



BOARD OF SCHOOL TRUSTEES

**KELLER INDEPENDENT SCHOOL DISTRICT**

**9D.                     Action**

**Date: February 25, 2010**

**SUBJECT:           APPROVAL OF 2010-11 DISTRICT CAMPUS STAFFING PLAN**

**BOARD GOAL:     All students will achieve academic excellence.  
The Keller Independent School District will recruit, develop, and  
retain a diverse highly qualified staff.**

**FISCAL NOTE:     2010-11 General and Federal Funds**

**Background Information:**

- The District Campus Staffing Plan provides the basis for allocating positions to campuses for administrative, instructional and paraprofessional/support staffing.
- Keller ISD faces a budget shortfall based upon the current funding formula. School districts are service providers; therefore a large portion of the district’s budget is for employee salaries. Changes to the staffing guidelines have a significant impact to the budget.

**Administrative Considerations:**

- Implementation of these guidelines, as approved, is expected to be through attrition and reassignment opportunities.
- Transfers, assignments and reassignments will be made to fill openings on current campuses and at the new 5-8 campus and Early Learning Center with the goal to minimize the need to hire additional staff.
- Board approval of the staffing guidelines will allow principals to plan their classroom and master schedules for 2010-11 and work with staff to make assignments based on appropriate credentials.

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**The administration recommends the Board of Trustees approve the 2010-11 District Campus Staffing Plan as presented.**

Respectfully submitted,

Penny Benz  
Assistant Superintendent of Human Resources