Administration	100%

*Excludes charter schools.

Additionally, data above reflect only FTEs, not dollars invested in staff. If we look at 2009-10 budget data reflecting salary costs, teacher salaries make up 64.3 percent of dollars.

	Budgeted Salary Expenditures 2009-10	Percent of Salary
Teachers	\$15,199,281,334	64.3%
Campus Administration	\$1,608,078,652	6.8%
Central Administration	\$1,147,405,900	4.9%
Student Services	\$1,657,992,918	7.0%
Educational Aides	\$861,787,489	3.6%
Auxiliary Staff	\$3,147,172,182	13.3%
Total	\$23,621,718,475	100.0%

Source: TEA PEIMS Budgeted General Fund Expenditures: 2009-10, excludes charter schools.

Misperception 2: There is no way to know what all of the auxiliary staff are doing in school districts.

Although there are not specific role codes for auxiliary staff, districts do report staff counts by functional area, so we know which auxiliary staff are working in food service as opposed to transportation, campus security or plant maintenance and operations. This provides a good indicator of whether a person classified as auxiliary is serving meals, repairing and cleaning buildings, driving busses or providing administrative or other services.

	All Funds	Cumulative Percentage
<p>Facilities Maintenance (51) –<i>These individuals are responsible for cleaning and maintaining all school and administration buildings. On average, there are about 6.5 of these staff members per campus. They are custodians, grounds maintenance crews, plumbers, electricians, carpenters, pest control workers, painters, heating and air conditioning specialists, and other individuals responsible for maintaining facilities.</i></p>	51,992	30%
<p>Transportation (34) <i>These individuals are responsible for driving students to and from school and providing maintenance on district vehicles so they run safely. More than 36 percent of these individuals are not funded through the general fund—many of those funded outside the general funds are likely special education transportation providers. In total, there are less than 5 transportation-related auxiliary staff per campus, and state transportation funds only provide for about \$8,270 per worker—if all funds were used for workers and none remained for fuel, bus maintenance, etc.</i></p>	37,697	51%
<p>Food Service (35) <i>More than 90 percent of these individuals are not funded through the general fund. These individuals prepare and serve meals to students and are paid through federal funds or student fees. There are an average of 3 food service auxiliary staff per campus.</i></p>	24,212	65%
<p>Campus Leadership (23) <i>These individuals work in schools—they sign students in and out of school, process student attendance data, and provide administrative support to teachers and campus leadership. There are an average of 3 of these staff members per campus.</i></p>	23,736	78%
<p>Central Administration (41) <i>These individuals provide administrative support at the district level and perform other administrative tasks such as serving as payroll clerks, accounts payable clerks, human resources clerks, and so on. There are about 7 of these staff members per district.</i></p>	7,703	83%
<p>Security (52) <i>These staff members provide for campus security. On average, there are fewer than one of these staff members per campus.</i></p>	5,081	85%
<p>Other <i>There are a smaller number of auxiliary staff coded throughout the school district budgets. They are all non-professional staff working in any functional area of the budget—examples are non-professional library staff, parent outreach staff, technology support providers, data processing staff, and other kinds of support functions.</i></p>	25,527	100%

*Excludes charter schools