

DoDEA SPECIAL EDUCATION STAFFING STANDARDS

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

**DISTRICT MANAGED**

<b>SPECIAL EDUCATION</b>	
Special Education Paraprofessional (Aid)	Special Education Professionals and Paraprofessional (Aid) 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  <b>(DoDEA SPED Coordinator makes the determination whether EI Teachers are eligible for an Aid)</b>
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
<b>OTHER PROFESSIONALS</b>	
School Psychologist	1.0 per 1,000 students on a district-wide basis
<b>SUPPORT STAFF</b>	
Education Aid	Total district enrollment/ 1800 x 110 hrs x 19.6 pay periods/ 2088 hrs per year
Supplemental Instruction Support (SIS) Aid	Number of hours provided to the Regions 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 (Aid)	Number of SIS Aid 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: Elementary Art Teacher, Elementary Music Teacher, Elementary P.E. Teacher, Information Specialist, School Nurse, Elementary Supplemental and Elementary Heritage Teacher

**ELEMENTARY SCHOOL**

(Applies to ES, IS, PS)

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Pre-Kindergarten (Half Day)	1.0 per 36 students <b>Each <u>fulltime</u> program is allocated an 80 hour per pay period program aid.</b> <b>Each <u>halftime</u> position is allocated a 40 hour per pay period program aid.</b>
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aid.
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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	1.0 per school with less than 200 students
<b>OTHER PROFESSIONALS</b>	
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 2021-2022**

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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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)

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Pre-Kindergarten (Half Day)	1.0 per 36 students <b>Each <u>fulltime</u> position is allocated an 80 hour per pay period program aid.</b> <b>Each <u>halftime</u> position is allocated a 40 hour per pay period program aid.</b>
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aid.
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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	1.0 per school with less than 200 students
<b>OTHER PROFESSIONALS</b>	
Elementary Art	1.0 per 500 students Grades K-5

**School Year 2021-2022**

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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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**

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Elementary Grades 4-5	1.0 per 25 students (Includes West Point MS 5 <sup>th</sup> 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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	1.0 per school with less than 200 students
<b>OTHER PROFESSIONALS</b>	
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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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)

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
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 2021-2022**

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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
<b>OTHER PROFESSIONALS</b>	
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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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)

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Pre-Kindergarten (Half Day)	1.0 per 36 students <b>Each <u>fulltime</u> position is allocated an 80 hour per pay period program aid.</b> <b>Each <u>halftime</u> position is allocated a 40 hour per pay period program aid.</b>
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aid.
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 2021-2022**

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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
<b>OTHER PROFESSIONALS</b>	
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 2021-2022**

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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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

EUROPE, PACIFIC, & CUBA SCHOOL LEVEL STAFFING STANDARDS

**DISTRICT MANAGED**

<b>SPECIAL EDUCATION</b>	
Special Education Paraprofessional (Aid)	Special Education Professionals and Paraprofessional (Aid) 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  <b>(DoDEA SPED Coordinator makes the determination whether EI Teachers are eligible for an aid)</b>
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
<b>OTHER PROFESSIONALS</b>	
School Psychologist	1.0 per 1,000 students on a district-wide basis
<b>SUPPORT STAFF</b>	
Education Aid	Total district enrollment/ 1800 x 110 hrs x 19.6 pay periods/ 2088 hrs per year
Supplemental Instruction Support (SIS) Aid	Number of hours provided to the Regions 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 (Aid)	Number of SIS Aid 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: 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

**ELEMENTARY SCHOOL**

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Pre-Kindergarten (Full Day)	1.0 per 18 students (AFNORTH ES only) <b>Each program is allocated a 80 hour per pay period program aid</b>
Sure Start (Full Day) (Selected sites only)	1.0 per program (18 students) <b>Each program is allocated a 78 hour per pay period program aid</b>
Kindergarten	1.0 per 18 students <b>Each Kindergarten program is allocated a 70 hour per pay period program aid</b>
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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	1.0 per school with less than 200 students
<b>OTHER PROFESSIONALS</b>	
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 2021-2022**

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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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)

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Sure Start (Full Day)	1.0 per program (18 students) <b>Each program is allocated a 78 hour per pay period program aid</b>
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aid.
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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	1.0 per school with less than 200 students
<b>OTHER PROFESSIONALS</b>	
Elementary Art	1.0 per 500 students Grades K-5



**School Year 2021-2022**

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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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)

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Elementary Grades 4-5	1.0 per 25 students
Middle Grades 6-8	1.0 per 17 students (Includes Spangdahlem MS 5 <sup>th</sup> 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 <sup>th</sup> 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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	1.0 per school with less than 200 students
<b>OTHER PROFESSIONALS</b>	
Education Technologist	1.0 per school
Guidance Counselor Grades 6-8	1.0 per 300 students (Includes Spangdahlem MS 5 <sup>th</sup> 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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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)

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
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 2021-2022**

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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
<b>OTHER PROFESSIONALS</b>	
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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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

<b>ADMINISTRATION</b>	
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
<b>CLASSROOM TEACHERS</b>	
Sure Start (Full Day) (Selected sites only)	1.0 per program (18 students) <b>Each program is allocated a 78 hour per pay period program aid</b>
Kindergarten	1.0 per 18 students Each Kindergarten program is allocated a 70 hour per pay period program aid
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 2021-2022**

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
<b>SMALL SCHOOL ALLOWANCE</b>	
Small School Allowance	2.0 per school with less than 260 students Grades 9-12
<b>OTHER PROFESSIONALS</b>	
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	1.0 for schools with up to 999 students 2.0 for schools with 1,000 or more students
<b>SUPPORT STAFF</b>	
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

**EUROPE, PACIFIC, & CUBA School Level Staffing Standards – Unit School**

**School Year 2021-2022**

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