



LONG BEACH
UNIFIED • SCHOOL • DISTRICT

District Staffing Standards

FY 2026–2027

Staffing Standards Background

After a number of years of a suspended district quota bulletin, in 2022 district staff began the process of establishing new district staffing standards. The District Staffing Standards reflect collaboration across a number of central offices (instructional and business) and input from schools.

The purpose of the Staffing Standards is to create transparency across schools relative to the assignment of school based personnel.

Staffing Standards 2026-27

District staffing standards will be used to guide the allocation of staff to school sites. The staffing standards were developed through an analysis of current staffing ratios and criteria that aims to reflect the needs of schools by using schools' Title 1 status as a weighting factor in assignment of staff. As additional analysis can be completed, the Staffing Standards guidelines will be updated to reflect this information.

The 2026-2027 Staffing Standards aligns school personnel allocation to the projected enrollment for the 2026-2027 school year to ensure that the District gets closer to having the right number of staff for the current number of students.

Resources

[2026-2027 Average Estimated Cost for School Sites Positions](#)

Job Categories

Certificated Staffing	Page
Principal	<u>4</u>
Assistant Principal/Vice Principal	<u>4</u>
Activities Specialists	<u>4</u>
Program Facilitators	
• Instruction and Intervention Coordinators(IIC)	<u>5</u>
Teachers	
• Elementary School	<u>5</u>
• Middle School	<u>6</u>
• High School (Block Schedule)	<u>7</u>
• Special Education	<u>7</u>
• Dean - Teacher on Special Assignment (TOSA)	<u>8</u>
• Literacy - TOSA	<u>8</u>
Counseling	
• Head Counselor, Counselor	<u>9</u>
Library Services	
• Librarians, Library Media Assistants	<u>9</u>
Psychologist	<u>10</u>
Wellness Centers	
• Social Worker	<u>10</u>
 Classified Staffing	
Accompanist	<u>10</u>
ASB Financial Technician	<u>10</u>
Athletic Trainer	<u>10</u>
Campus Staff Assistant	<u>11</u>
Clerical	
• Intermediate Office Assistant (IOA)	<u>11</u>
• Office Supervisor	<u>12</u>
• School Support Secretary	<u>12</u>
• Senior Office Assistant (SOA)	<u>12</u>
Custodial	<u>12</u>
College Career Specialist	<u>13</u>
Instructional Assistants	<u>13</u>
Locker Room Attendants	<u>13</u>
Recreation Aide/Leader	<u>13</u>
Stage Technician	<u>14</u>
Student Store Lead	<u>14</u>
Grant Funded Positions	<u>14</u>

Certificated Staffing

Principal Rev. 2024-2025	School Type	Calendar	FTE Provided
	Avalon K-12	12 month	1
	Elementary	11 month	1
	TK-8	11 month	1
	Middle School	11 month	1
	Thematic High School	11 month	1
	Continuation High School	11 month	1
	Comprehensive High School	12 month	1

Assistant & Vice Principal Rev. 2025-2026	School Type	Enrollment	FTE Provided
	Avalon TK-12	-	1
	Elementary Title 1	>650	1
	TK-8 Title 1	>650	1
	TK-8 (MS#s)	<650	0.5
	Secondary	651-1,000	1
	Secondary	1,001-1,500	2
	Secondary	1,501-2,000	3
	Secondary	2,001-2,500	4
	Secondary	2,501-3,500	5
	Secondary	>3,501	6

Activities Specialist Rev. 2024-2025	School Type	FTE Provided
	Avalon TK-12	0
	Thematic High School	0
	Comprehensive High School	1
Thematic HS: Up to 25 hours of hourly pay per year to do things beyond the adjunct duty hours		

Instruction & Intervention Coordinators (IIC) - Program Facilitators/TOSA Rev. 2026-2027	School Type	FTE Provided
	Elementary	.5
	Elementary Title 1	1
	TK-8	1
	Middle School	1

Teacher Staffing			
Elementary School Staffing Standard <small>Rev. 2026-2027</small>			
TK Enrollment 24:1 (No Combo)		Kinder Enrollment 30:1 (No Combo)	
Student Enrollment	FTE	Student Enrollment	FTE
1 - 24	1	1 - 30	1
25 - 48	2	31 - 60	2
49 - 72	3	61 - 90	3
73 - 96	4	91 - 120	4
97 - 120	5	121 - 150	5
121 - 144	6	151 - 180	6
145 - 168	7	181 - 210	7
169 - 192	8	211 - 240	8
193 - 216	9	241 - 270	9
217 - 240	10	271 - 300	10

Grades 1-2 Enrollment 30:1 (Combo Ratio 28:1)		Grade 3 Enrollment 30:1 (No Combo)		Grades 4-5 Enrollment 35:1 (Combo Ratio 33:1)	
Student Enrollment	FTE	Student Enrollment	FTE	Student Enrollment	FTE
1 - 30	1	1 - 30	1	1 - 35	1
31 - 60	2	31 - 60	2	36 - 70	2
61 - 90	3	61 - 90	3	71 - 105	3
91 - 120	4	91 - 120	4	106 - 140	4
121 - 150	5	121 - 150	5	141 - 175	5
151 - 180	6	151 - 180	6	176 - 210	6
181 - 210	7	181 - 210	7	211 - 245	7
211 - 240	8	211 - 240	8	246 - 280	8
241 - 270	9	241 - 270	9	281 - 315	9
271 - 300	10	271 - 300	10	316 - 350	10
301 - 330	11	301 - 330	11	351 - 385	11
331 - 360	12	331 - 360	12	386 - 420	12
361 - 390	13	361 - 390	13	421 - 455	13
391 - 420	14	391 - 420	14	456 - 490	14
421 - 450	15	421 - 450	15	491 - 525	15
451 - 480	16	451 - 480	16	526 - 560	16
481 - 510	17	481 - 510	17	561 - 595	17
511 - 540	18	511 - 540	18	596 - 630	18
541 - 570	19	541 - 570	19	631 - 665	19
571 - 600	20	571 - 600	20	666 - 700	20

Middle School Teacher <small>Rev. 2026-2027</small>		
Subject Area	Teacher to Student Ratio	FTE Provided
6th gr Core, English	1 to 35	1
Math, Science, History	1 to 37	1
All others	1 to 39	1

Music, PE	1 to 54	1
-----------	---------	---

High School Teacher (Block Schedule) <small>Rev. 2025-2026</small>		
Grade	Teacher to Student Ratio	FTE Provided
ELA	1 to 29	1
Math, Science, History, World Language	1 to 31	1
All others	1 to 33	1
Music, PE	1 to 45	1

Special Education Teachers			
Special Education teachers are allocated to schools based on the following factors:			
<ul style="list-style-type: none"> • Number of students who are in each special education program • Grade range and grade combinations that exist for each program 			
Program	Grade(s)	Teacher Caseload	FTE Allocation
Collaborative Co-Teaching (CCT)	PreK	7 or 8 per class depending on program (CDC / Head Start)	0.5
TK Inclusion	TK	7 or 8 per class depending on program (Head Start / Site)	0.5
Collaborative Co-Teaching (CCT)	K-2	10	1
Co-Teaching (CT)	3-5	10 per class	0.5
Co-Teaching (CT)	6-12	28	1
Resource Specialist Program (RSP)	TK-12	< 14	0.5
		15 - 28	1
Mild/Moderate (MM)	TK-1	15	1
Mild/Moderate (MM)	2-5	18	1

Mild/Moderate (MM)	6-12	18	1 (minimum of 2 FTE per site to support Co-Teach)
Moderate/Severe (MS)	TK-12	15	1
SUCSESS (SUC)	TK-8	10	1
Specialized Healthcare (SpHC)	TK-12	10	1
Emotional Disability (ED)	3-12	10	1
Adult Community Transition (ACT)	12+	18	1
Non-Categorical (Non-Cat)	9-13	12	1
Non-Categorical (Non-Cat)	PreK	18	1

Dean - TOSA Rev. 2025-2026	School Type	FTE Provided
	Avalon K-12	1
	Thematic High School	.5
	Comprehensive High School	1
	Continuation High School	1

Literacy - TOSA Rev. 2026-2027	School Type	Enrollment	FTE Provided
	Avalon TK-12	-	1
	Elementary/TK-8 Title 1	<400	1
	Elementary/TK-8 Title 1	≥400	2

Counselor Rev 2025-2026	School Type	Enrollment	Head Counselor	Counselor	Total FTE Provided
	Avalon TK-12	-	1		1
	Elementary Non-Title I & Title I with AP	-		.5	.5
	Elementary Title I with no AP	-		1	1
	TK-8	-		1	1
	Middle School	-		1	1
	Middle School	>1200		1.5	1.5
	Thematic High School	-	1		1
	Comprehensive High School	1,001-1,500	1	4	5
	Comprehensive High School	1,501-2,000	1	5	6
	Comprehensive High School	2,001-2,500	1	6	7
	Comprehensive High School	2,501-3,500	1	7	8
	Comprehensive High School	>3,501	1	8	9
	Continuation High School	-	1		1

Librarians & Library Media Assistant Rev. 2026-2027	School Type	Enrollment	Head Librarian	Librarian	Media Assistant
	Avalon TK-12	-		1	
	Non Title 1	<800			.2
	Title 1	<800		.2	
	Non Title 1	800-1499			.4
	Title 1	800-1499		.5	
	All	1500-2499		1	
	All	>2500	1		
*Thematics - CAMS (CSUDH provided), Sato (CSULB provided)					

Psychologists Rev. 2025-2026	Psychologist allocations are determined based on various factors, including: number of students, number of special day classes, Title 1 designation, number of triennial and initial assessments, number of SST meetings/interventions in Synergy/ LROIX, number of suicide assessments, number of DIS counseling sessions.
--	---

Wellness Center - Social Workers Rev. 2026-2027	School Type	FTE Provided
	TK-8 Title 1	.5
	Middle School Title 1	.5
	Thematic High School	.5
	Comprehensive High School	1

Classified Positions

Accompanist Rev. 2025-2026	School Type	FTE Provided
	Comprehensive High School	.5
	Thematic HS (Only Renaissance)	.5

Associated Student Body Financial Technician (Banker) Rev. 2024-2025	School Type	FTE Provided
	Middle School	.5
	Thematic High School	.5
	Comprehensive High School	1

Athletic Trainer Rev. 2026-2027	School Type	FTE Provided
	Comprehensive High School	1

Campus Staff Assistant (CSA) Rev. 2025-2026	School Type	Enrollment	FTE Provided
	Avalon TK-12	-	1
	TK-8 Title 1	-	1
	Middle School	-	1
	Middle School	>1000	2
	Thematic High School	-	1
	Comprehensive High School	1000-1500	4
	Comprehensive High School	1501-2000	5
	Comprehensive High School	2001-2500	6
	Comprehensive High School	2501-3000	7
	Comprehensive High School	>3000	8
	Continuation High School		1

Clerical			
Intermediate Office Assistant (11 month) Rev. 2024-2025	School Type	Enrollment	FTE Provided
	Avalon TK-12 (1 grandfathered as <u>Sr.OA</u>)	-	2
	Elementary	<400	0.5
	Elementary	400 - 800	1
	Elementary	>800	1.5
	TK-8	<650	1.5
	TK-8	>650	2
	Middle School	<600	1
	Middle School	600-800	1.5
	Middle School	801 - 1,200	2
	Middle School	>1,200	2.5
	High School	<650	1
	High School	650-1,101	1.5
	High School	1,102-1,551	2

	High School	1,552-2,001	3
	High School	2,002-2,451	4
	High School	2,452-2,676	5
	High School	2,677-2,901	5.5
	High School	2,902-3,126	6
	High School	3,127-3,351	6.5
	High School	3,352-3,576	7
	High School	>3,576	7.5
	Continuation High School	-	1.5
Office Supervisor Rev. 2024-2025	School Type	Calendar	FTE Provided
	Avalon TK-12	11 month	1
	Elementary	11 month	1
	TK-8	11 month	1
	Middle School	11 month	1
	Thematic High School	11 month	1
	Comprehensive High School	12 month	1
School Support Secretary Rev. 2024-2025	School Type	Calendar	FTE Provided
	Thematic High School (only CAMS)	11 month	1
	Continuation High School	11 month	1
	Comprehensive High School	12 month	1
Senior Office Assistant Rev. 2024-2025	School Type	Calendar	FTE Provided
	Comprehensive High School	12 month	1

Custodial Rev. 2025-2026	Custodial allocations are determined based on various factors, including: building square footage, number of buildings, site acreage, total number of classrooms, number of students, special programs and total staffing counts.
------------------------------------	---

College & Career Specialist Rev. 2023-2024	School Type	FTE Provided
	Avalon TK-12	0
	Thematic High School	0
	Comprehensive High School	1

Instructional Assistants Rev. 2023-2024	School Type	FTE Provided
	Avalon TK-12	.75

Locker Room Attendants Rev. 2025-2026	School Type	FTE Provided
	Comprehensive High School	2

Recreation Aide/Leader Rev. 2024-2025	School Type	Enrollment	Rec Aide/Leader Provided @.475 FTE
	Elementary	<500	3
	Elementary	501-899	4
	Elementary	>900	5
	TK-8	<500	3
	TK-8	501-749	4
	TK-8	750-900	4.5
	TK-8	>901	5
	Middle School	<500	1.5
	Middle School	501-700	2
	Middle School	701-800	2.5
	Middle School	801-1,000	3
	Middle School	1,001-1,100	3.5
	Middle School	>1,101	4

The dollars allocations are calculated by multiplying the number of rec aides and hours for the year by the hourly rate. If a Site has an established rec leader, we calculate one of the FTEs at the rec leader rate. This is where a like size school may get more money, because they have a rec leader still on their books.

ELO-P Recreation aides are as follows:

- Rec Aides at Elem, K8, and K12 are 45% of the site's LCFF rec aide allocation.
- Rec Aides at MS are 30% of the site's LCFF rec aide allocation.

Stage Technician Rev. 2024-2025	School Type	FTE Provided
	Thematic High School (Only Renaissance)	1
	Comprehensive High School	1

Student Store Lead Rev. 2024-2025	High Schools determine the need based on student store activity. District pays for 50% of Site FTE and ASB pays for the other 50% .
---	--

Grant Funded Positions

Pathways & Business Engagement Office - CTEIG Grant		
Pathways & Business Engagement Facilitators Rev. 2025-2026	School Type	FTE Provided
	Avalon K-12	0
	Thematic High School	1
	Comprehensive High School	1