

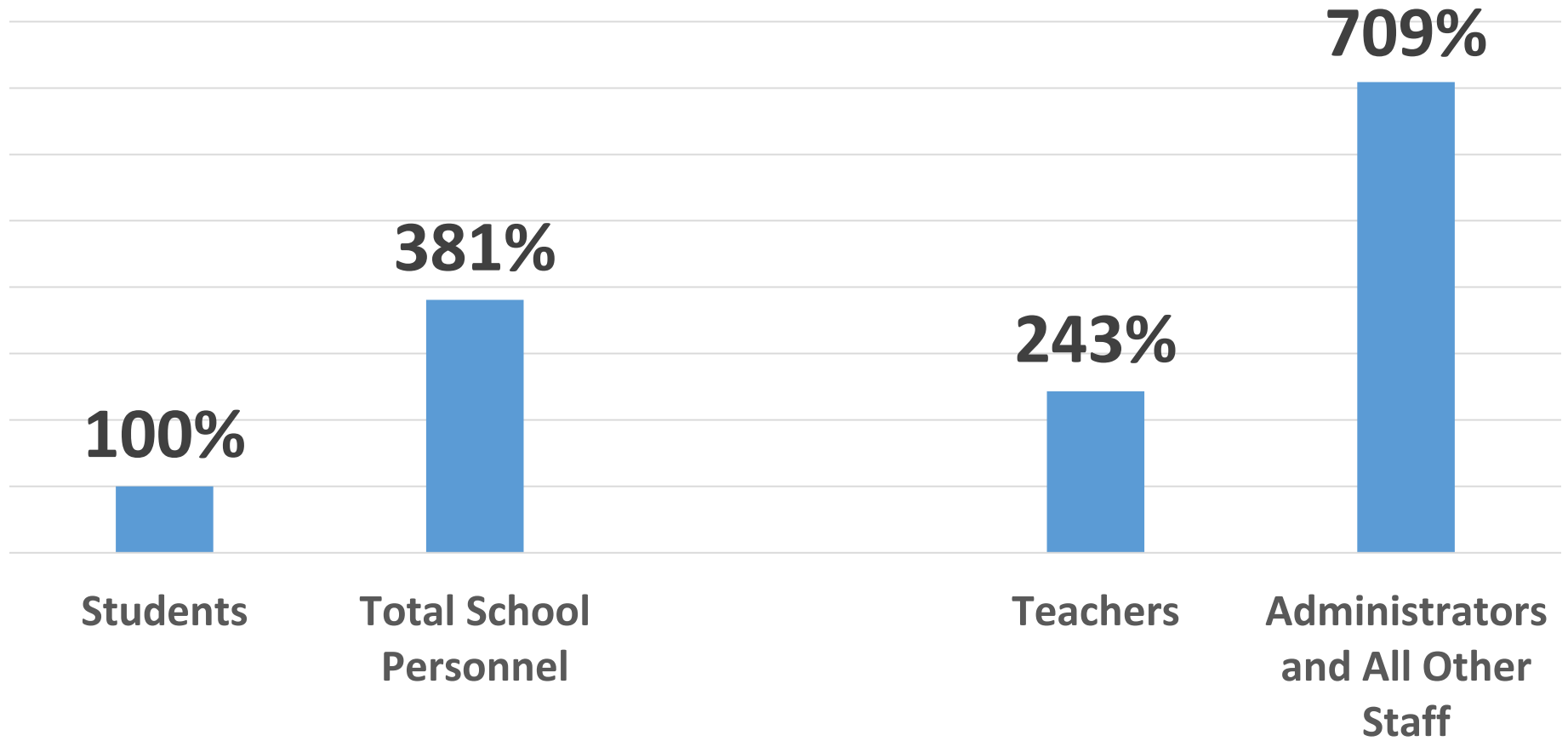
# **Back to the Staffing Surge**

**Ben Scafidi**

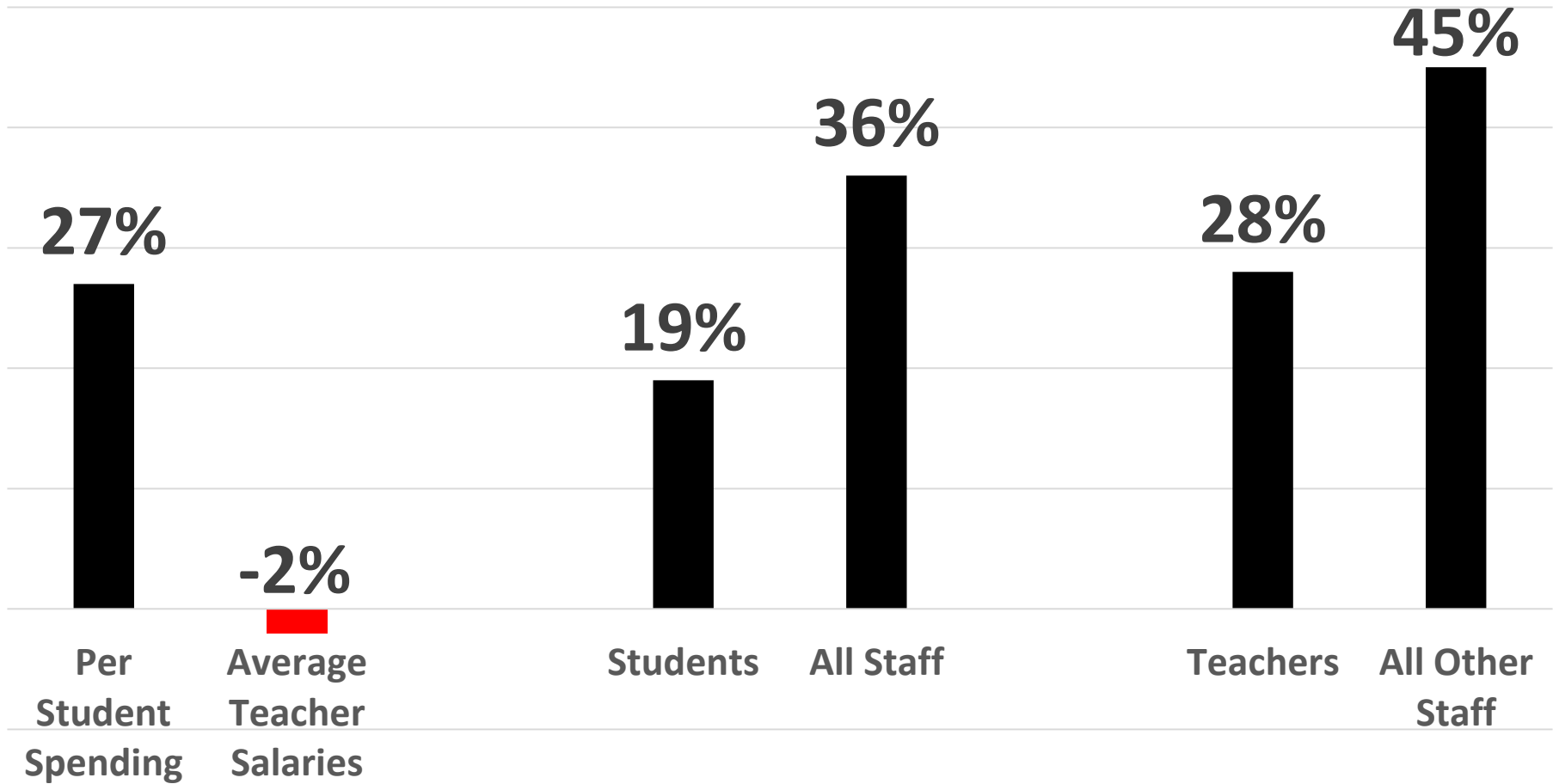
**Kennesaw State University**

**Friedman Fellow, EdChoice**

# US, Staffing Surge, FY 1950 to 2015



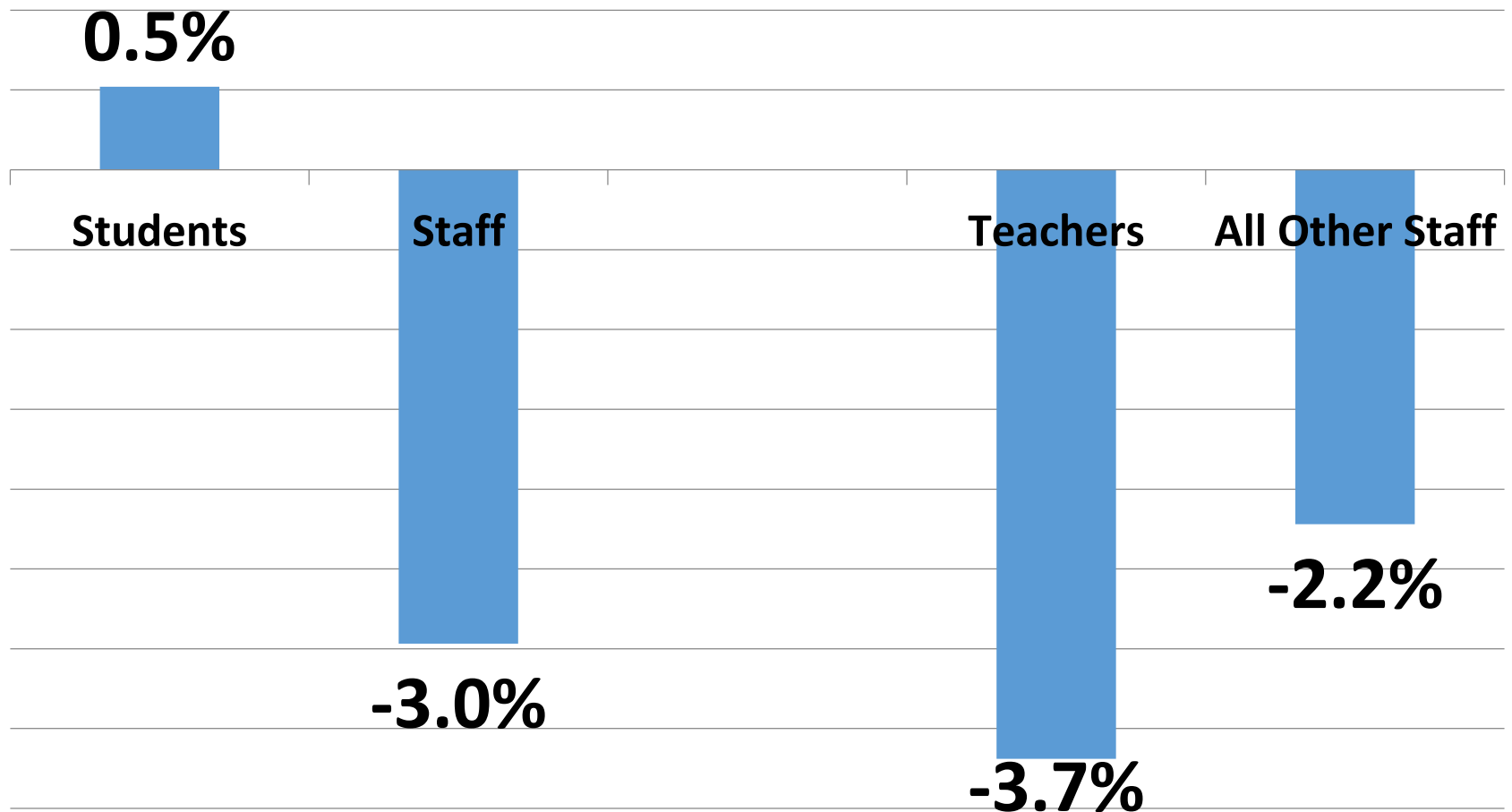
# US, FY 1992 to 2014 Staffing Surge



# **Some Notes About the Public School Hiring Spree**

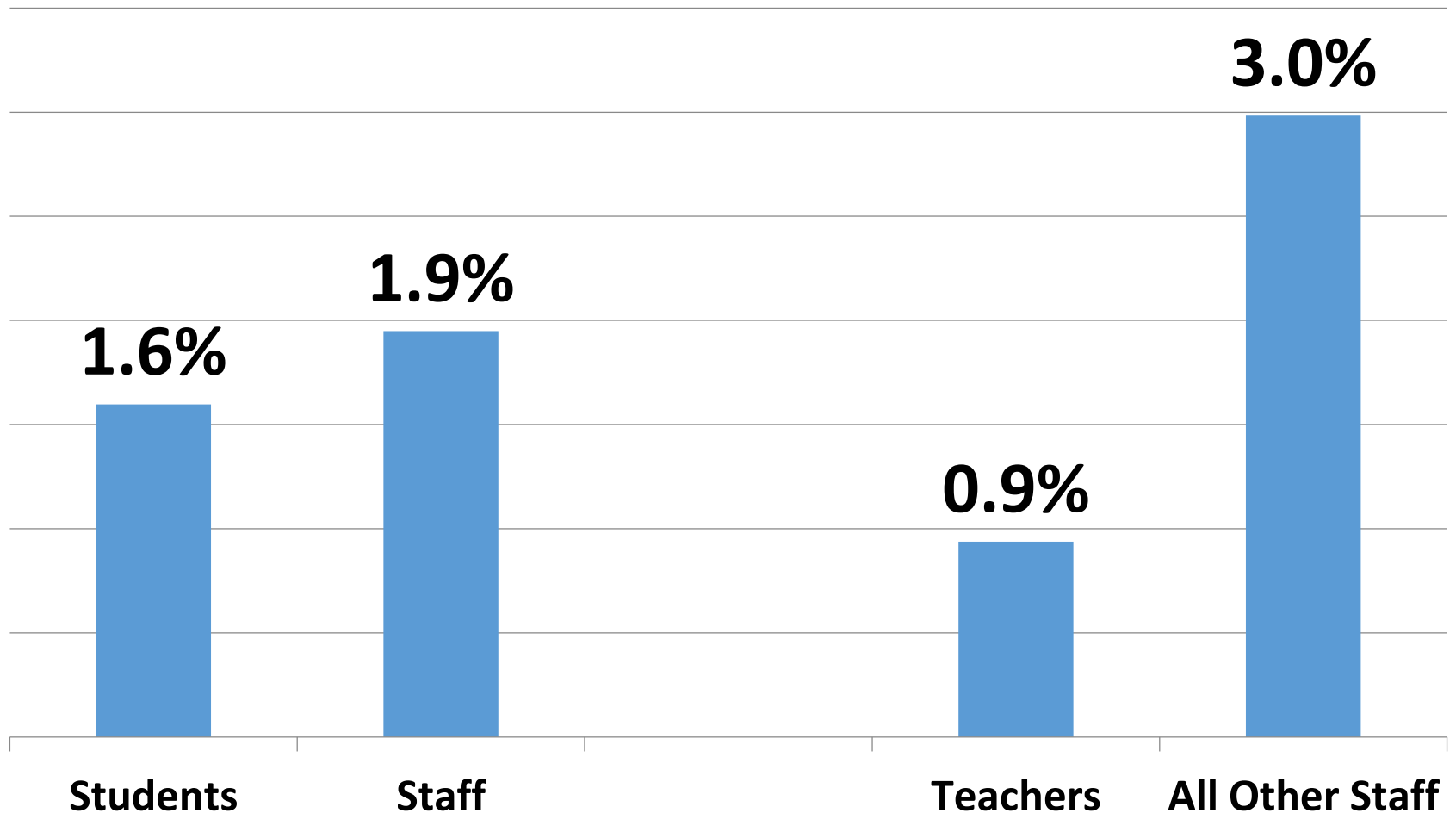
- **No evidence the “kids are worse”.**
- **No Child Left Behind did not make us do it.**
- **American public schools are more top-heavy than other wealthy nations.**

# US, FY 2009 to 2012 Staffing Retreat



# Back to the Staffing Surge

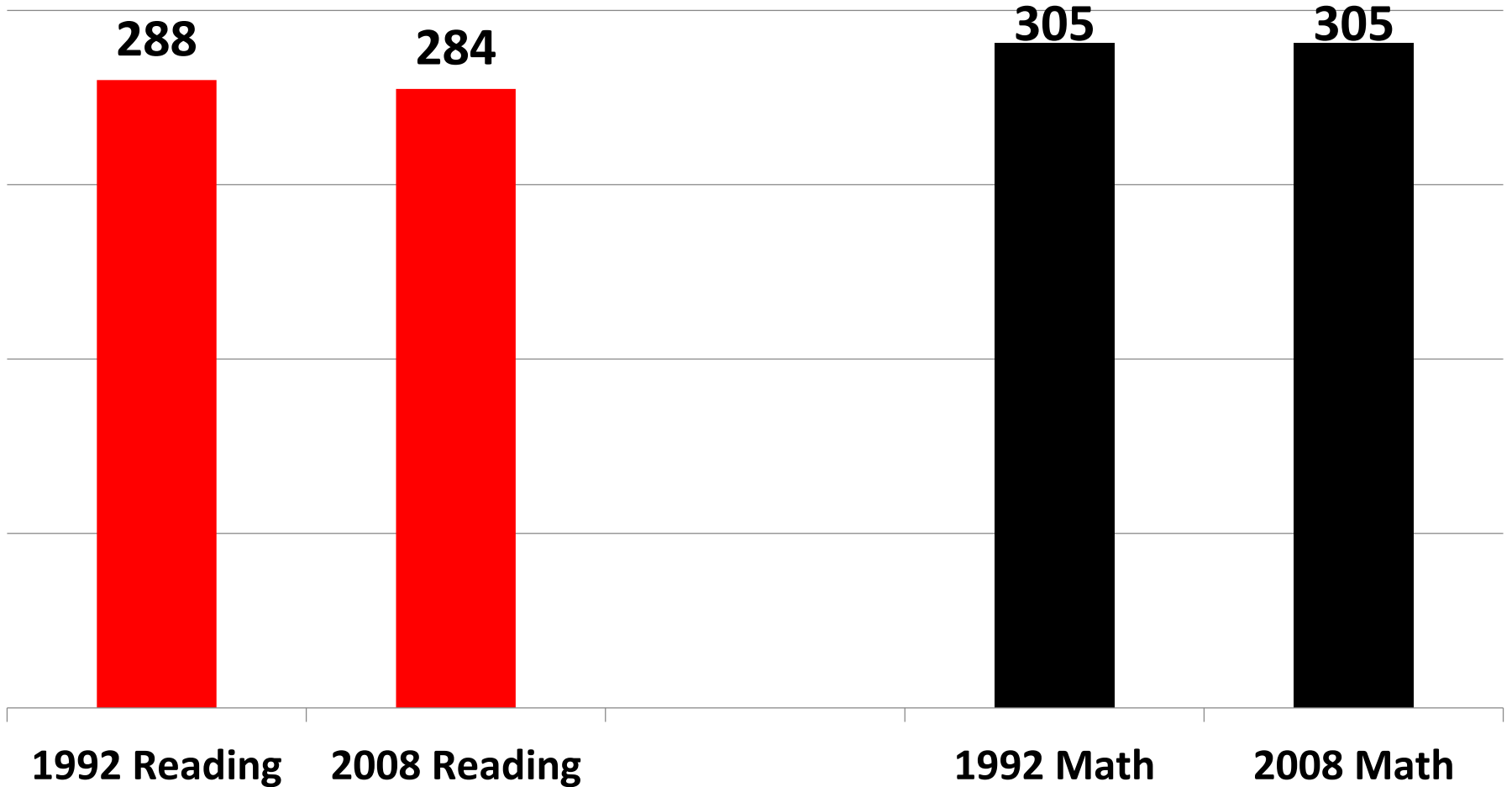
## US, FY 2012 to 2015



# **What about Student Achievement?**

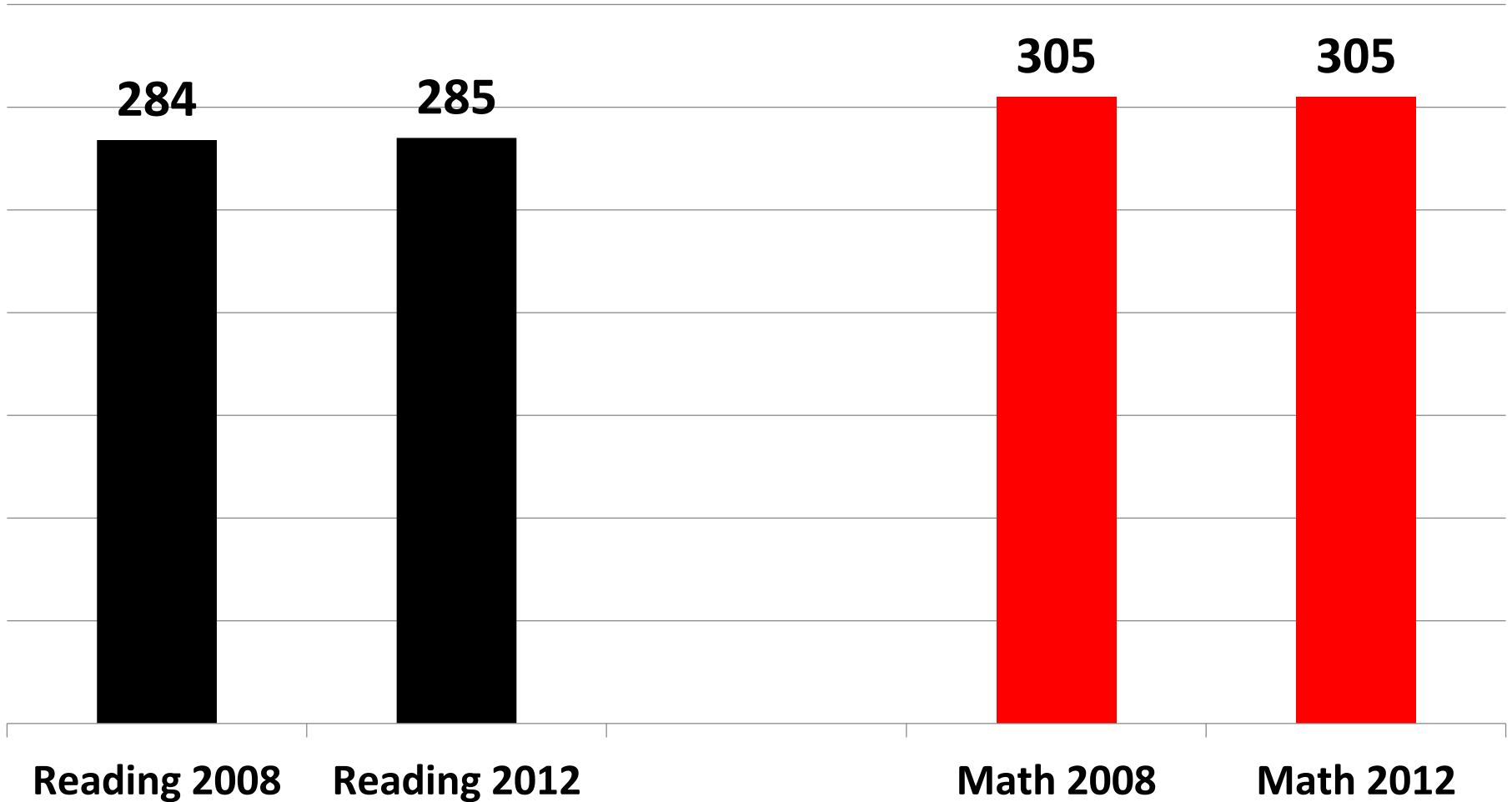
**Did student achievement skyrocket during  
the staffing surge?**

# NAEP Reading and Math Scores 1992 and 2008





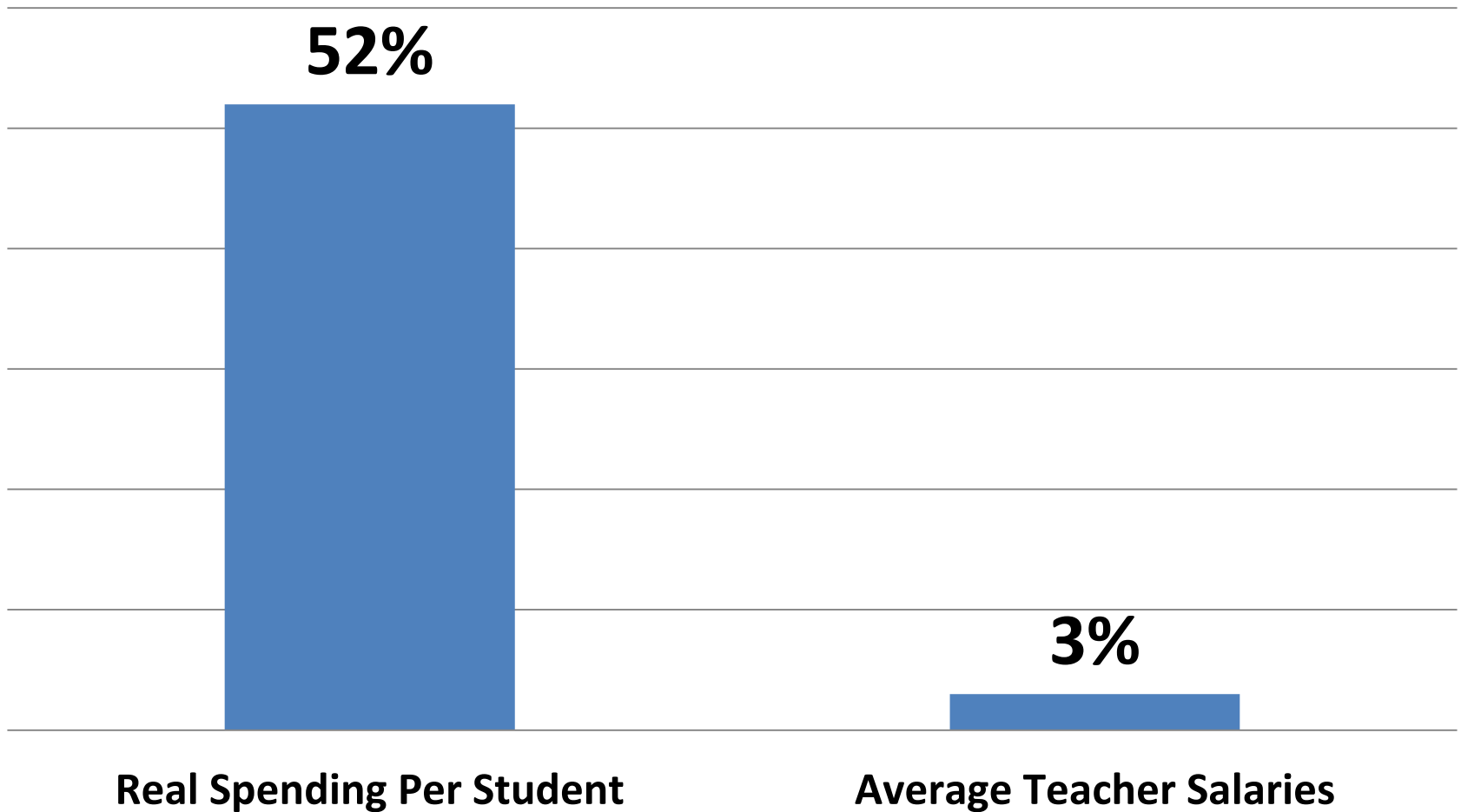
# NAEP Reading and Math Scores 2008 and 2012



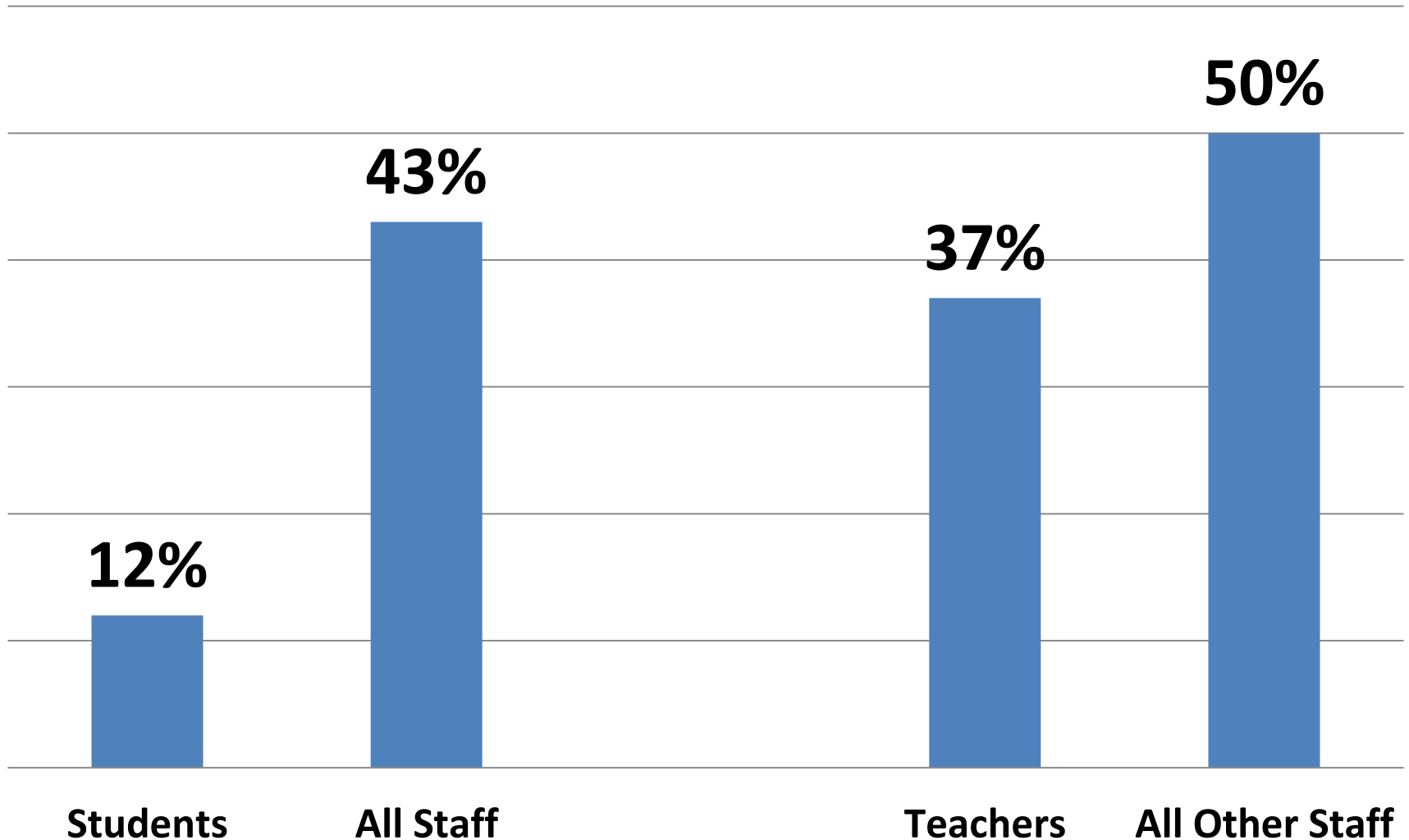
# What if U.S. public schools had increased non-teaching staff at the same rate as its increase in students?

- Would have saved U.S. public schools \$34,900,000,000 per year in annual recurring savings.
- What could U.S. public schools do with \$34.9 billion per year?
  - Offer over 4.3 million children \$8,000 scholarships to private schools
  - Give every teacher a \$11,100 raise
  - Reduce property taxes

# Arkansas Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014



# Arkansas Public School Staffing Surge FY 1992 to 2015



# What if Arkansas public schools had increased non-teaching staff at the same rate as its increase in students?

- Would have saved Arkansas public schools \$583,000,000 per year in annual recurring savings.
- What could Arkansas public schools do with \$485 million per year?
  - Offer 72,900 children \$8,000 scholarships to private schools
  - Give every teacher a \$16,460 raise
  - Reduce property taxes

# Delaware Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014

**49%**



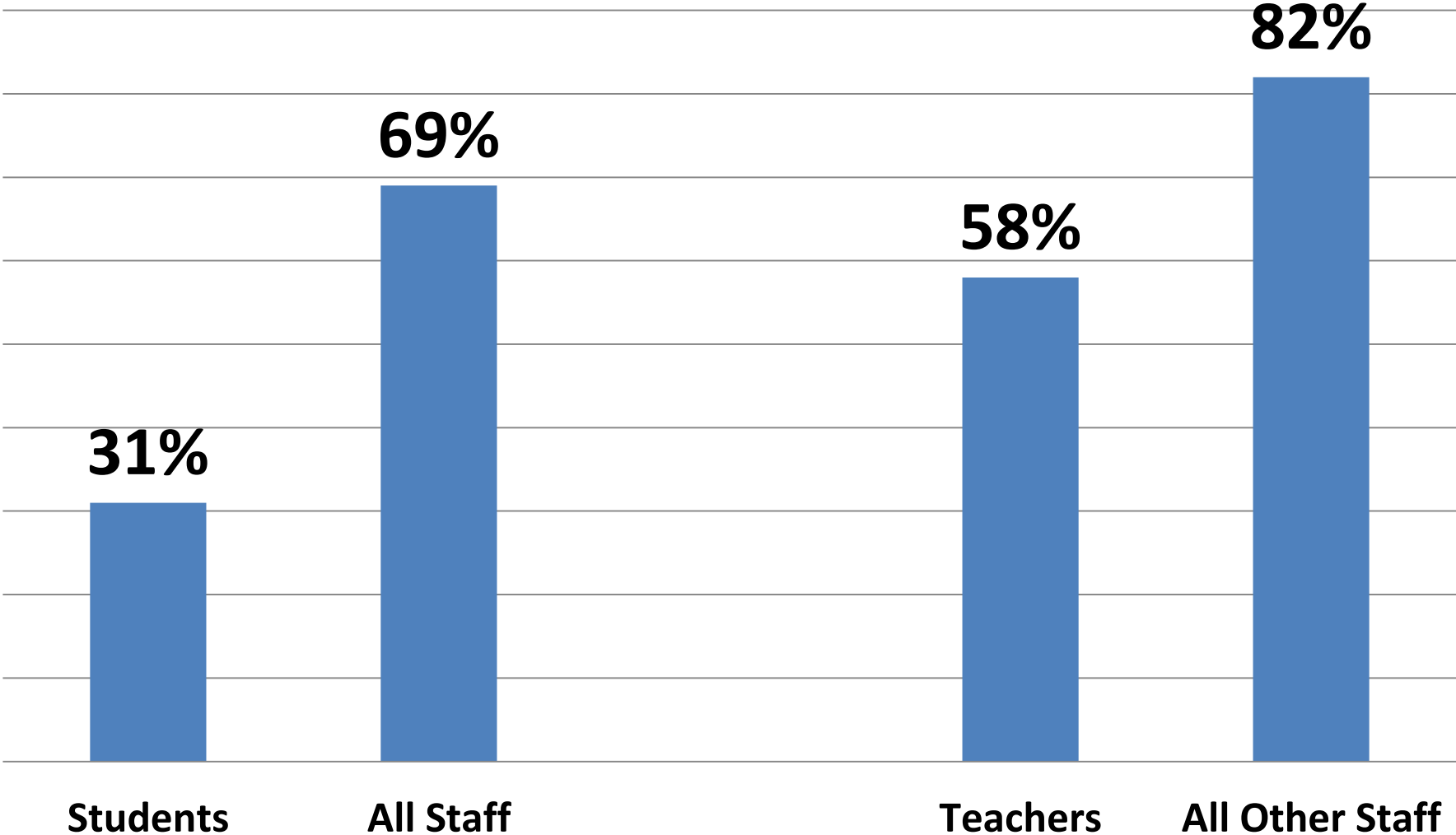
**Real Spending Per Student**

**1%**



**Average Teacher Salaries**

# Delaware Public School Staffing Surge FY 1992 to 2015

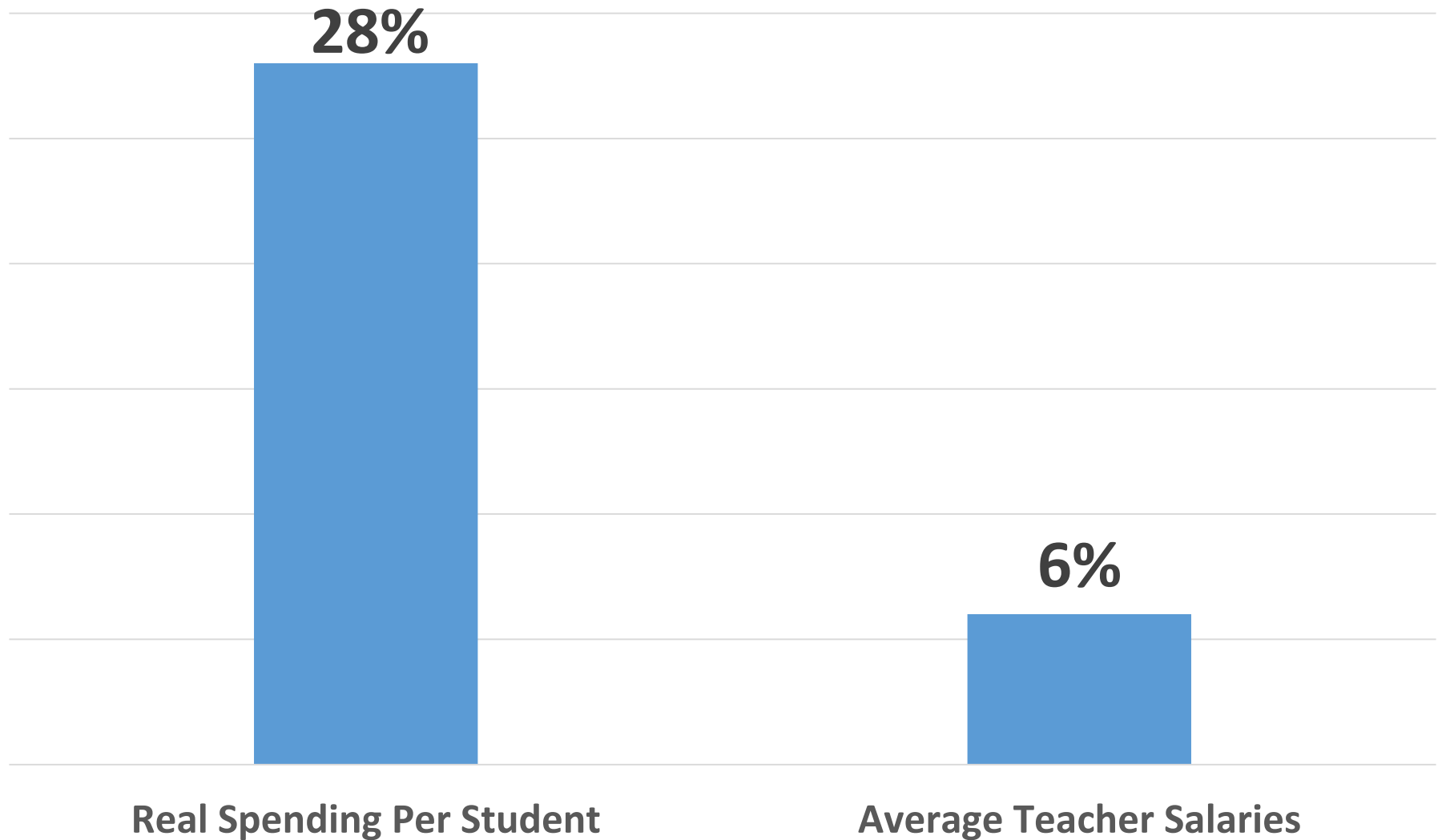


# **What if Delaware public schools had increased non-teaching staff at the same rate as its increase in students?**

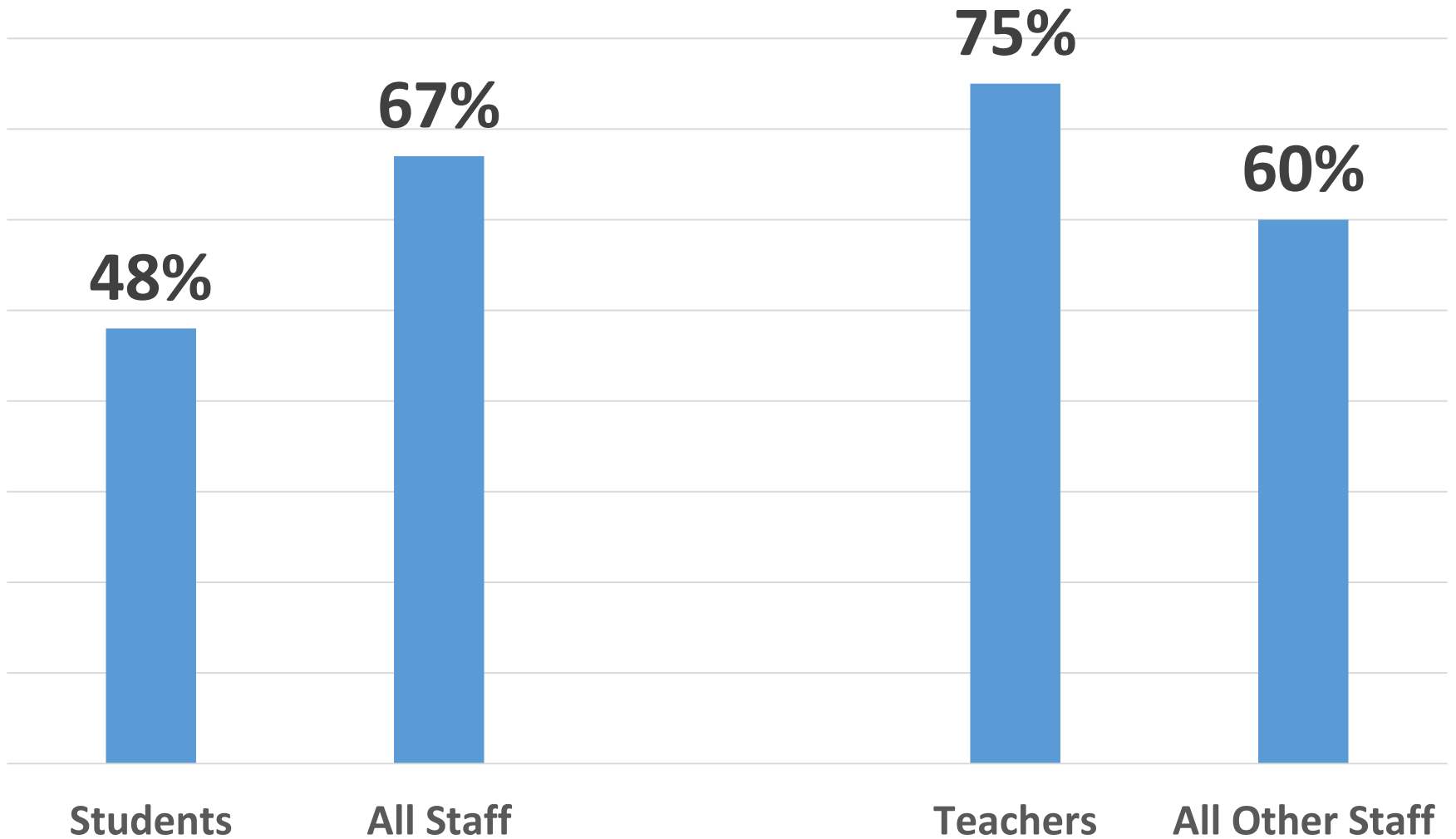
- **Would have saved Delaware public schools over \$149,000,000 per year in annual recurring savings.**
- **What could Delaware public schools do with \$149 million per year?**
  - **Offer 18,600 children \$8,000 scholarships to private schools**
  - **Give every teacher a \$15,400 raise**
  - **Reduce property taxes**



# Georgia Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014



# Georgia Public School Staffing Surge FY 1992 to 2015



# What if Georgia public schools had increased non-teaching staff at the same rate as its increase in students?

- Would have saved Georgia public schools \$485,000,000 per year in annual recurring savings.
- What could Georgia public schools do with \$485 million per year?
  - Offer 60,600 children \$8,000 scholarships to private schools
  - Give every teacher a \$4,300 raise
  - Reduce property taxes

# Illinois Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014

**56%**



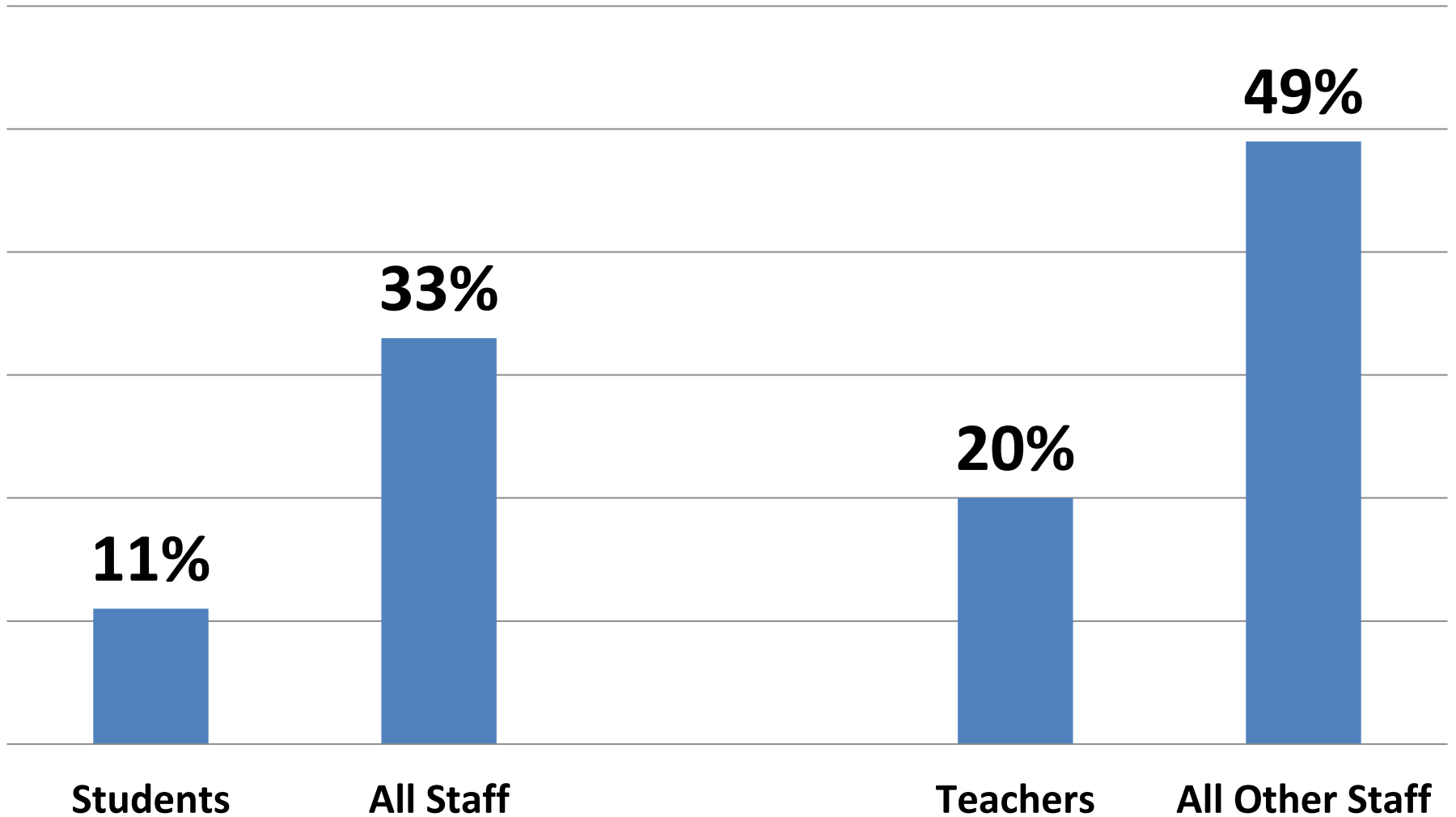
**Real Spending Per Student**

**-3%**



**Average Teacher Salaries**

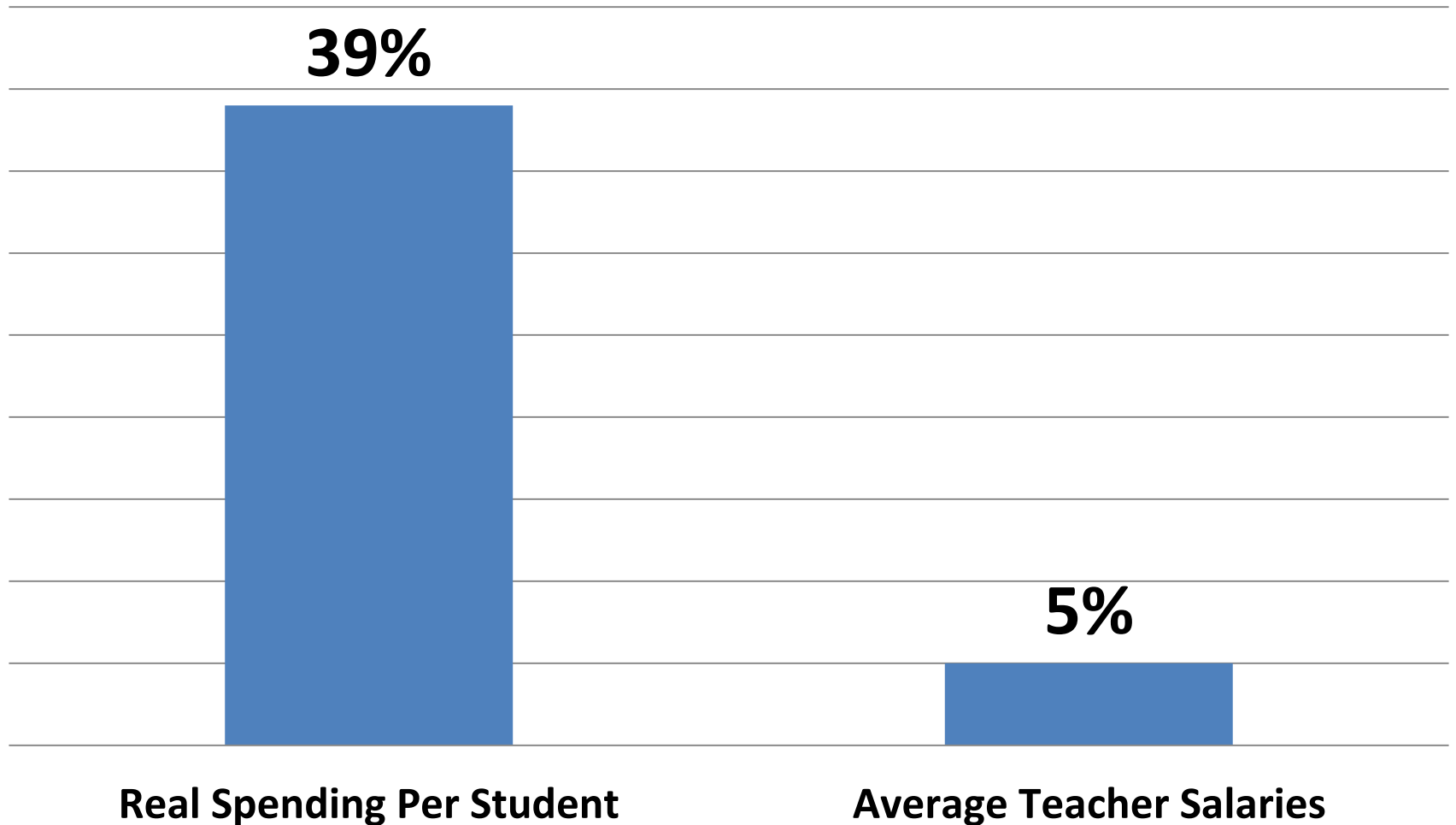
# Illinois Public School Staffing Surge FY 1992 to 2015



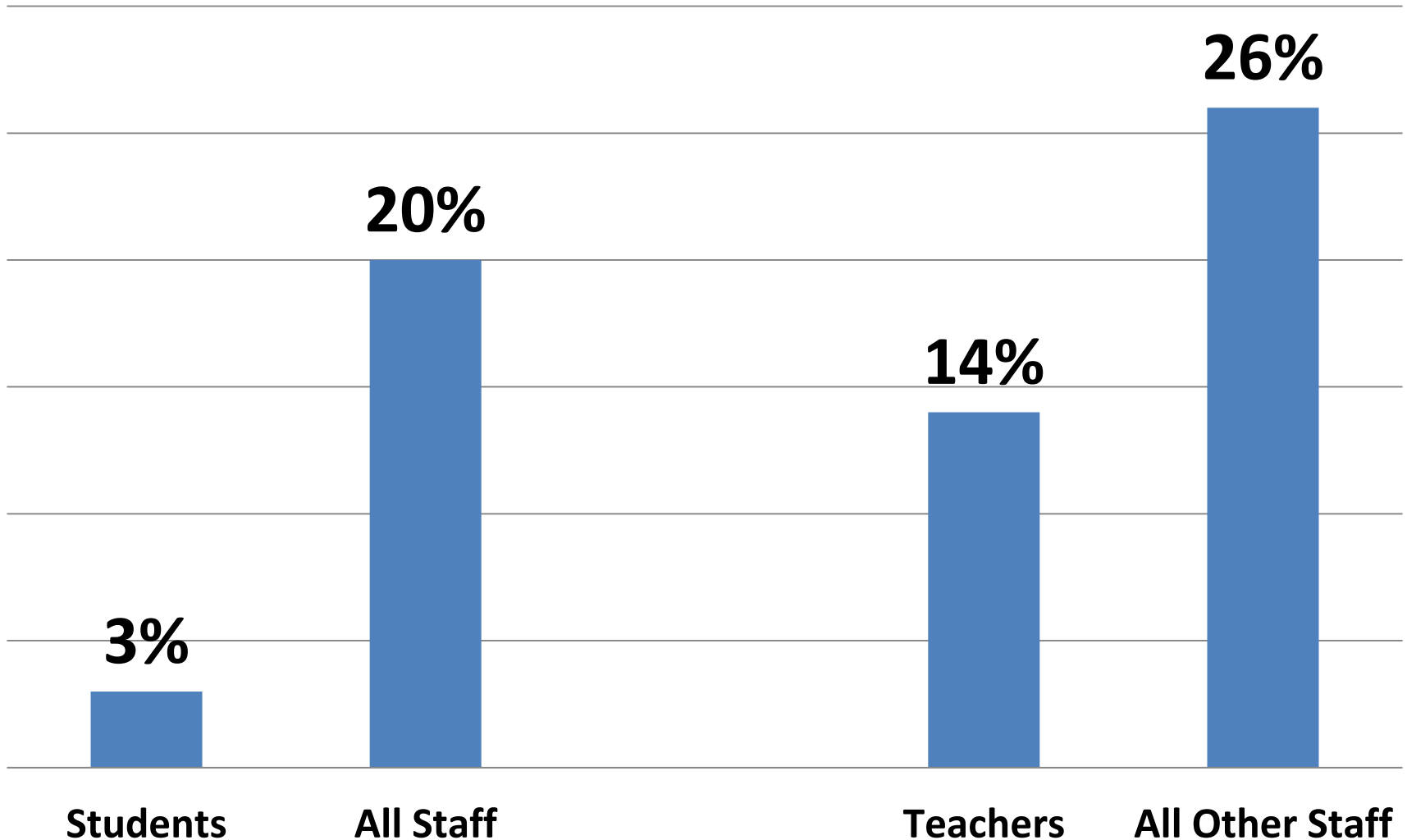
# **What if Illinois had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved Illinois public schools over \$1,992,000,000 per year in annual recurring savings.**
- **What could Illinois public schools do with \$1.99 billion per year?**
  - **Provide 249,000 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$15,000 raise**
  - **Reduce state or local taxes**

# Iowa Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014



# Iowa Public School Staffing Surge FY 1992 to 2015





# What if Iowa public schools had increased non-teaching staff at the same rate as its increase in students?

- Would have saved Iowa public schools \$402,000,000 per year in annual recurring savings.
- What could Iowa public schools do with
- \$402 million per year?
  - Offer 50,000 children \$8,000 scholarships to private schools
  - Give every teacher a \$11,200 raise
  - Reduce property taxes

# Kansas Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014

**45%**



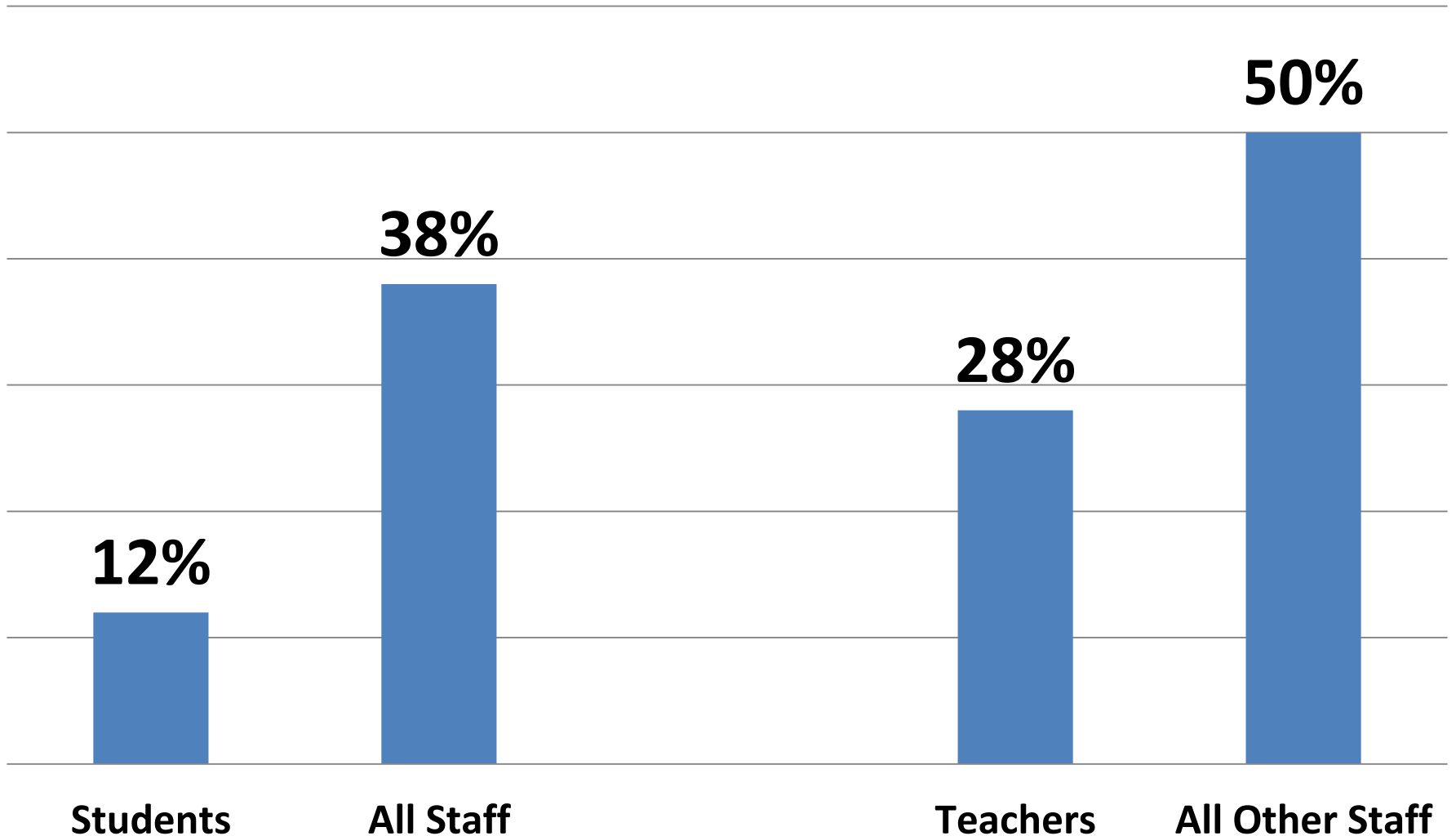
**Real Spending Per Student**

**-7%**



**Average Teacher Salaries**

# Kansas Public School Staffing Surge FY 1992 to 2015

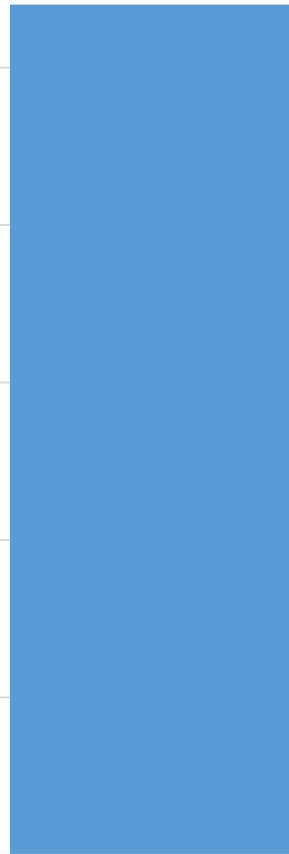


**What if Kansas had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved Kansas public schools over \$516,000,000 per year in annual recurring savings.**
- **What could Kansas public schools do with \$516 million per year?**
  - **Provide 64,500 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$13,700 raise**
  - **Reduce state or local taxes**

**Mississippi Public Schools, Change in  
Real (inflation-adjusted) Terms, FY 1992 to 2014**

**54%**



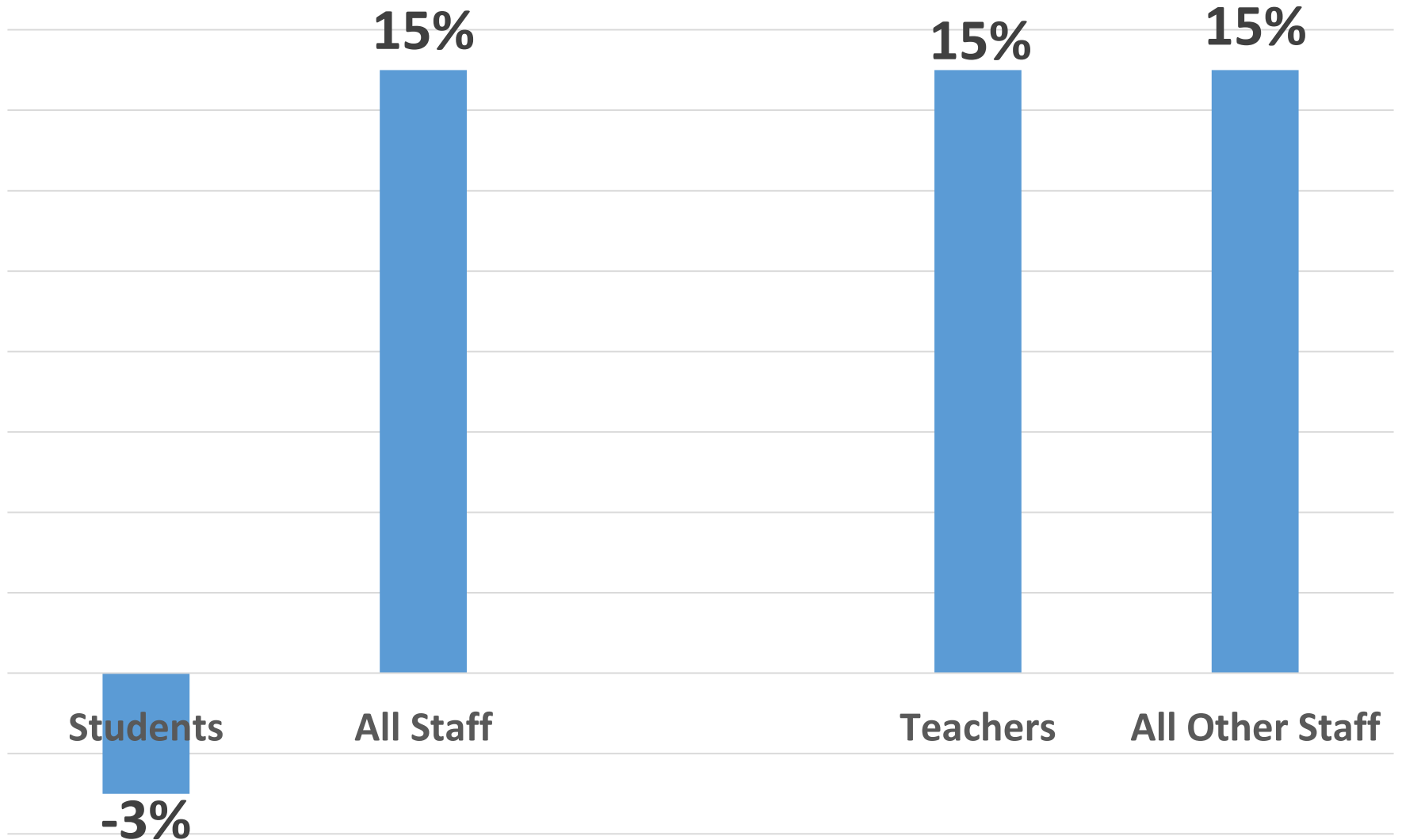
**Real Spending Per Student**

**2%**



**Average Teacher Salaries**

# Mississippi Public School Staffing Surge FY 1992 to 2015



**What if Mississippi had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved Mississippi public schools over \$324,000,000 per year in annual recurring savings.**
- **What could Mississippi public schools do with \$324 million per year?**
  - **Provide 40,600 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$10,000 raise**
  - **Reduce state or local taxes**

**Missouri Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014**

**33%**

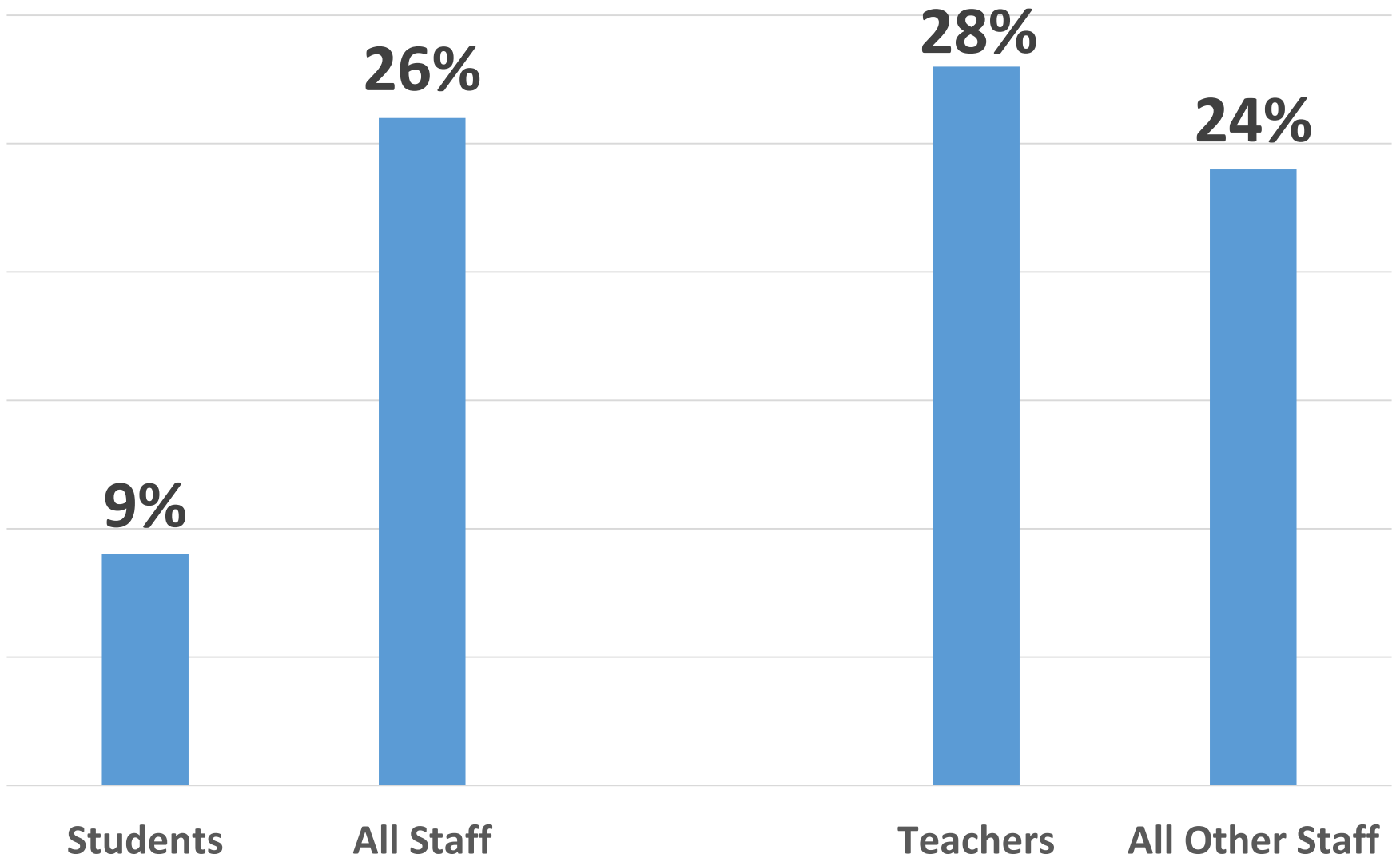
**Real Spending Per Student**

**Average Teacher Salaries**

**-4%**



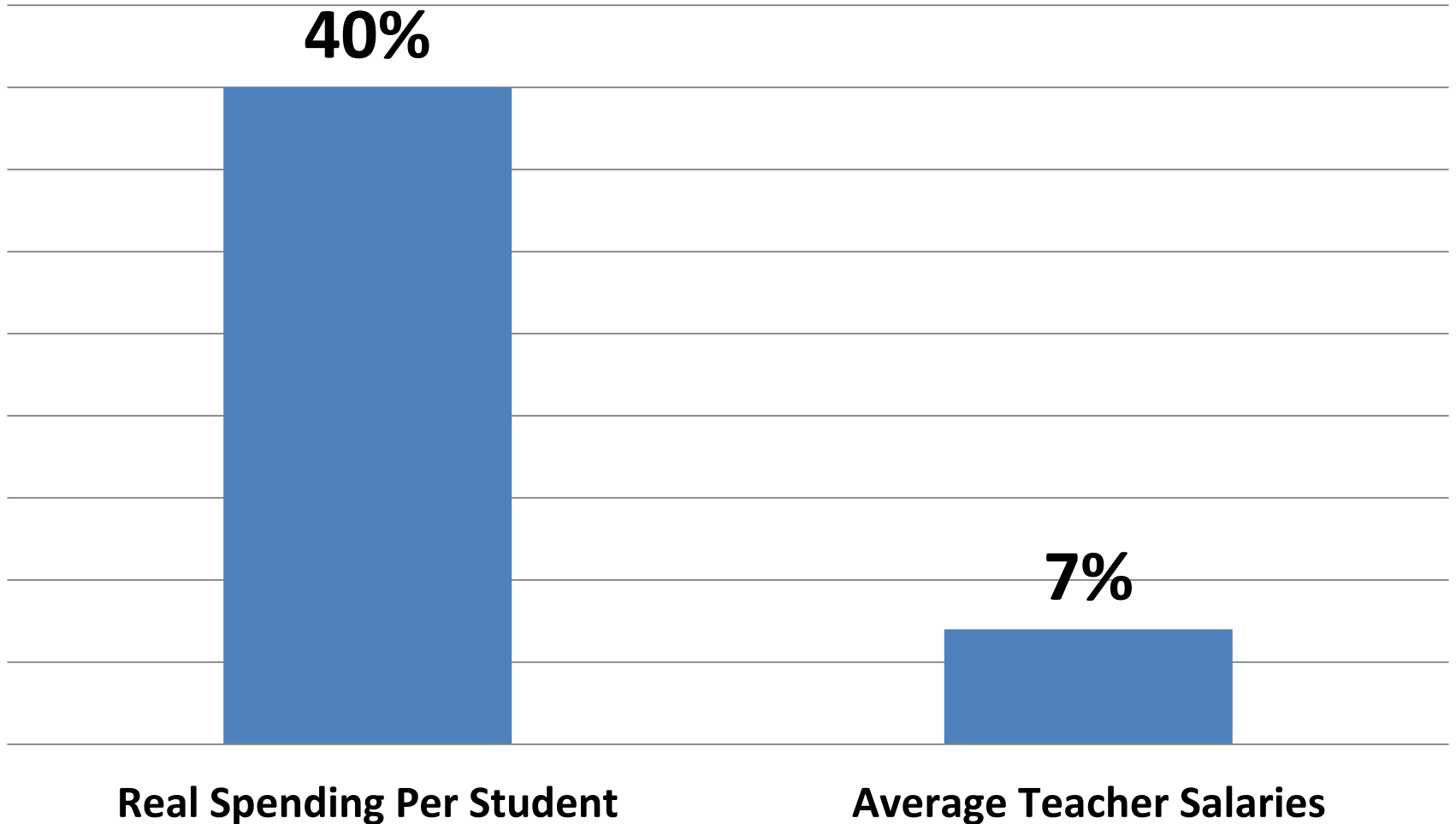
## Missouri Staffing Surge, FY 1992 to 2015



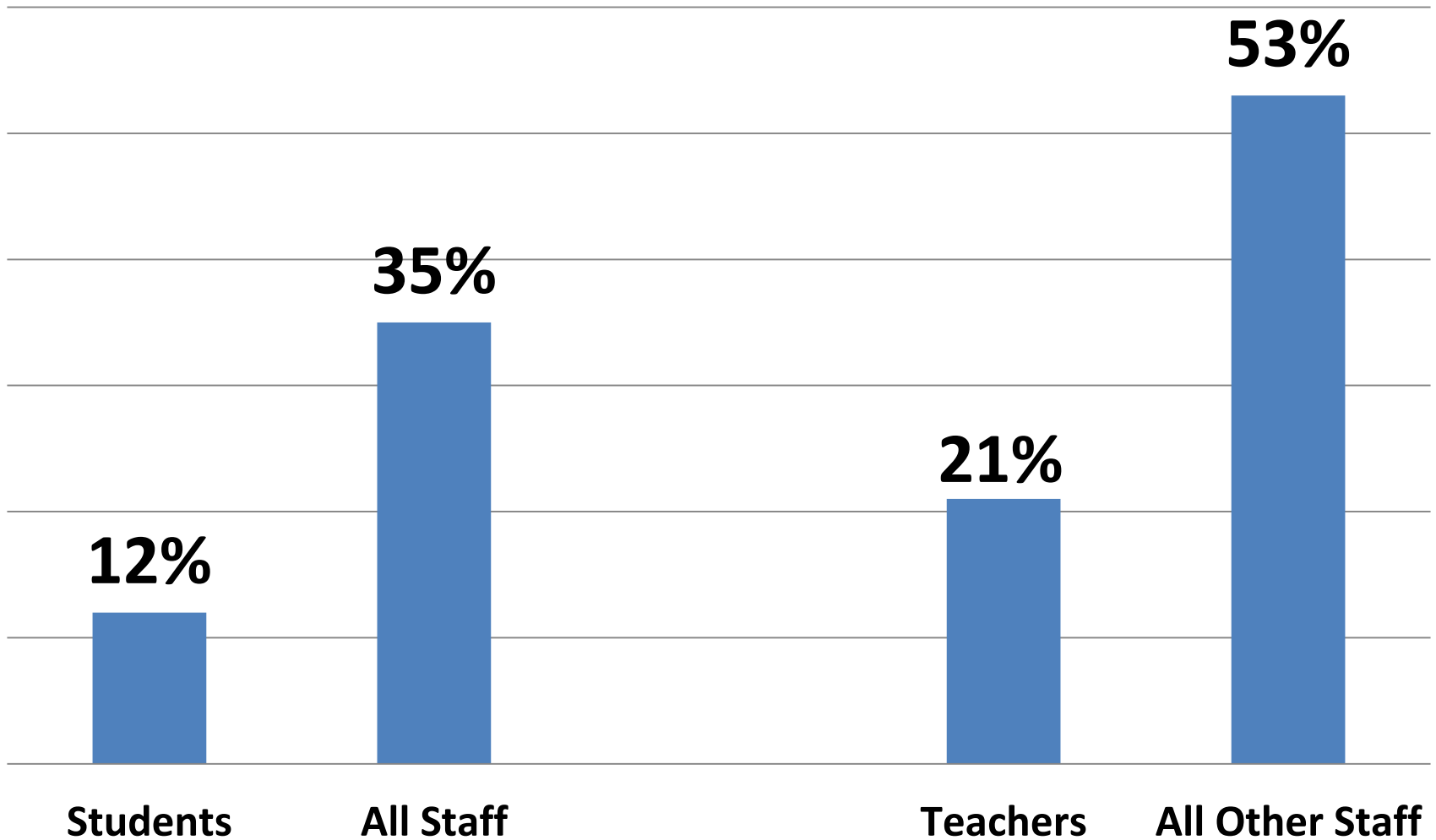
**What if Missouri had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved Missouri public schools over \$440,000,000 per year in annual recurring savings.**
- **What could Missouri public schools do with \$440 million per year?**
  - **Provide 55,000 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$6,500 raise**
  - **Reduce state or local taxes**

# Nebraska Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014



# Nebraska Public School Staffing Surge FY 1992 to 2015



**What if Nebraska had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved Nebraska public schools over \$389,000,000 per year in annual recurring savings.**
- **What could Nebraska public schools do with \$389 million per year?**
  - **Provide 48,600 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$17,000 raise**
  - **Reduce state or local taxes**

# New York Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014

46%



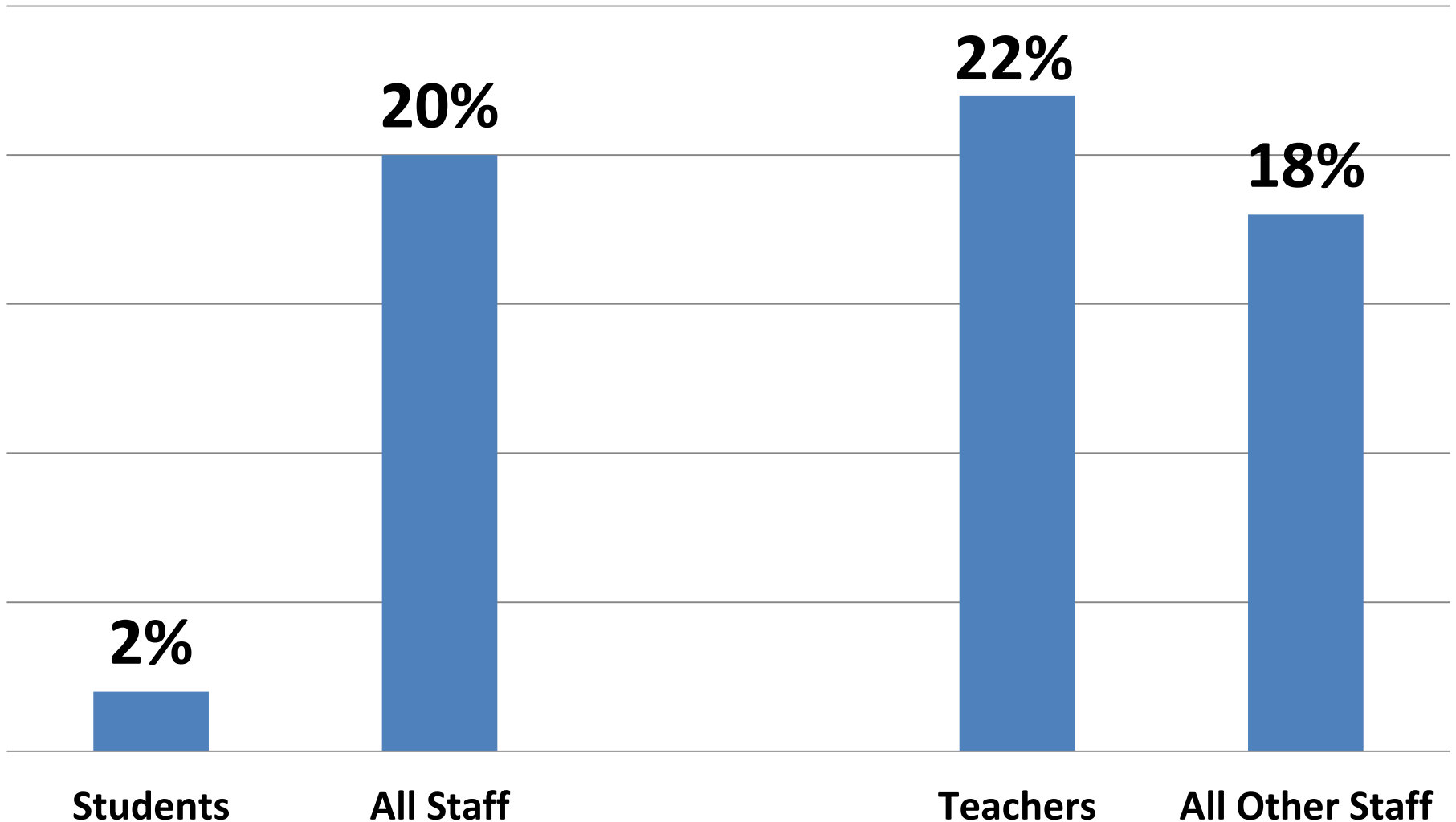
Real Spending Per Student

4%



Average Teacher Salaries

# New York Public School Staffing Surge FY 1992 to 2012



**What if New York had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved New York public schools over \$723,000,000 per year in annual recurring savings.**
- **What could New York public schools do with \$723 million per year?**
  - **Provide 90,400 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$3,400 raise**
  - **Reduce state or local taxes**



# North Carolina Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014

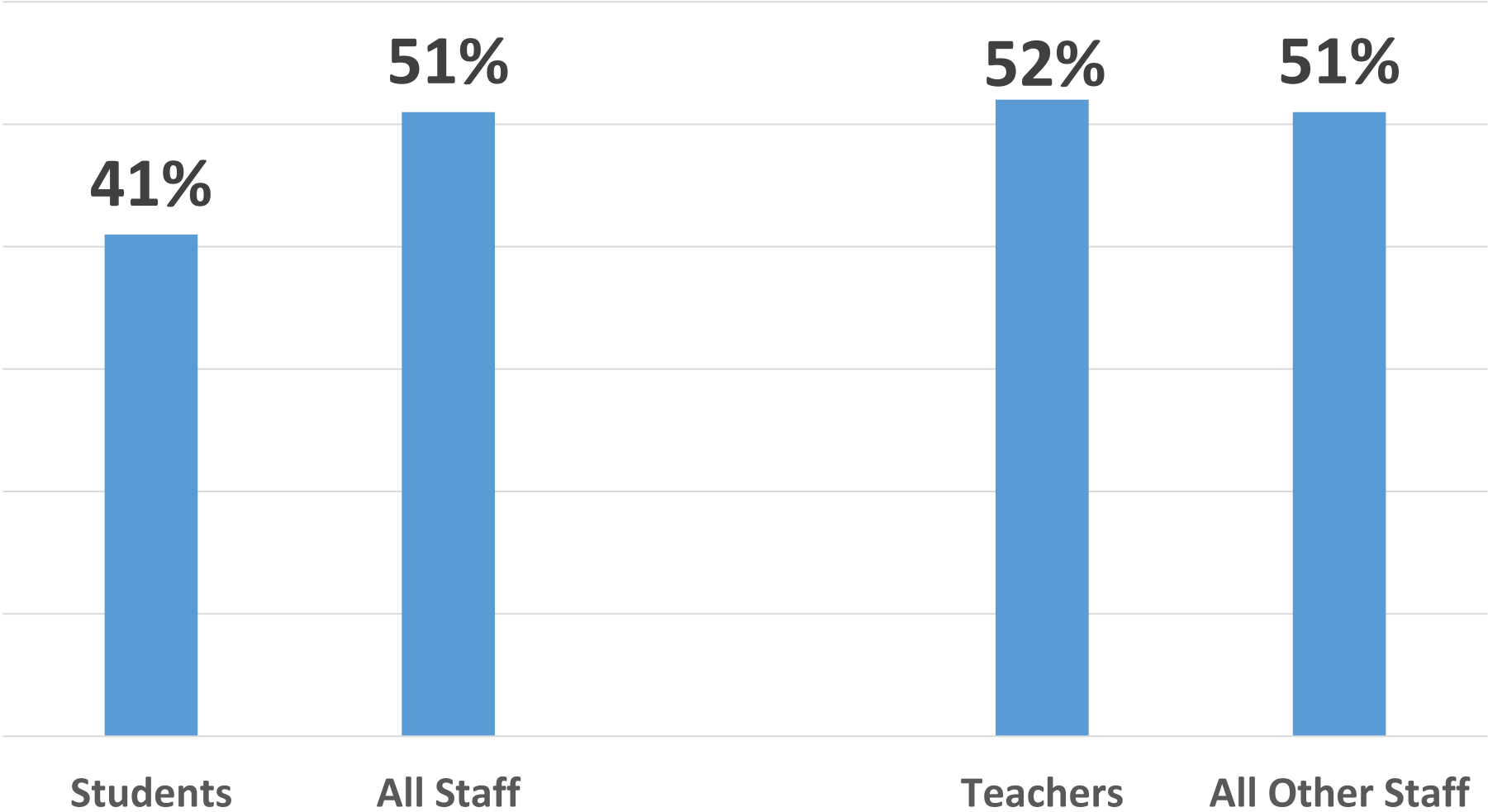
**1%**

**Real Spending Per Student**

**Average Teacher Salaries**

**-8%**

# North Carolina Public School Staffing Surge FY 1992 to 2015

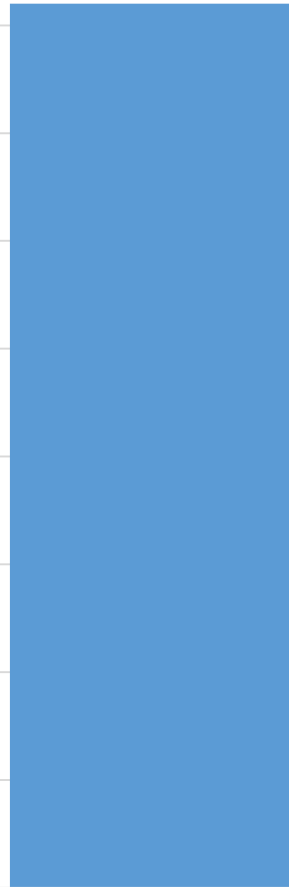


**What if North Carolina had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved North Carolina public schools over \$354,000,000 per year in annual recurring savings.**
- **What could North Carolina public schools do with \$354 million per year?**
  - **Provide 44,000 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$3,500 raise**
  - **Reduce state or local taxes**

# South Carolina Public Schools Change in Real (inflation-adjusted) Terms, FY 1992 to 2014

**41%**



**Real Spending Per Student**

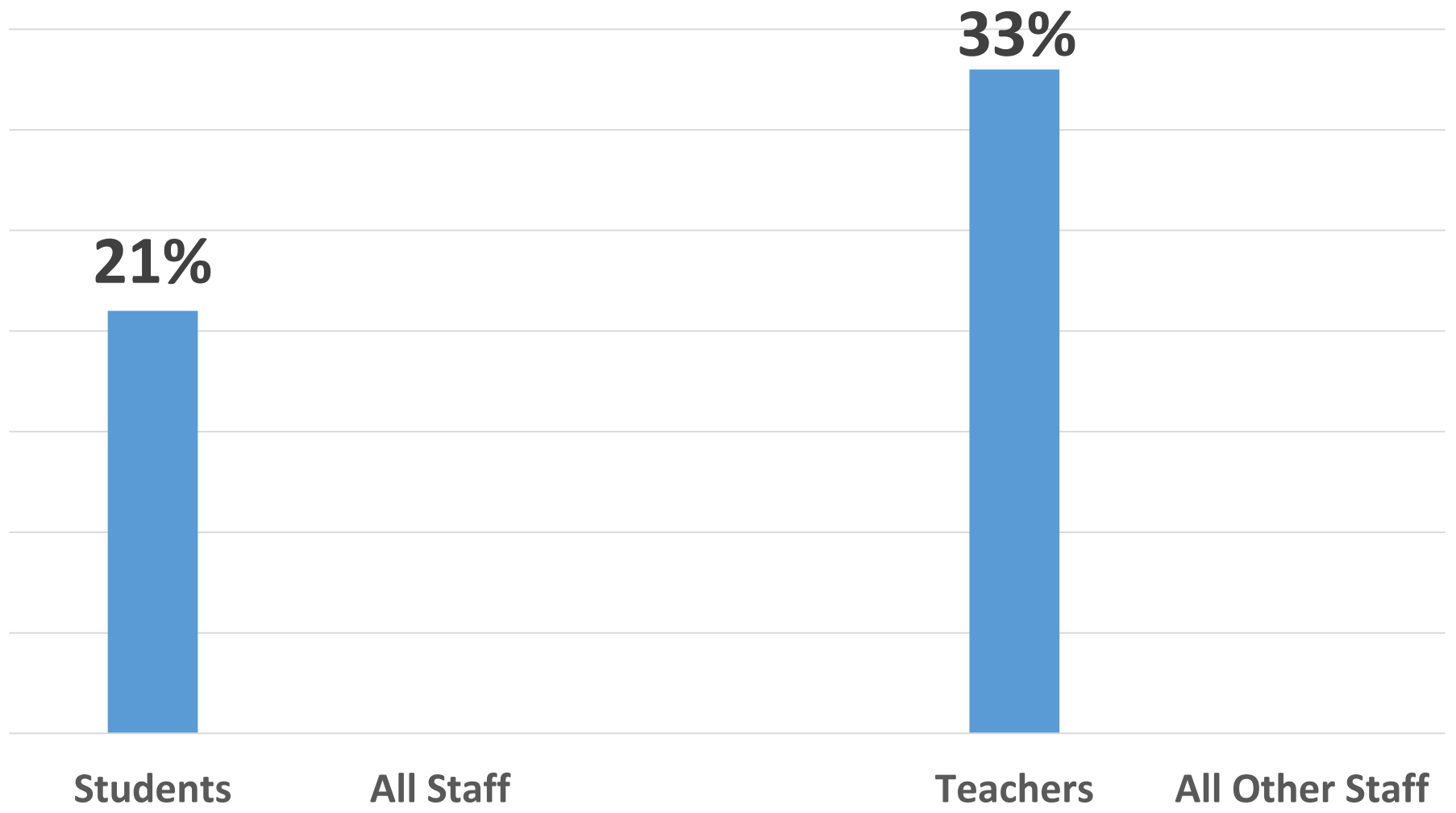
**2%**



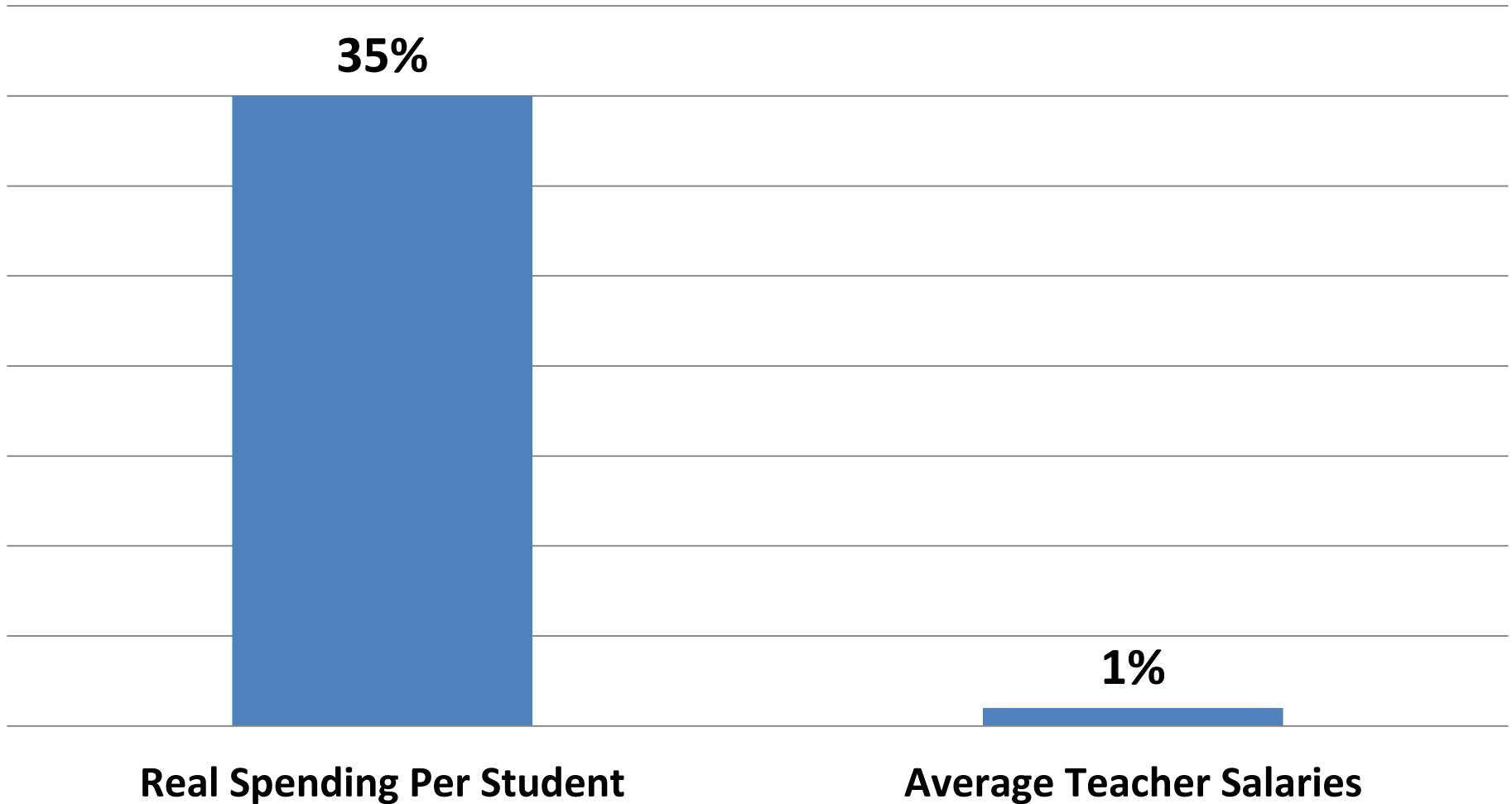
**Average Teacher Salaries**

**South Carolina Consistently Cannot  
Tell the U.S. Department of  
Education How Many Non-Teachers  
are Employed in its Public Schools**

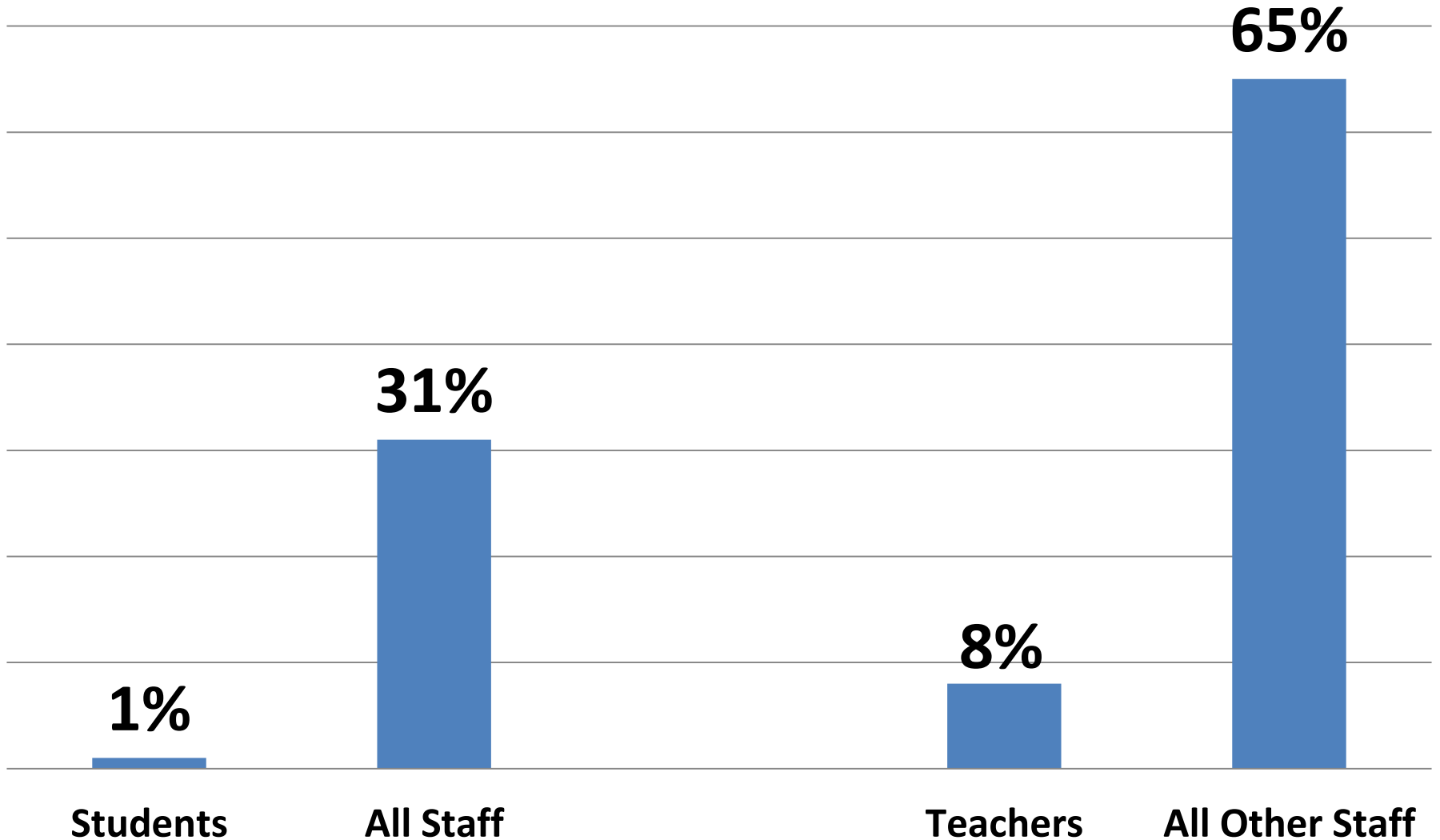
# South Carolina Public School Staffing Surge FY 1992 to 2015



# South Dakota Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014



# South Dakota Public School Staffing Surge FY 1992 to 2015



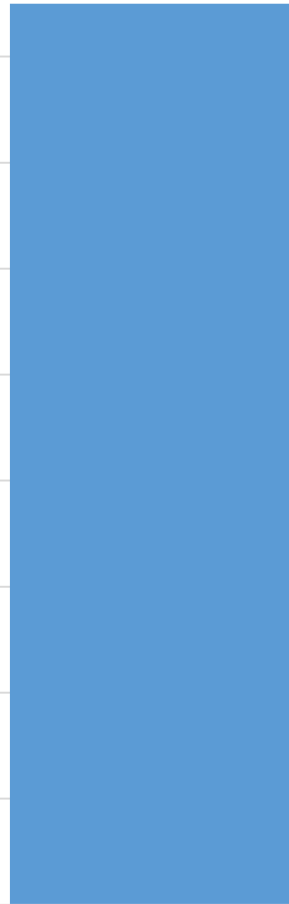


**What if South Dakota had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved South Dakota public schools over \$225,000,000 per year in annual recurring savings.**
- **What could South Dakota public schools do with \$225 million per year?**
  - **Provide 28,100 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$23,400 raise**
  - **Reduce state or local taxes**

# Texas Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014

**17%**



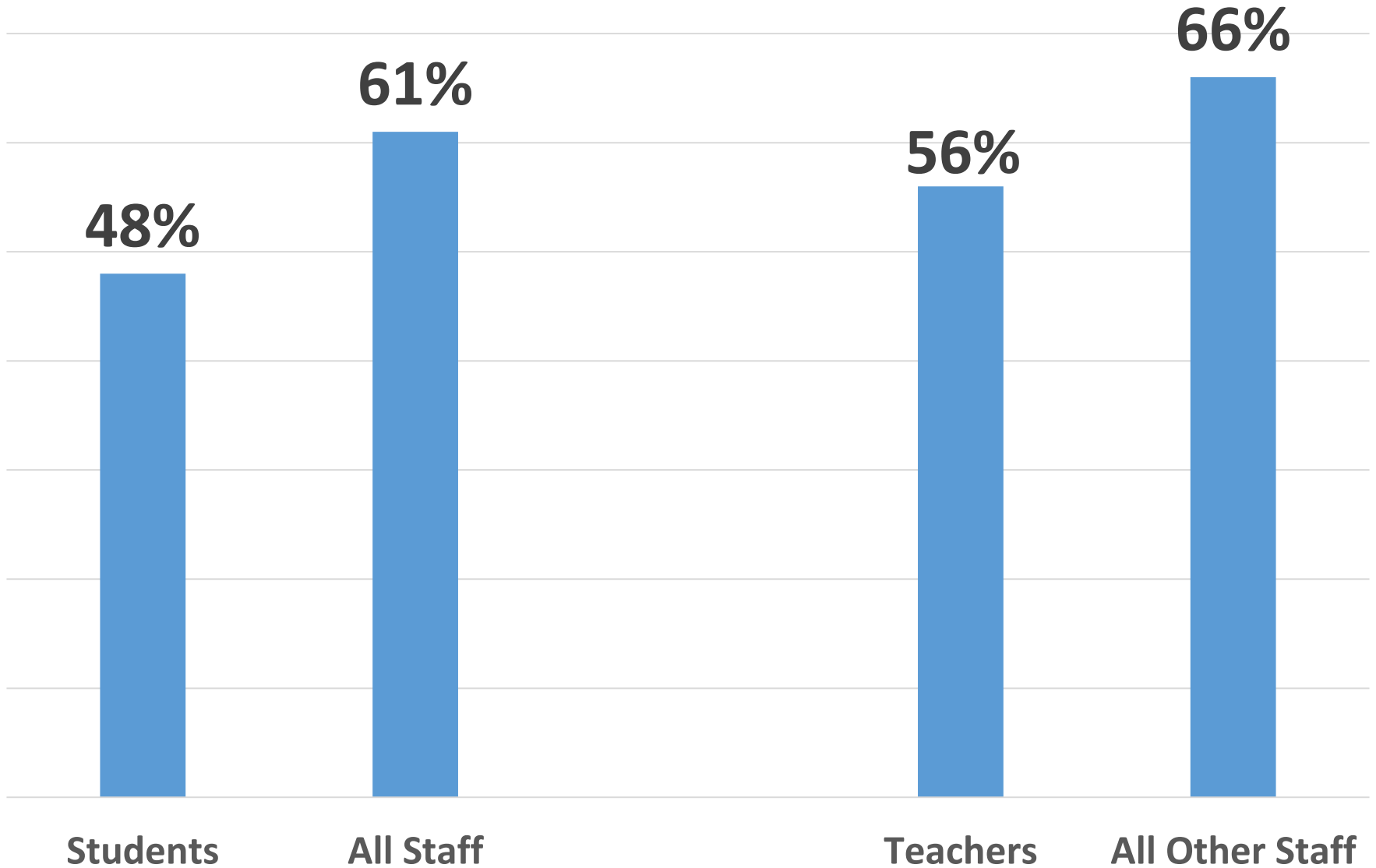
**Real Spending Per Student**

**1%**



**Average Teacher Salaries**

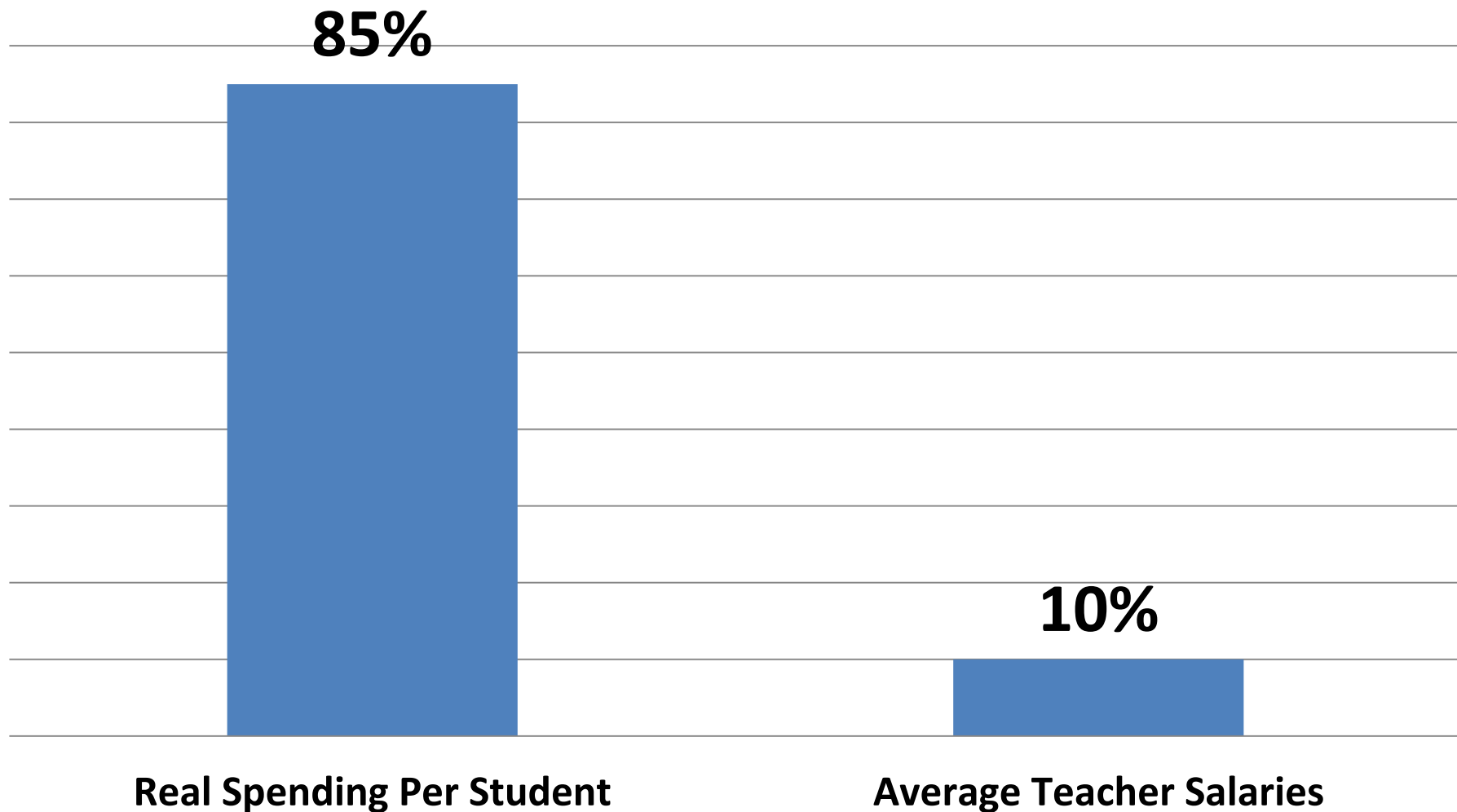
## Texas Staffing Surge, FY 1992 to 2015



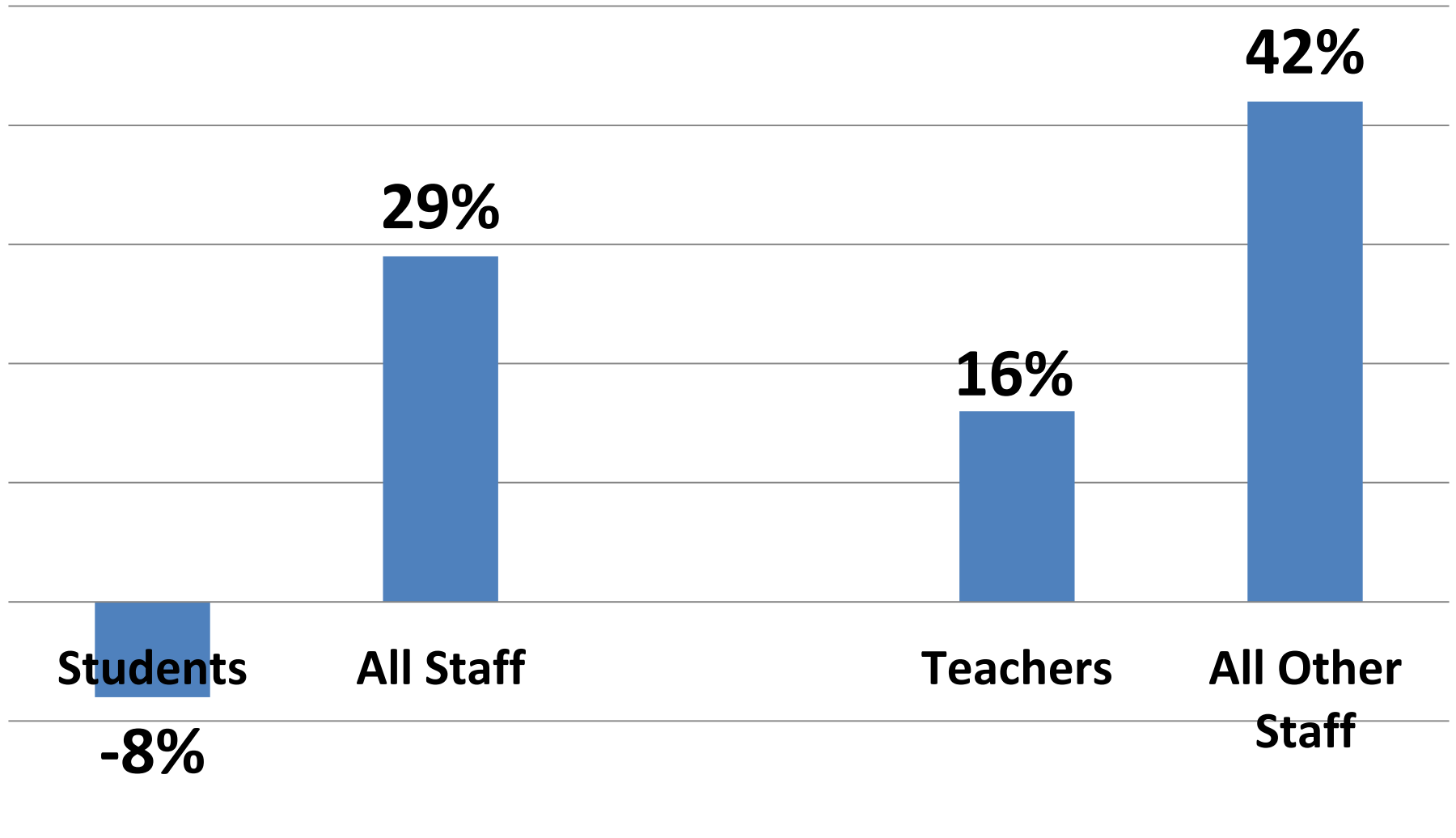
# What if Texas public schools had increased non-teaching staff at the same rate as its increase in students?

- Would have saved Texas public schools **\$2,100,000,000 per year in annual recurring savings.**
- What could Texas public schools do with **\$2.1 billion per year**?
  - Offer 270,300 children \$8,000 scholarships to private schools
  - Give every teacher a \$6,300 raise
  - Reduce property taxes

# Wyoming Public Schools, Change in Real (inflation-adjusted) Terms, FY 1992 to 2014



# Wyoming Public School Staffing Surge FY 1992 to 2015



**What if Wyoming had increased non-teaching staff at the same rate as its increase in students?**

- **Would have saved Wyoming public schools over \$196,000,000 per year in annual recurring savings.**
- **What could Wyoming public schools do with \$196 million per year?**
  - **Provide 24,500 students with \$8,000 scholarships to attend the school of their choice**
  - **Give every teacher a \$25,800 raise**
  - **Reduce state or local taxes**

# **Fiscal Effects of School Choice on State and Local Budgets**

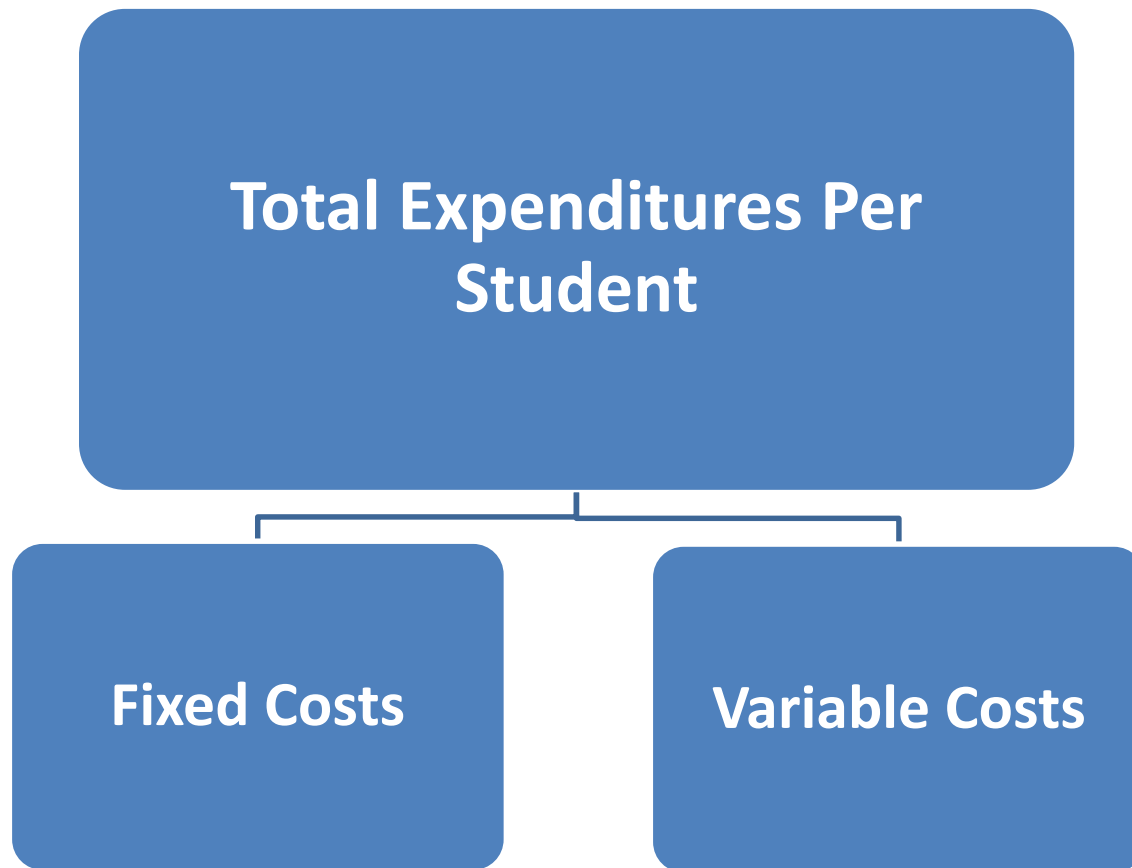


**It is straightforward to design a school choice program that saves the state money ...**

**Make state funds that follow the child less than average state spending per student.**

# **The Fiscal Effects of School Choice Programs on Public School Districts**

# All Costs are Either Fixed or Variable



- **Capital Expenditures**
- **Interest**
- **General Administration**
- **School Administration**
- **Operations & Maintenance**
- **Transportation**
- **"Other" Support Services**
- **Instruction**
- **Student Support**
- **Instructional Staff Support**
- **Enterprise Operations**
- **Food Service**

**Fixed Costs**  
(in short-run)

- Capital Expenditures
- Interest
- General Administration
- School Administration
- Operations & Maintenance
- Transportation
- "Other" Support

**Variable Costs**  
(in short-run)

- Instruction
- Student Support
- Instructional Staff Support
- Enterprise Operations
- Food Service

**Money that follows the child that is less than this amount improves the finances of school districts--even in the very short-run.**

# What about the United States?

- In FY 2009, U.S. public schools spent an average of \$12,450 per student.
- Using the methodology in my report, 64% of this \$12,450 are short-run variable costs (\$7,967).
- The other \$4,483 per student are short-run fixed costs that states could let school districts retain when they lost students via school choice.
- In the long-run, all costs are variable.

**Thus, any school choice program where \$7,967 per student or less follows a child to the school of his or her choice improves the fiscal situation of a public school district, on average. And, students who remain in public schools would have more resources devoted to their education.**

# FY 2009 Cost Estimates

	<b>S-R Fixed Costs</b>	<b>S-R Variable Costs</b>	<b>% S-R Variable Costs</b>
<b>Arkansas</b>	<b>\$3,359</b>	<b>\$6,793</b>	<b>66.9%</b>
<b>Delaware</b>	<b>\$6,088</b>	<b>\$8,612</b>	<b>58.6%</b>
<b>Georgia</b>	<b>\$3,961</b>	<b>\$7,507</b>	<b>65.5%</b>
<b>Illinois</b>	<b>\$4,999</b>	<b>\$8,457</b>	<b>62.9%</b>
<b>Iowa</b>	<b>\$4,082</b>	<b>\$7,644</b>	<b>65.2%</b>
<b>Kansas</b>	<b>\$3,749</b>	<b>\$7,692</b>	<b>67.2%</b>
<b>Mississippi</b>	<b>\$2,977</b>	<b>\$5,971</b>	<b>66.7%</b>
<b>Missouri</b>	<b>\$4,421</b>	<b>\$7,307</b>	<b>62.3%</b>
<b>Nebraska</b>	<b>\$4,228</b>	<b>\$8,487</b>	<b>66.7%</b>
<b>New York</b>	<b>\$6,242</b>	<b>\$13,741</b>	<b>68.8%</b>
<b>North Carolina</b>	<b>\$3,157</b>	<b>\$6,572</b>	<b>67.6%</b>
<b>South Carolina</b>	<b>\$4,551</b>	<b>\$7,116</b>	<b>61.0%</b>



# FY 2009 Cost Estimates

	<b>S-R Fixed Costs</b>	<b>S-R Variable Costs</b>	<b>% S-R Variable Costs</b>
<b>South Dakota</b>	<b>\$3,790</b>	<b>\$6,284</b>	<b>62.4%</b>
<b>Texas</b>	<b>\$4,705</b>	<b>\$6,444</b>	<b>57.8%</b>
<b>Wyoming</b>	<b>\$8,167</b>	<b>\$10,870</b>	<b>57.1%</b>

# Keep in Mind ...

By letting school districts retain funds for students they no longer serve,

**THEY WILL BE GETTING PAID FOR**  
**STUDENTS THEY NO LONGER**  
**SERVE!!!!**

How many other industries have that “business” model?

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**Then, click on “research”**