



**NEW YORK CITY COUNCIL FINANCE DIVISION**

**New York City Council**

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**Term and Condition(s) (T&C) – Headcount:**

Fiscal 2015 Term and Condition relates to school-based, network-based, and cluster-based staff headcounts.

**Rationale:**

Unit of appropriation numbers 401 (General Education Instruction and Leadership Staff), 403 (Special Education Instruction and Leadership Staff) and 481 (Categorical Program Leadership and Staff) are used to estimate personal services funding for school budgets. However, the Department of Education (“DOE”) includes network and cluster staff in unit of appropriation number 401, even though this unit of appropriation is used to estimate staff and funding for school budgets. Further, the DOE’s budget does not provide detailed information of headcount in schools disaggregated by position type. Details of actual headcount in schools are vital to the better understanding of school budgets and how principals choose to spend their funding. This term and condition allows the Council to track the numbers of teachers and other staff working in schools.

**Overview:**

The City Charter authorizes the Council to attach terms and conditions to any unit of appropriation in either the expense budget or the capital budget that impose certain requirements as a condition of spending. As part of the budget negotiation process, the City Council can propose terms and conditions to be included in the adopted budget. These requirements often consist of reporting on indicators related to the progress of spending the appropriated funds, or certain programmatic aspects of the spending.

In Fiscal 2015, the Council and the Administration have agreed to apply two terms and conditions to the \$20.8 billion budget of the Department of Education.

**Frequency of Reporting:**

The quarterly updates shall be submitted as follows: the first report shall be submitted on or before October 31, 2014 and shall cover the period beginning July 1, 2014 and ending September 30, 2014. The second update shall be submitted on or before January 31, 2015 and shall cover the period beginning October 1, 2014 and ending December 31, 2014. The third update shall be submitted on or before April 30, 2015 and shall cover the period beginning January 1, 2015 and ending March 31, 2015. The fourth update shall be submitted on or before July 31, 2015 and shall cover the period beginning April 1, 2015 and ending June 30, 2015.

The first report was submitted to the Council after its deadline, on November 18, 2014. The Department has yet to submit its January report.

**T&C:**

As a condition to the expenditure of funds appropriated to the unit of appropriation numbers 401, 403 and 481, the Department shall provide quarterly headcount reports to the City Council that list school-based staff by title, network-based staff by title, and cluster-based staff by title.

**Analysis of the T&C:**

The following analysis is based only on data provided on November 18, 2014 covering the period beginning July 1 and ending September 30 of Fiscal 2015. This first report provides a breakdown of the **104,656** in-school staff, organized by title and category of employee.

<b>General Education Instruction and Leadership Staff</b>	
<b>Object Code</b>	<b>Number of Positions</b>
Full-Time Non-Pedagogical Staff	2,611
Full-Time Pedagogical Staff	61,337
Part-Time Salaried Positions	12
Part-Time Unsalariated Positions	6,175
Per Diem Positions	298
<b>Total Full-Time Positions</b>	<b>63,948</b>
<b>Total Part-Time Positions</b>	<b>6,485</b>
<b>Total Positions</b>	<b>70,433</b>

<b>Special Education Instruction and Leadership Staff</b>	
<b>Object Code</b>	<b>Number of Positions</b>
Full-Time Non-Pedagogical Staff	18
Full-Time Pedagogical Staff	22,669
Part-Time Salaried Positions	-
Part-Time Unsalariated Positions	14
Per Diem Positions	47
Total Full-Time Positions	22,687
Total Part-Time Positions	61
<b>Total Positions</b>	<b>22,748</b>

<b>Categorical Program Leadership and Staff</b>	
<b>Object Code</b>	<b>Number of Positions</b>
Full-Time Non-Pedagogical Staff	324
Full-Time Pedagogical Staff	10,738
Part-Time Salaried Positions	1
Part-Time Unsalariated Positions	304
Per Diem Positions	108
Total Full-Time Positions	11,062
Total Part-Time Positions	413
<b>Total Positions</b>	<b>11,475</b>

Of particular note, the reported headcount includes **4,480 leadership positions** (principals and assistant principals); **69,139 classroom teachers**; **2,726 guidance counselors**; **549 psychologists**; **628 social workers**; and **238 substance abuse and intervention specialists**. The total number of pedagogical staff presented in the September headcount, 94,744, is markedly lower than the 109,866 positions allocated in the Fiscal 2015 Executive Budget. However, judging by hiring trends observed over the last academic year, the difference between these two figures should decrease over the course of the academic year.

**Missing Information:**

The Council has not yet received the second report, due January 31, 2015, covering the period beginning October 1, 2014 and ending December 31, 2014.