LONG BEACH
UNIFIED • SCHOOL • DISTRICT

District Staffing Standards
FY 2026–2027

Rev. 12/11/2025

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

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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 Rev. 2026-2027

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 Rev. 2026-2027		
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) Rev. 2025-2026		
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 Rev. 2026-2027

Special Education teachers are allocated to schools based on the following factors:

- 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)					

Nurse & Senior Health Assistant/ Health	**School Type**	**Enrollment**	**IEP #**	**Nurse FTE**	**Sr. Health Asst/Health Asst.***
	Elementary	<550	<80	.20	.380

Assistant Rev. 2026-2027	Elementary Title 1	<550	<80	.30	.333
	Elementary	<550	>80	.30	.333
	Elementary Title 1	<550	>80	.40	.285
	Elementary	>550	<80	.30	.333
	Elementary Title 1	>550	<80	.40	.285
	Elementary	>550	>80	.40	.285
	Elementary Title 1	>550	>80	.50	.238
	Middle School	<550	<100	.20	.380
	Middle School Title 1	<550	<100	.30	.333
	Middle School	<550	>100	.30	.333
	Middle School Title 1	<550	>100	.40	.285
	Middle School	>550-999	<100	.40	.285
	Middle School Title 1	>550-999	<100	.50	.238
	Middle School	>550-999	>100	.50	.238
	Middle School Title 1	>550-999	>100	.60	.190
	Middle School	>1,000	<100	.60	.190
	Middle School Title 1	>1,000	<100	.70	.143
	Middle School	>1,000	>100	.70	.143
	Middle School Title 1	>1,000	>100	.80	.095
	Thematic High School			.10	.427
	Comprehensive High School			1.0	N/A

	Specialized Healthcare Sites, Camp, Lead, Buffum			1.0	N/A
	Early Start			.20	.380
*Sites may have additional allocation due to specific student health needs.					

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 Sr.OA)	-	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