

DISTRICT MANAGED

OFFICE OF THE SUPERINTENDENT	
Education Operations Chief	1.0 per District- Level (Office of the Superintendent)
SPECIAL EDUCATION	
Special Education Paraprofessional (Aide)	Special Education Professionals and Paraprofessional (Aide) hours provided by DoDEA Education Directorate/SPED Coordinator. Each program is allocated 70 hrs per pay period Number of qualifying Special Education Professionals hours (PSCD, LI/MM, LI/MS and LI/SP) x hrs per pay period x 19.6 pay period/2088 hrs per year (DoDEA SPED Coordinator makes the determination whether EI Teachers are eligible for an Aide)
Substitute for Special Education Professionals (Teachers)	Total District Qualifying Special Education Professionals (PSCD, LI/MM, LI/MS and LI/SP) x 10 days/184 days per year
OTHER PROFESSIONALS	
School Psychologist	1.0 per 1,000 students on a district-wide basis
SUPPORT STAFF	
Education Aide	Total district enrollment/ 1800 x 110 hrs x 19.6 pay periods/ 2088 hrs per year
Supplemental Instruction Support (SIS) Aide	Number of hours provided to the Areas to provide individual student support in collaboration with the Special Education Teacher Number of hours x 19.6 pay periods/2088 hrs per year
Substitute for SIS (Aide)	Number of SIS Aide FTEs x 10 days/184 days per year
Substitutes	10 days per Classroom Teacher (includes all program areas reflected in the Classroom Teachers Section of the District Summary Level Staffing Voucher), Small School Support Section, Other Professionals: Foreign Language, Elementary Art Teacher, Elementary Music Teacher, Elementary P.E. Teacher, Information Specialist, School Nurse, and Elementary Heritage Teacher
Professional Developmental Days	Number of days provided to the Areas to support training and conference requirements

ELEMENTARY SCHOOL

(Applies to ES, IS, PS)

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with 500-999 students 2.0 per school with 1,000-1,599 students 3.0 per school with 1,600 or more students
CLASSROOM TEACHERS	
Pre-Kindergarten (Half Day)	1.0 per 36 students Each <u>fulltime</u> program is allocated an 80 hour per pay period program aide. Each <u>halftime</u> position is allocated a 40 hour per pay period program aide.
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aide.
Elementary Grades 1-3	1.0 per 18 students
Elementary Grades 4-6	1.0 per 25 students
Elementary Gifted Education	1.0 per school
English as a Second Language	1.0 per 40 ESL students
SMALL SCHOOL ALLOWANCE	
Small School Allowance	1.0 per school with less than 200 students
OTHER PROFESSIONALS	
Elementary Art	1.0 per 500 students Grades K-6
Elementary Music	1.0 per 500 students Grades K-6
Elementary PE	1.0 per 500 students Grades K-6
Elementary Heritage Teacher (Guam and Puerto Rico Schools only)	1.0 per 15 Elementary Classroom Teachers Grades 1-6
Education Technologist	1.0 per school
Guidance Counselor Grades K-6	1.0 per 300 students Grades K-6
Elementary School Supplement (Stateside Schools only)	1.0 per 15 Elementary Classroom Teachers Grades 1-6

School Year 2018-2019

Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
School Support Specialist (Language Arts/Reading Specialist (LARS) and Compensatory Education)	2.0 per school with 101-200 students in grades 1-3 3.0 per school with 201-300 students in grades 1-3 3.5 per school with 301-400 students in grades 1-3 4.0 per school with 401-500 students in grades 1-3 5.5 per school with 501-600 students in grades 1-3 7.0 per school with 601 or more students in grades 1-3
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1,499 students

ELEMENTARY/MIDDLE SCHOOL

(Applies to ES/MS)

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with 500-999 students 2.0 per school with 1,000-1,599 students 3.0 per school with 1,600 or more students
CLASSROOM TEACHERS	
Pre-Kindergarten (Half Day)	1.0 per 36 students Each <u>fulltime</u> position is allocated an 80 hour per pay period program aide. Each <u>halftime</u> position is allocated a 40 hour per pay period program aide.
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aide.
Elementary Grades 1-3	1.0 per 18 students
Elementary Grades 4-5	1.0 per 25 students
Elementary Gifted Education	1.0 per school
Middle Grades 6-8	1.0 per 16 students
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
English as a Second Language	1.0 per 40 ESL students
SMALL SCHOOL ALLOWANCE	
Small School Allowance	1.0 per school with less than 200 students
OTHER PROFESSIONALS	
Elementary Art	1.0 per 500 students Grades K-5
Elementary Music	1.0 per 500 students Grades K-5
Elementary PE	1.0 per 500 students Grades K-5

School Year 2018-2019

Education Technologist	1.0 per school
Elementary Heritage Teacher (Guam and Puerto Rico Schools only)	1.0 per 15 Elementary Classroom Teachers Grades 1-5
Guidance Counselor Grades K-8	1.0 per 300 students Grades K-8
Elementary School Supplement (Stateside Schools only)	1.0 per 15 Elementary Classroom Teachers Grades 1-5
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
School Support Specialist (Language Arts/Reading Specialist (LARS) and Compensatory Education)	2.0 per school with 101-200 students in grades 1-3 3.0 per school with 201-300 students in grades 1-3 3.5 per school with 301-400 students in grades 1-3 4.0 per school with 401-500 students in grades 1-3 5.5 per school with 501-600 students in grades 1-3 7.0 per school with 601 or more students in grades 1-3
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students

MIDDLE SCHOOL

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with 350-749 students 2.0 per school with 750-1,299 students 3.0 per school with 1,300 or more students
CLASSROOM TEACHERS	
Elementary Grades 4-5	1.0 per 25 students (Includes West Point MS 5 th grade)
Middle Grades 6-8	1.0 per 16 students
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
Middle School Supplement	1.0 per school (for foreign language)
English as a Second Language	1.0 per 40 ESL students
SMALL SCHOOL ALLOWANCE	
Small School Allowance	1.0 per school with less than 200 students
OTHER PROFESSIONALS	
Education Technologist	1.0 per school
Guidance Counselor Grades 6-8	1.0 per 300 students Grades 6-8
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students

SECONDARY SCHOOL
(Applies to MS/HS and HS)

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with less than 750 students 2.0 per school with 750-1,299 students 3.0 per school with 1,300 or more students
CLASSROOM TEACHERS	
Middle Grades 6-8	1.0 per 16 students
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
Secondary Teachers Grades 9-12	8.0 for the first 124 students plus 1.0 per 21 students for the next 210 students plus 1.0 per 25 students over 335 students plus 12% for seven-period day
Secondary Grades Academic Support	1.5 per school with 0-99 students in grades 9-12 2.0 per school with 100-199 students in grades 9-12 2.5 per school with 200-299 students in grades 9-12 3.0 per school with 300-399 students in grades 9-12 3.5 per school with 400-499 students in grades 9-12 4.0 per school with 500-599 students in grades 9-12 Increase by 0.5 for every 100 students for 600 or more students in grades 9-12
Secondary Grades PTS	1.0 per school with 99 or less students Grades 9-12 1.5 per school with 100-199 students Grades 9-12 2.0 per school with 200-299 students Grades 9-12 2.5 per school with 300-399 students Grades 9-12 3.0 per school with 400-499 students Grades 9-12 3.5 per school with 500-599 students in Grades 9-12 600 or more students will be increased 0.5 for every 100 students in Grades 9-12
English as a Second Language	1.0 per 40 ESL students

School Year 2018-2019

JROTC (At selected sites)	2.0 for programs of 100-150 cadets, or programs greater than 10% of the Grades 9-12 enrollment 3.0 for programs of 151-250 cadets in Grades 9-12 Further program increases are authorized when cadet enrollment increases by 100 students in Grades 9-12
SMALL SCHOOL ALLOWANCE	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
OTHER PROFESSIONALS	
Education Technologist	1.0 per school
Guidance Counselor	1.0 per 300 students Grades 6-8 1.0 per 200 students Grades 9-12
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students
Administrative Support for Guidance Counselors Grades 9-12	0.5 FTE authorized based on 3 year average enrollment projection greater than 350 students (SY 12/13, 13/14 and 14-15 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs.

UNIT SCHOOL

(Applies to US)

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with less than 750 students 2.0 per school with 750-1,299 students 3.0 per school with 1,300 or more students
CLASSROOM TEACHERS	
Pre-Kindergarten (Half Day)	1.0 per 36 students Each <u>fulltime</u> position is allocated an 80 hour per pay period program aide. Each <u>halftime</u> position is allocated a 40 hour per pay period program aide.
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aide.
Elementary Grades 1-3	1.0 per 18 students
Elementary Grades 4-5	1.0 per 25 students
Elementary Heritage Teacher (Guam and Puerto Rico Schools only)	1.0 per 15 Elementary Classroom Teachers Grades 1-5
Elementary Gifted Education	1.0 per school
Middle Grades 6-8	1.0 per 16 students
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
Secondary Teachers Grades 9-12	8.0 for the first 124 students plus 1.0 per 21 students for next 210 students plus 1.0 per 25 students over 335 students plus 12% for seven-period day

School Year 2018-2019

Secondary Grades Academic Support	1.5 per school with 0-99 students in grades 9-12 2.0 per school with 100-199 students in grades 9-12 2.5 per school with 200-299 students in grades 9-12 3.0 per school with 300-399 students in grades 9-12 3.5 per school with 400-499 students in grades 9-12 4.0 per school with 500-599 students in grades 9-12 Increase by 0.5 for every 100 students for 600 or more students in grades 9-12
Secondary Grades PTS	1.0 per school with 99 or less students Grades 9-12 1.5 per school with 100-199 students Grades 9-12 2.0 per school with 200-299 students Grades 9-12 2.5 per school with 300-399 students Grades 9-12 3.0 per school with 400-499 students Grades 9-12 3.5 per school with 500-599 students in Grades 9-12 600 or more students will be increased 0.5 for every 100 students in Grades 9-12
English as a Second Language	1.0 per 40 ESL students
JROTC (At selected sites)	2.0 for programs of 100-150 cadets, or programs greater than 10% of the Grades 9-12 enrollment 3.0 for programs of 151-250 cadets in Grades 9-12 Further program increases are authorized when cadet enrollment increases by 100 students in Grades 9-12
SMALL SCHOOL ALLOWANCE	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
OTHER PROFESSIONALS	
Elementary Art Teacher	1.0 per 500 students Grades K-5
Elementary Music Teacher	1.0 per 500 students Grades K-5
Elementary PE	1.0 per 500 students Grades K-5
Education Technologist	1.0 per school
Guidance Counselor	1.0 per 300 students Grades K-8 1.0 per 200 students Grades 9-12
Elementary School Supplement (Stateside Schools only)	1.0 per 15 Elementary Classroom Teachers Grades 1-5
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students

School Year 2018-2019

School Support Specialist (Language Arts/Reading Specialist (LARS) and Compensatory Education)	2.0 per school with 101-200 students in grades 1-3 3.0 per school with 201-300 students in grades 1-3 3.5 per school with 301-400 students in grades 1-3 4.0 per school with 401-500 students in grades 1-3 5.5 per school with 501-600 students in grades 1-3 7.0 per school with 601 or more students in grades 1-3
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1,499 students
Administrative Support for Guidance Counselors Grades 9-12	0.5 FTE authorized based on 3 year average enrollment projection greater than 350 students (SY12/13, 13/14, and 14-15 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs.

DoDEA SPECIAL EDUCATION STAFFING STANDARDS

Special Education Staffing determined by caseload. Each PSCD and LI Programs is allocated a Program Aide.		
SPECIAL EDUCATION STAFFING	Caseload	Range
Speech and Language Pathologist/Communications Impaired	40	30-50
Learning Impaired (Mild/Moderate): Each fulltime position is allocated 70 hours per pay period program aide. Each halftime position is allocated 35 hours per pay period program aide.	20	16-24
Learning Impaired (Moderate/Severe): Each fulltime position is allocated 140 hours per pay period program aide. Each halftime position is allocated 70 hours per pay period program aide.	8	6-10
Learning Impaired (Severe/Profound): Each fulltime position is allocated 140 hours per pay period program aide. Each halftime position is allocated 70 hours per pay period program aide.	6	4-8
PSCD (Developmental Delay) (Half-Day): Each fulltime position is allocated 70 hours per pay period program aide. Each halftime position is allocated 35 hours per pay period program aide.	8 per session	6-10 per session
PSCD (Moderate/Severe and Autism) (Half-Day): Each fulltime position is allocated 70 hours per pay period program aide. Each halftime position is allocated 35 hours per pay period program aide.	5 per session	4-7 per session
Emotionally Impaired (Mild/Moderate (Self-Contained): DoDEA Special Education Coordinator determines if a program aide is required. Each fulltime position is allocated 70 hours per pay period program aide. Each halftime position is allocated 35 hours per pay period program aide.	10	8-12
Emotionally Impaired (Severe) (Self-Contained) DoDEA Special Education Coordinator determines if a program aide is required. Each fulltime position is allocated 70 hours per pay period program aide. Each halftime position is allocated 35 hours per pay period program aide.	6	4-8
Emotionally Impaired (Itinerant)	24	22-26

EUROPE, PACIFIC, & CUBA SCHOOL LEVEL STAFFING STANDARDS

DISTRICT MANAGED

OFFICE OF THE SUPERINTENDENT	
Education Operations Chief	1.0 per District- Level (Office of the Superintendent)
SPECIAL EDUCATION	
Special Education Paraprofessional (Aide)	Special Education Professionals and Paraprofessional (Aide) hours provided by DoDEA Education Directorate/SPED Coordinator. Each program is allocated 70 hrs per pay period Number of qualifying Special Education Professionals hours (PSCD, LI/MM and LI/MS) x hrs per pay period x 19.6 pay period/2088 hrs per year (DoDEA SPED Coordinator makes the determination whether EI Teachers are eligible for an Aide)
Substitute for Special Education Professionals (Teachers)	Total District Qualifying Special Education Professionals (PSCD, LI/MM and LI/MS) x 10 days/184 days per year
OTHER PROFESSIONALS	
School Psychologist	1.0 per 1,000 students on a district-wide basis
SUPPORT STAFF	
Education Aide	Total district enrollment/ 1800 x 110 hrs x 19.6 pay periods/ 2088 hrs per year
Supplemental Instruction Support (SIS) Aide	Number of hours provided to the Areas to provide individual student support in collaboration with the Special Education Teacher Number of hours x 19.6 pay periods/2088 hrs per year
Substitute for SIS (Aide)	Number of SIS Aide FTEs x 10 days/184 days per year
Substitutes	10 days per Classroom Teacher (includes all program areas reflected in the Classroom Teachers Section of the District Summary Level Staffing Voucher), Small School Support Section, Other Professionals: Foreign Language, Elementary Art Teacher, Elementary Music Teacher, Elementary P.E. Teacher, Elementary Host Nation Teacher (FNDH), Elementary Host Nation Teacher (FNIDH) , Information Specialist, and School Nurse
Professional Developmental Days	Number of days provided to the Areas to support training and conference requirements

ELEMENTARY SCHOOL

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with 500-999 students 2.0 per school with 1,000-1,599 students 3.0 per school with 1,600 or more students
CLASSROOM TEACHERS	
Pre-Kindergarten (Full Day)	1.0 per 18 students (AFNORTH ES only) Each program is allocated a 80 hour per pay period program aide
Sure Start (Full Day) (Selected sites only)	1.0 per program (18 students) Each program is allocated a 78 hour per pay period program aide
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aide
Elementary Grades 1-3	1.0 per 18 students
Elementary Grades 4-6	1.0 per 25 students
Elementary Gifted Education	1.0 per school
English as a Second Language	1.0 per 40 ESL students
SMALL SCHOOL ALLOWANCE	
Small School Allowance	1.0 per school with less than 200 students
OTHER PROFESSIONALS	
Elementary Art	1.0 per 500 students Grades K-6
Elementary Music	1.0 per 500 students Grades K-6
Elementary PE	1.0 per 500 students Grades K-6
Elementary Host Nation	1.0 per 15 Elementary Classroom teachers Grades 1-6
Education Technologist	1.0 per school
Guidance Counselor Grades K-6	1.0 per 300 students Grades K-6

School Year 2018-2019

Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
School Support Specialist (Language Arts/Reading Specialist (LARS) and Compensatory Education)	2.0 per school with 101-200 students Grades 1-3 3.0 per school with 201-300 students Grades 1-3 3.5 per school with 301-400 students Grades 1-3 4.0 per school with 401-500 students Grades 1-3 5.5 per school with 501-600 students Grades 1-3 7.0 per school with 601 or more students Grades 1-3
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician (includes Foreign Nationals)	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students

ELEMENTARY/MIDDLE SCHOOL

(Applies to ES/MS)

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with 500-999 students 2.0 per school with 1,000-1,599 students 3.0 per school with 1,600 or more students
CLASSROOM TEACHERS	
Sure Start (Full Day)	1.0 per program (18 students) Each program is allocated a 78 hour per pay period program aide
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aide.
Elementary Grades 1-3	1.0 per 18 students
Elementary Grades 4-5	1.0 per 25 students
Elementary Gifted Education	1.0 per school
Middle Grades 6-8	1.0 per 16 students
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
English as a Second Language	1.0 per 40 ESL students
SMALL SCHOOL ALLOWANCE	
Small School Allowance	1.0 per school with less than 200 students
OTHER PROFESSIONALS	
Elementary Art	1.0 per 500 students Grades K-5
Elementary Music	1.0 per 500 students Grades K-5
Elementary PE	1.0 per 500 students Grades K-5

School Year 2018-2019

Education Technologist	1.0 per school
Elementary Host Nation	1.0 per 15 Elementary Classroom teachers Grades 1-5
Guidance Counselor Grades K-8	1.0 per 300 students Grades K-8
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
School Support Specialist (Language Arts/Reading Specialist (LARS) and Compensatory Education)	2.0 per school with 101-200 students Grades 1-3 3.0 per school with 201-300 students Grades 1-3 3.5 per school with 301-400 students Grades 1-3 4.0 per school with 401-500 students Grades 1-3 5.5 per school with 501-600 students Grades 1-3 7.0 per school with 601 or more students Grades 1-3
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician (includes Foreign Nationals)	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students

MIDDLE SCHOOL

(Applies to MS)

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with 350-749 students 2.0 per school with 750-1,299 students 3.0 per school with 1,300 or more students
CLASSROOM TEACHERS	
Elementary Grades 4-5	1.0 per 25 students (Includes Sembach MS 4 th and 5 th grade)
Middle Grades 6-8	1.0 per 16 students (Includes Spangdahlem MS 5 th grade)
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8 (Includes Spangdahlem MS 5 th grade and Sembach MS 4 th and 5 th grade)
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
Middle Host Nation	1.0 per school
English as a Second Language	1.0 per 40 ESL students
SMALL SCHOOL ALLOWANCE	
Small School Allowance	1.0 per school with less than 200 students
OTHER PROFESSIONALS	
Education Technologist	1.0 per school
Guidance Counselor Grades 6-8	1.0 per 300 students (Includes Spangdahlem MS 5 th grade and Sembach MS 4 th and 5 th grade)
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students

School Year 2018-2019

SUPPORT STAFF	
School Clerical, Registrar and Supply Technician (includes Foreign Nationals)	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students

SECONDARY SCHOOL

(Applies to MS/HS and HS)

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with less than 750 students 2.0 per school with 750-1,299 students 3.0 per school with 1,300 or more students
CLASSROOM TEACHERS	
Middle Grades 6-8	1.0 per 16 students
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
Secondary Teachers Grades 9-12	8.0 for first 124 students plus 1.0 per 21 students next 210 students plus 1.0 per 25 students over 335 students plus 12% for seven-period day
Secondary Grades Academic Support	1.5 per school with 0-99 students in grades 9-12 2.0 per school with 100-199 students in grades 9-12 2.5 per school with 200-299 students in grades 9-12 3.0 per school with 300-399 students in grades 9-12 3.5 per school with 400-499 students in grades 9-12 4.0 per school with 500-599 students in grades 9-12 Increase by 0.5 for every 100 students for 600 or more students in grades 9-12
Secondary Grades PTS	1.0 per school with 99 or less students Grades 9-12 1.5 per school with 100-199 students Grades 9-12 2.0 per school with 200-299 students Grades 9-12 2.5 per school with 300-399 students Grades 9-12 3.0 per school with 400-499 students Grades 9-12 3.5 per school with 500-599 students in Grades 9-12 600 or more students will be increased 0.5 for every 100 students in Grades 9-12
English as a Second Language	1.0 per 40 ESL students

School Year 2018-2019

JROTC (At selected sites)	2.0 for programs of 100-150 cadets, or programs greater than 10% of the Grades 9-12 enrollment 3.0 for programs of 151-250 students in Grades 9-12 Further program increases are authorized when cadet enrollment increases by 100 students in Grades 9-12
Secondary Host Nation	1.0 per school
SMALL SCHOOL ALLOWANCE	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
OTHER PROFESSIONALS	
Education Technologist	1.0 per school
Guidance Counselor	1.0 per 300 students Grades 6-8 1.0 per 200 students Grades 9-12
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students
SUPPORT STAFF	
School Clerical, Registrar and Supply Technician (includes Foreign Nationals)	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students
Administrative Support for Guidance Counselors Grades 9-12	0.5 FTE authorized based on 3 year average enrollment projection greater than 350 students (SY 12/13, 13/14 and 14-15 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs.

UNIT SCHOOL

ADMINISTRATION	
Principal	1.0 per school
Assistant Principal	1.0 per school with less than 750 students 2.0 per school with 750-1,299 students 3.0 per school with 1,300 or more students
CLASSROOM TEACHERS	
Sure Start (Full Day) (Selected sites only)	1.0 per program (18 students) Each program is allocated a 78 hour per pay period program aide
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aide.
Elementary Grades 1-3	1.0 per 18 students
Elementary Grades 4-5	1.0 per 25 students
Elementary Host Nation	1.0 per 15 Elementary Classroom Teachers Grades 1-5
Elementary Gifted Education	1.0 per school
Middle Grades 6-8	1.0 per 16 students
Middle Grades Academic Support (Labs/AVID)	0.5 for 100 or less students Grades 6-8 1.0 for 101-250 students Grades 6-8 1.5 for 251-500 students Grades 6-8 2.0 for 501 or more students Grades 6-8
Middle Grades PTS	0.5 for 500 or less students Grades 6-8 1.0 for 501 or more students Grades 6-8
Secondary Teachers Grades 9-12	8.0 for first 124 students plus 1.0 per 21 students for next 210 students plus 1.0 per 25 students over 335 students plus 12% for seven-period day
Secondary Grades Academic Support	1.5 per school with 0-99 students in grades 9-12 2.0 per school with 100-199 students in grades 9-12 2.5 per school with 200-299 students in grades 9-12 3.0 per school with 300-399 students in grades 9-12 3.5 per school with 400-499 students in grades 9-12 4.0 per school with 500-599 students in grades 9-12 Increase by 0.5 for every 100 students for 600 or more students in grades 9-12

School Year 2018-2019

Secondary Grades PTS	1.0 per school with 99 or less students Grades 9-12 1.5 per school with 100-199 students Grades 9-12 2.0 per school with 200-299 students Grades 9-12 2.5 per school with 300-399 students Grades 9-12 3.0 per school with 400-499 students Grades 9-12 3.5 per school with 500-599 students in Grades 9-12 600 or more students will be increased 0.5 for every 100 students in Grades 9-12
Secondary Host Nation	1.0 per school
English as a Second Language	1.0 per 40 ESL students
JROTC (At selected sites)	2.0 for programs of 100-150 cadets, or programs greater than 10% of the Grades 9-12 enrollment 3.0 for programs of 151-250 students in Grades 9-12 Further program increases are authorized when cadet enrollment increases by 100 students in Grades 9-12
SMALL SCHOOL ALLOWANCE	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
OTHER PROFESSIONALS	
Elementary Art Teacher	1.0 per 500 students Grades K-5
Elementary Music Teacher	1.0 per 500 students Grades K-5
Elementary PE	1.0 per 500 students Grades K-5
Education Technologist	1.0 per school
Guidance Counselor	1.0 per 300 students Grades K-8 1.0 per 200 students Grades 9-12
Information Specialist	None for schools with less than 100 students 1.0 per school with 100-999 students 2.0 per school with 1,000 or more students
School Support Specialist (Language Arts/Reading Specialist (LARS) and Compensatory Education)	2.0 per school with 101-200 students in grades 1-3 3.0 per school with 201-300 students in grades 1-3 3.5 per school with 301-400 students in grades 1-3 4.0 per school with 401-500 students in grades 1-3 5.5 per school with 501-600 students in grades 1-3 7.0 per school with 601 or more students in grades 1-3
Nurse	Health Aide for schools with less than 100 students (60 hours per pay period) 0.5 for schools with 100-349 students 1.0 for schools with 350-999 students 2.0 for schools with 1,000 or more students

School Year 2018-2019

SUPPORT STAFF	
School Clerical, Registrar and Supply Technician (includes Foreign Nationals)	1.0 per school with less than 100 students 2.0 per school with 100-199 students 3.0 per school with 200-299 students 4.0 per school with 300-599 students 5.0 per school with 600-899 students 6.0 per school with 900-1,199 students 7.0 per school with 1,200-1499 students
Administrative Support for Guidance Counselors Grades 9-12	0.5 FTE authorized based on 3 year average enrollment projection greater than 350 students (SY 12/13, 13/14 and 14-15 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs.