

## Non-Teaching and Therefore Non-Essential????

Continually present in the news from our Austin legislative decision makers is the pervasive thought that public school districts are over-staffed with personnel that do not teach classes thus creating a substantial need to reduce non-teaching personnel which they have affectionately defined as non-essential staff. Support staff, both professional and non-professional, are vital drivers to the overall success of a campus and ultimately to a district. Worse, is the previously undiscussed reality that substantial reductions in these areas would impact the level of services provided to students. Elimination of positions such as librarians, counselors, nurses, assistant principals, food service staff, bus drivers, curriculum support, technology support, and custodians, will change the climate on our campuses and push the responsibility for fulfilling these job functions onto classroom teachers, who should be focused on instruction.



*Try running a hospital with only doctors.*

...what are we talking about and how misd compares...

What are the current percentages of v1i8non-teaching staff compared to classroom teachers? Below is a chart with data from the 2009-10 PEIMS record from the state and from the 2009-10 AEIS report for Montgomery Independent School District. It is very important to keep in mind that most of the roles listed in the chart are providing services to students and are not easily expendable, particularly if current service levels are to be maintained in compliance with federal and state requirements.

*FTE: Full Time Equivalent or another way to think about it is a full time person	#FTE's* State	State Cumulative % of FTE's*	State Percent of Total Staff FTE's*	MISD Percent of Total Staff FTE's*
Classroom Teachers	325,619	50%	<b>50%</b>	<b>51%</b>
Instructional Aides	63,472	60%	<b>10%</b>	<b>5%</b>
Special Education Service Providers (Speech, OT, Diagnosticians, etc.)	9,111	61%	<b>1%</b>	<b>1%</b>
Other Student Service Providers (Librarians, Nurses, Counselors, etc.)	25,460	65%	<b>4%</b>	<b>6%</b>
Campus Principals	16,175	68%	<b>3%</b>	<b>3%</b>
Auxiliary Staff (Child Nutrition, Transportation, etc.)	175,948	95%	<b>27%</b>	<b>33%</b>
Other Campus Administration	13,069	97%	<b>2%</b>	<b>NA</b>
District Administration	19,028	100%	<b>3%</b>	<b>1%</b>

### Upcoming Events

BAC Meeting  
April 7, 2011

BAC Meeting  
April 21, 2011

[www.misd.org](http://www.misd.org)

### MISD Staffing: A Look Back

Over the past ten years the % of classroom teachers has been very consistent in MISD, this year for 2010-11, 53.1% of our employees are classroom teachers. Although public education must confront the potential of reduced revenue, charges that districts are over-staffed must be answered. Below is the MISD staffing history for the past ten years (Source: AEIS Data).

	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01
Teachers	51.2%	53.5%	53.4%	53.4%	54%	53.7%	53.1%	51.5%	51.3%	52.3%
Instructional Aides	5.2%	6.3%	6.4%	6.5%	6.7%	6.4%	6.5%	6.5%	6.7%	6.1%
Professional Support (Includes Special Ed. & Other Student Services)	6.7%	6.1%	5.9%	5.6%	4.8%	5.2%	5.5%	5.3%	5.5%	5.4%
Campus Administration	2.7%	2.6%	2.7%	2.7%	2.5%	2.4%	2.4%	2.4%	1.3%	1.2%
Auxiliary Staff (CN, Transp., Clerical, Maint., etc.)	33.1%	30.3%	30.4%	30.9%	30.9%	31.1%	31.3%	33.1%	32.6%	32.5%
District Administration	1.1%	1.2%	1.2%	1%	1.1%	1.2%	1.2%	1.3%	1.3%	1.2%

