



Estimated Impact of HB 2504: District Reallocation

Part 2: Staffing

Kansas Association of School Boards, February 2016

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Introduction

This report shows the possible result of implementing the district reallocation rules as described in HB 2504 in terms of the reductions in staffing that would be required.

KASB took the legislation, which can be found [here](#), and from it developed rules for determining which districts would remain unchanged, and which would be combined. The results of this work can be found in [Part 1](#).

Using the list of original and new districts developed in Part I, KASB estimated the number of administrative staff in the original districts, and how many positions would have to be eliminated in order to comply with the following rule:

...the number of school administration and supervisory service employees employed by a realigned school district shall not exceed 120% of the number of school administration and supervisory service employees of the school district with the largest enrollment in the prior year whose territory became part of such realigned school district.

KASB used the data provided by KSDE in the Certified and Noncertified Personnel Reports, which can be found [here](#). The phrase “administration and supervisory service employees” leaves a lot of room for interpretation, but for this analysis KASB included the following positions in this category:

- Superintendent
- Associate/Assistant Superintendent
- Principal
- Assistant Principal
- Director / Supervisor Special Ed
- Director / Supervisor Health
- Director / Supervisor Career/Tech Ed
- Instructional Coordinator / Supervisor
- Business Manager
- Business Director
- Maintenance and Operations Manager
- Food Service Director
- Transportation Director
- Technology Director
- Other Director
- Central Administration Clerical Staff
- School Administration Clerical Staff
- Administrative Assistant

This means that the following positions were **not** included:

- Business Other
- Maintenance and Operations Other
- Food Service Other
- Transportation Other
- Technology Other
- Attendance Services
- Curriculum Specialist
- Practical Arts / Career / Tech Ed Teacher
- Special Ed Teacher
- Special Ed Paraprofessional
- Regular Ed Aide
- Coaching Assistant
- Pre-K Teacher
- Kindergarten Teacher
- Other Teacher
- Library Media Specialist
- Library Aide
- School Counselor
- Clinical or School Psychologist
- Nurse
- Speech Pathologist
- Audiologist
- School Social Work Service
- Social Services
- Security Officer
- School Resource Officer
- Reading Specialist / Teacher
- Student Services Clerical Staff
- Parents as Teachers
- Other

Summary

Based on KASB’s analysis, House Bill 2504 would have the following impact:

- Of the 286 existing districts, only 53, or 18.5% would avoid staff terminations.
- Kansas would go from 6,909.4 to 5,725.2 staff in the positions listed above, which represents a 17.1% reduction in the number of “administration and supervisory service employees.”
- The impact of the reductions would be highly unequal across the state.

Positions to be Eliminated

The table below shows the following:

- **USD**
- **USD Name**
- **Admin Staff Total:** The total staff for all original districts included in the new consolidated districts from the categories as described above.
- **Admin Staff Largest:** The total staff for the largest original district included in each new consolidated district from the categories as described above.
- **120 Pct:** The “Admin Staff Largest” amount times 1.2.
- **Eliminated:** The “Admin Staff Largest” amount minus the “120 Pct” amount; showing the number of positions that would have to be eliminated from each new consolidated district.

| USD | USDName | Admin Staff Before | Admin Staff Max | 120 Pct | To Be Eliminated |
|-----|----------------|--------------------|-----------------|---------|------------------|
| 308 | Hutchinson | 153.6 | 73.1 | 87.7 | 65.9 |
| 340 | Jefferson West | 72.8 | 13.5 | 16.2 | 56.6 |
| 446 | Independence | 77.1 | 21.0 | 25.2 | 51.9 |
| 353 | Wellington | 75.8 | 23.1 | 27.7 | 48.1 |
| 508 | Baxter Springs | 70.0 | 19.0 | 22.8 | 47.2 |
| 470 | Arkansas City | 98.9 | 47.4 | 56.9 | 42.0 |
| 250 | Pittsburg | 80.6 | 32.5 | 39.0 | 41.6 |
| 373 | Newton | 100.8 | 49.4 | 59.3 | 41.5 |

| USD | USDName | Admin Staff Before | Admin Staff Max | 120 Pct | To Be Eliminated |
|------------|-------------------------|---------------------------|------------------------|----------------|-------------------------|
| 506 | Labette County | 53.5 | 10.0 | 12.0 | 41.5 |
| 418 | McPherson | 89.7 | 43.0 | 51.6 | 38.1 |
| 435 | Abilene | 65.3 | 25.6 | 30.7 | 34.6 |
| 320 | Wamego | 60.0 | 22.0 | 26.4 | 33.6 |
| 434 | Santa Fe Trail | 58.5 | 22.5 | 27.0 | 31.5 |
| 410 | Durham-Hillsboro-Lehigh | 42.9 | 11.3 | 13.6 | 29.3 |
| 290 | Ottawa | 66.8 | 31.7 | 38.0 | 28.8 |
| 368 | Paola | 65.2 | 32.0 | 38.4 | 26.8 |
| 405 | Lyons | 46.6 | 18.2 | 21.8 | 24.8 |
| 336 | Holton | 46.9 | 18.9 | 22.7 | 24.2 |
| 461 | Neodesha | 38.9 | 15.7 | 18.8 | 20.1 |
| 490 | El Dorado | 50.9 | 26.5 | 31.8 | 19.1 |
| 364 | Marysville | 36.0 | 14.5 | 17.4 | 18.6 |
| 102 | Cimarron-Ensign | 30.8 | 11.2 | 13.4 | 17.4 |
| 362 | Prairie View | 37.2 | 17.0 | 20.4 | 16.8 |
| 428 | Great Bend | 63.4 | 39.3 | 47.2 | 16.2 |
| 489 | Hays | 59.6 | 36.5 | 43.8 | 15.8 |
| 223 | Barnes | 23.8 | 8.1 | 9.7 | 14.1 |
| 263 | Mulvane | 47.9 | 29.1 | 34.9 | 13.0 |
| 350 | St. John-Hudson | 23.6 | 9.0 | 10.8 | 12.8 |
| 325 | Phillipsburg | 24.4 | 9.7 | 11.6 | 12.8 |
| 389 | Eureka | 19.9 | 6.0 | 7.2 | 12.7 |
| 298 | Lincoln | 21.1 | 7.1 | 8.5 | 12.6 |
| 330 | Mission Valley | 26.4 | 11.7 | 14.0 | 12.4 |
| 113 | Prairie Hills | 24.4 | 10.6 | 12.7 | 11.7 |
| 491 | Eudora | 37.5 | 22.0 | 26.4 | 11.1 |
| 239 | North Ottawa County | 25.8 | 12.6 | 15.1 | 10.7 |
| 257 | Iola | 36.3 | 21.4 | 25.7 | 10.6 |
| 267 | Renwick | 34.3 | 19.9 | 23.9 | 10.4 |
| 327 | Ellsworth | 26.2 | 13.3 | 16.0 | 10.2 |
| 409 | Atchison | 39.8 | 24.8 | 29.8 | 10.0 |
| 114 | Riverside | 48.9 | 32.4 | 38.9 | 10.0 |
| 413 | Chanute | 38.1 | 24.1 | 28.9 | 9.2 |
| 219 | Minneola | 13.5 | 4.0 | 4.8 | 8.7 |
| 270 | Plainville | 19.7 | 9.3 | 11.2 | 8.5 |
| 394 | Rose Hill | 30.5 | 18.3 | 22.0 | 8.5 |
| 244 | Burlington | 27.0 | 15.5 | 18.6 | 8.4 |
| 215 | Lakin | 19.0 | 9.3 | 11.2 | 7.8 |
| 415 | Hiawatha | 29.4 | 18.0 | 21.6 | 7.8 |
| 293 | Quinter | 17.6 | 8.5 | 10.2 | 7.4 |
| 402 | Augusta | 34.8 | 23.0 | 27.6 | 7.2 |
| 253 | Emporia | 87.0 | 66.8 | 80.2 | 6.8 |
| 211 | Norton Community | 17.3 | 8.8 | 10.6 | 6.7 |
| 395 | LaCrosse | 12.9 | 5.5 | 6.6 | 6.3 |
| 382 | Pratt | 21.8 | 13.1 | 15.7 | 6.1 |
| 254 | Barber County North | 18.1 | 10.1 | 12.1 | 6.0 |
| 374 | Sublette | 22.7 | 14.0 | 16.8 | 5.9 |
| 333 | Concordia | 28.5 | 19.0 | 22.8 | 5.7 |
| 286 | Chautauqua County | 13.0 | 7.0 | 8.4 | 4.6 |
| 297 | St. Francis | 11.0 | 5.4 | 6.5 | 4.5 |
| 282 | West Elk | 14.4 | 8.4 | 10.1 | 4.3 |
| 365 | Garnett | 26.1 | 18.5 | 22.2 | 3.9 |
| 273 | Beloit | 26.1 | 18.5 | 22.2 | 3.9 |
| 109 | Republic County | 16.5 | 10.6 | 12.7 | 3.8 |
| 241 | Wallace County | 11.3 | 6.3 | 7.6 | 3.7 |
| 361 | Anthony-Harper | 23.6 | 17.0 | 20.4 | 3.2 |
| 422 | Kiowa County | 14.4 | 9.5 | 11.4 | 3.0 |
| 274 | Oakley | 13.5 | 9.0 | 10.8 | 2.7 |
| 482 | Dighton | 13.6 | 9.1 | 10.9 | 2.7 |

| USD | USDName | Admin Staff Before | Admin Staff Max | 120 Pct | To Be Eliminated |
|------------|----------------------|---------------------------|------------------------|----------------|-------------------------|
| 218 | Elkhart | 17.0 | 12.0 | 14.4 | 2.6 |
| 210 | Hugoton | 29.3 | 22.3 | 26.8 | 2.5 |
| 226 | Meade | 15.7 | 11.0 | 13.2 | 2.5 |
| 303 | Ness City | 8.0 | 4.9 | 5.9 | 2.1 |
| 315 | Colby | 22.5 | 17.1 | 20.5 | 2.0 |
| 345 | Seaman | 56.4 | 45.4 | 54.5 | 1.9 |
| 347 | Kinsley-Offerle | 10.7 | 7.5 | 9.0 | 1.7 |
| 234 | Fort Scott | 46.4 | 37.5 | 45.0 | 1.4 |
| 331 | Kingman - Norwich | 21.7 | 17.2 | 20.6 | 1.1 |
| 453 | Leavenworth | 66.9 | 55.0 | 66.0 | 0.9 |
| 457 | Garden City | 117.3 | 97.2 | 116.6 | 0.7 |
| 407 | Russell County | 22.0 | 18.0 | 21.6 | 0.4 |
| 305 | Salina | 133.4 | 111.8 | 134.2 | |
| 383 | Manhattan-Ogden | 107.3 | 90.3 | 108.4 | |
| 208 | WaKeeney | 6.0 | 6.0 | 7.2 | |
| 392 | Osborne County | 6.0 | 6.0 | 7.2 | |
| 281 | Graham County | 6.4 | 6.4 | 7.7 | |
| 443 | Dodge City | 116.9 | 98.5 | 118.2 | |
| 227 | Hodgeman County | 6.5 | 6.5 | 7.8 | |
| 495 | Ft. Larned | 28.7 | 25.0 | 30.0 | |
| 107 | Rock Hills | 7.0 | 7.0 | 8.4 | |
| 200 | Greeley County | 7.5 | 7.5 | 9.0 | |
| 412 | Hoxie Community | 7.8 | 7.8 | 9.4 | |
| 284 | Chase County | 8.6 | 8.6 | 10.3 | |
| 105 | Rawlins County | 8.8 | 8.8 | 10.6 | |
| 366 | Woodson | 8.9 | 8.9 | 10.7 | |
| 467 | Leoti | 9.0 | 9.0 | 10.8 | |
| 237 | Smith Center | 9.0 | 9.0 | 10.8 | |
| 452 | Stanton County | 11.0 | 11.0 | 13.2 | |
| 300 | South Central | 11.5 | 11.5 | 13.8 | |
| 294 | Oberlin | 11.6 | 11.6 | 13.9 | |
| 494 | Syracuse | 12.0 | 12.0 | 14.4 | |
| 466 | Scott County | 12.8 | 12.8 | 15.4 | |
| 417 | Morris County | 14.7 | 14.7 | 17.6 | |
| 352 | Goodland | 16.0 | 16.0 | 19.2 | |
| 207 | Ft. Leavenworth | 20.1 | 20.1 | 24.1 | |
| 203 | Piper-Kansas City | 23.0 | 23.0 | 27.6 | |
| 464 | Tonganoxie | 23.3 | 23.3 | 28.0 | |
| 458 | Basehor-Linwood | 23.7 | 23.7 | 28.4 | |
| 379 | Clay Center | 24.0 | 24.0 | 28.8 | |
| 480 | Liberal | 84.2 | 74.2 | 89.0 | |
| 262 | Valley Center | 25.2 | 25.2 | 30.2 | |
| 214 | Ulysses | 25.8 | 25.8 | 31.0 | |
| 375 | Circle | 28.8 | 28.8 | 34.6 | |
| 469 | Lansing | 31.3 | 31.3 | 37.6 | |
| 230 | Spring Hill | 35.3 | 35.3 | 42.4 | |
| 204 | Bonner Springs | 39.5 | 39.5 | 47.4 | |
| 450 | Shawnee Heights | 45.2 | 45.2 | 54.2 | |
| 202 | Turner-Kansas City | 48.9 | 48.9 | 58.7 | |
| 265 | Goddard | 57.1 | 57.1 | 68.5 | |
| 385 | Andover | 57.8 | 57.8 | 69.4 | |
| 232 | De Soto | 61.8 | 61.8 | 74.2 | |
| 231 | Gardner-Edgerton | 62.8 | 62.8 | 75.4 | |
| 261 | Haysville | 63.8 | 63.8 | 76.6 | |
| 437 | Auburn Washburn | 65.8 | 65.8 | 79.0 | |
| 260 | Derby | 73.9 | 73.9 | 88.7 | |
| 266 | Maize | 77.8 | 77.8 | 93.4 | |
| 475 | Geary County Schools | 130.0 | 130.0 | 156.0 | |
| 497 | Lawrence | 142.8 | 142.8 | 171.4 | |

| USD | USDName | Admin Staff Before | Admin Staff Max | 120 Pct | To Be Eliminated |
|---------------|-----------------|---------------------------|------------------------|----------------|-------------------------|
| 501 | Topeka | 189.0 | 189.0 | 226.8 | |
| 512 | Shawnee Mission | 229.6 | 229.6 | 275.5 | |
| 229 | Blue Valley | 272.4 | 272.4 | 326.9 | |
| 233 | Olathe | 281.4 | 281.4 | 337.7 | |
| 500 | Kansas City | 295.0 | 295.0 | 354.0 | |
| 259 | Wichita | 645.3 | 645.3 | 774.4 | |
| Totals | | 6,909.4 | 5,325.6 | 6,390.7 | 1,184.2 |