

DoDEA SPECIAL EDUCATION STAFFING STANDARDS

| Special Education Staffing determined by caseload. Each PSCD and LI Programs is allocated a Program Aide. | | |
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| 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 |

DISTRICT MANAGED

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| 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)

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| 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 | 0.5 per school with less than 100 students 1.0 per school with 101-600 students 1.5 per school with 601-900 students 2.0 per school with 901-1200 students 2.5 per school with Greater than 1201 students |
| 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 |

School Year 2020-2021

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| Elementary School Supplement (Stateside Schools only) | 1.0 per 15 Elementary Classroom Teachers Grades 1-6 |
| 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 |

School Year 2020-2021**AMERICAS, GUAM, & PUERTO RICO SCHOOL LEVEL STAFFING STANDARDS****ELEMENTARY/MIDDLE SCHOOL**

(Applies to ES/MS)

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| 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 | 0.5 per school with less than 100 students 1.0 per school with 101-600 students 1.5 per school with 601-900 students 2.0 per school with 901-1200 students 2.5 per school with Greater than 1201 students |
| Middle Grades 6-8 | 1.0 per 17 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 CTE | 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 |

School Year 2020-2021

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| Elementary Music | 1.0 per 500 students Grades K-5 |
| Elementary PE | 1.0 per 500 students Grades K-5 |
| 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

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|--|---|
| 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 17 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 CTE | 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)

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| 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 17 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 CTE | 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 | 7.0 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 |
| 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 CTE | 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 2020-2021

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| 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 17/18, 18/19 and 19/20 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs. |
| Virtual School Admin Clerk | 60 hours per pay period during the SY with 35 Virtual School Students |

UNIT SCHOOL

(Applies to US)

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| 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 | 0.5 per school with less than 100 students 1.0 per school with 101-600 students 1.5 per school with 601-900 students 2.0 per school with 901-1200 students 2.5 per school with Greater than 1201 students |
| Middle Grades 6-8 | 1.0 per 17 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 CTE | 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 | 7.0 for the first 124 students plus 1.0 per 21 students for next 210 students plus 1.0 per 25 students over 335 students |

School Year 2020-2021

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| 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 CTE | 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 2020-2021

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|---|--|
| 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 (SY 17/18, 18/19 and 19/20 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs. |
| Virtual School Admin Clerk | 60 hours per pay period during the SY with 35 Virtual School Students |

DISTRICT MANAGED

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|---|--|
| 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 | 0.5 per school with less than 100 students 1.0 per school with 101-600 students 1.5 per school with 601-900 students 2.0 per school with 901-1200 students 2.5 per school with Greater than 1201 students |
| 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 |

School Year 2020-2021

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|---|--|
| Education Technologist | 1.0 per school |
| Guidance Counselor Grades K-6 | 1.0 per 300 students Grades K-6 |
| 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)

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|--|---|
| 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 | 0.5 per school with less than 100 students 1.0 per school with 101-600 students 1.5 per school with 601-900 students 2.0 per school with 901-1200 students 2.5 per school with Greater than 1201 students |
| Middle Grades 6-8 | 1.0 per 17 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 CTE | 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 |

School Year 2020-2021

| | |
|---|--|
| Elementary Music | 1.0 per 500 students Grades K-5 |
| Elementary PE | 1.0 per 500 students Grades K-5 |
| 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)

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|---|---|
| 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 17 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) |
| Middle Grades CTE | 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) |
| 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 2020-2021

| SUPPORT STAFF | |
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| 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)

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| 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 17 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 CTE | 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 | 7.0 for first 124 students plus 1.0 per 21 students next 210 students plus 1.0 per 25 students over 335 students |
| 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 CTE | 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 2020-2021

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| 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 17/18, 18/19 and 19/20 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs. |
| Virtual School Admin Clerk | 60 hours per pay period during the SY with 35 Virtual School Students |

UNIT SCHOOL

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|--|---|
| 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 | 0.5 per school with less than 100 students 1.0 per school with 101-600 students 1.5 per school with 601-900 students 2.0 per school with 901-1200 students 2.5 per school with Greater than 1201 students |
| Middle Grades 6-8 | 1.0 per 17 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 CTE | 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 | 7.0 for first 124 students plus 1.0 per 21 students for next 210 students plus 1.0 per 25 students over 335 students |
| 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 2020-2021

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| Secondary Grades CTE | 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 2020-2021

| 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 17/18, 18/19 and 19/20 enrollments) NTE 1044 hours per year; principal can adjust hours and schedule to meet the counseling program needs. |
| Virtual School Admin Clerk | 60 hours per pay period during the SY with 35 Virtual School Students |