



# GET THE FACTS

## School District Employment Reductions Slow

***School districts have cut over 2,500 positions, including 1,567 teachers, since 2009. There are still 2,700 more school district jobs than 10 years ago, including nearly 1,000 teachers. That means approximately half of the new positions added in the four years following the Montoy school finance court decision have been eliminated in the past three years.***

Kansas school districts reduced employment by 327 full-time equivalent positions this school year, the smallest reduction in three years of cuts to district operating budgets. Districts reduced positions by 561 in FY 2010 and 1,626 in FY 2011.

Districts eliminated nearly 400 "regular" teaching positions this year, but added 114 special education teachers and nearly 240 special education para-educators. The net change in classroom instructional employees was a reduction of 95.9 FTE employees, or 0.2 percent. The overall reduction in school district staff was 0.5 percent.

Most other major budget categories, including student and instructional support services, all levels of administration, operations and maintenance, and food services had a higher percentage reduction than instruction. The exception was transportation, where 30 non-administrative jobs were added.

Why were fewer jobs cut this year, despite a \$65 million reduction in district general fund and local option budgets? Reasons vary among school districts, but probably include: (1) More planning time to make other budget adjustments, like closing buildings to save operating costs; (2) Shifting jobs to areas where funding actually increased, such as special education; (3) Replacing higher-salaried employees with lower paid positions, including more reliance on new teachers and classroom and special education aides; and (4) Directing prior year savings into reserves that could be spent this year to absorb some of the funding cuts.

Since 2009, school districts have cut over 2,500 positions, including 1,567 teachers. The 2008-09 school year was the highest level of school funding before the Great Recession. However, even with the most recent cuts, there are still 2,700 more school district jobs than 10 years ago, including nearly 1,000 teachers. That means approximately half of the new positions added in the four years following the *Montoy* school finance court decision - and the resulting K-12 funding increases - have been eliminated in the past three years.

Kansas school districts employ a total of 67,860 full-time equivalent positions this year, divided between 40,970.5 certified staff (teachers, principals, superintendents and other licensed positions such as nurses and counselors) and 28,889.5 non-certified employees (mainly classroom aides, bus drivers, food service and maintenance staff).

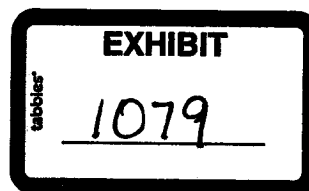
***Get the Facts*** is a series of issue papers produced by KASB staff to provide accurate and detailed analysis of current education topics.

For additional information, please contact KASB at 785-273-3600, 800-432-2471 or email [cpitts@kasb.org](mailto:cpitts@kasb.org).

Report prepared by Mark Tallman, KASB associate executive director/advocacy.

Kansas Association of School Boards  
1420 SW Arrowhead Road  
Topeka, KS 66604

Ex. 9



<b>School District Employees FTE, 2002-2012</b>						
<b>Position</b>	<b>2002-12 Inc/Dec</b>	<b>Percent Change</b>	<b>2009-12 Inc/Dec</b>	<b>Percent Change</b>	<b>2011-12 Inc/Dec</b>	<b>Percent Change</b>
<b>Instruction:</b> i.e. teachers, aides, paraeducators	3,481.9	8.6%	-1,290.4	-2.8%	-95.9	-0.2%
<b>Student Support:</b> i.e. counselors, nurses	130.4	3.5%	-87.6	-2.2%	-29.6	-0.8%
<b>Instructional Support:</b> i.e. librarians, curriculum	511.8	21.3%	-396.9	-12.0%	-84.5	-2.8%
<b>General Administration:</b> i.e. superintendents, dist. offices	-227.9	-17.1%	-146.3	-11.7%	-55.4	-4.8%
<b>School Administration:</b> i.e. bldg. principals, clerical	-151.9	-3.8%	-182.4	-4.6%	5.0	0.1%
<b>Other Support Services:</b> i.e. business offices	-74.9	-10.3%	-14.6	-2.2%	-3.7	-0.6%
<b>Operations/Maintenance:</b> i.e. buildings/grounds, security officers	-465.1	-8.0%	-329.0	-5.8%	-70.1	-1.3%
<b>Transportation:</b> i.e. directors, drivers	54.0	2.9%	14.7	0.8%	26.4	1.4%
<b>Food Service:</b> i.e. directors, staff	-274.8	-7.8%	-214.5	-6.2%	-21.6	-0.7%
<b>Others:</b> i.e. uncategorized certified/non-certified	-278.9	-21.1%	97.6	10.3%	2.6	0.3%
<b>Total Certified Staff</b>	<b>1,005.4</b>	<b>2.5%</b>	<b>-1,567.0</b>	<b>-3.7%</b>	<b>-278.9</b>	<b>-0.7%</b>
<b>Total Non-certified Staff</b>	<b>1,699.2</b>	<b>6.7%</b>	<b>-982.4</b>	<b>-3.5%</b>	<b>-47.9</b>	<b>-0.2%</b>
<b>Total Staff</b>	<b>2,704.6</b>	<b>4.2%</b>	<b>-2,549.4</b>	<b>-3.6%</b>	<b>-326.8</b>	<b>-0.5%</b>

More than half of district employees are classroom teachers, a percentage that has remained constant over the past decade.

The number of special education, kindergarten, pre-school, vocational teachers and reading specialists has increased, while the number of "other" teachers has declined.

School districts have also added over 2,000 non-licensed classroom and special education aides over the past 10 years. As a result, instructional staff increased from 62 percent of total employees in 2002 to 65 percent in 2012.

Since 2002, student and

instructional support staff, including nurses, counselors, speech pathologists, social workers, librarians and technology personnel, increased from 9 percent of total employees to 10 percent.

District and school administrative positions dropped from 9 percent to 8 percent, and operations, maintenance, transportation, food service and all other positions dropped from 19 percent to 17 percent.

KASB's complete data file of school employees by program category since 2002 is available on the KASB website.

<b>Percentage Changes in Numbers of School District FTE Employees 2002-2012</b>	
<b>Instruction</b>	<b>8.6%</b>
<b>Student Support</b>	<b>3.5%</b>
<b>Instructional Support</b>	<b>21.3%</b>
<b>General Administration</b>	<b>-17.1%</b>
<b>School Administration</b>	<b>-3.8%</b>
<b>Other Support Services</b>	<b>-10.3%</b>
<b>Operations / Maintenance</b>	<b>-8.0%</b>
<b>Transportation</b>	<b>2.9%</b>
<b>Food Service</b>	<b>-7.8%</b>
<b>Other Uncategorized</b>	<b>-21.1%</b>
	<b>-22%      -12%      -2%      8%      18%</b>