

Staffing UnitsWhat Constitutes a "Classroom Unit"?

Elementary classrooms must have no more students than the grade level limits set forth in the Accreditation Standards, Elementary Class Size (10.55.712) and Grades 7 – 12 Class Size (10.55.713). The bottom limit must be at least eight students per classroom in the elementary (K-6) and five in grades 7 through 12; otherwise additional grade levels should be combined.

Why \$40,000 per classroom unit?

Statewide data for schools of all sizes:

- The average teacher in the state makes \$38,485 (Information provided by MEA – 2005 figures)
- Employer costs are approximately 15%. This adds \$5,772.75
- Total cost = \$44,257.75
- Funding based on average statewide costs would be \$45,000 per classroom unit
- Note: does not include insurance benefits

Class "C" specific data:

- The average class "C" teachers makes \$31,225 (page 27 of "The Class C Survey", 2004-2005, Montana Rural Education Center, University of Montana – Western)
- Employer costs are approximately 15%. This adds \$4,684.
- Total cost = \$35,909
- Should small schools be able to compete with larger school or at least be reasonably close in what they can offer when recruiting teachers?
- Funding based on average class "C" costs would be \$36,000 per classroom unit
- Allowing small schools to be fairly competitive would cost approximately \$40,000 per classroom unit.
- Note: does not include insurance benefits.

Maintenance/ Custodial

- I have estimated, some through informal surveys with several nearby school districts, that 25,000 square feet would be a reasonable building size to staff one custodian/maintenance person.
- This would include all exterior grounds work such as lawns, sidewalks, driveways, landscaping, playground repair, etc...
- The national average is 20,000 sq. feet per custodian.
- 10.00 per hour at 2080 hours per year = \$20,800 + employer costs (\$3,120) = \$23,920. Add substitute costs during vacation, adds approximately \$1,000. Total cost of approximately \$25,000 per staff.
- Note: Does not include insurance benefits.

Administrative Unit

- Schools with less than 9 certified staff, must have one administrator or a supervising teacher and the county superintendent. This size district must also hire at least a .5 clerk.
- One administrator (Combination superintendent and K-12 principal) for schools having more than 9 and less than 18 certified staff. This size district must hire a fulltime clerk.
- Larger schools as listed in the Accreditation Standards 10.55.705.

Paraprofessionals

- Schools having from 50 to 125 students are entitled to 2 paraprofessionals.
- For every 200 students above the 125 limit, a school may staff one additional position.

Cooks

- Schools having from 50 to 125 students are entitled to 2 kitchen personnel.
- For every 200 students above the 125 limit, a school may staff one additional position.
- The state would fund 25% of the employment costs. The rest of the costs must be paid for through lunch fees and Free and Reduced federal reimbursements.