

Estimated Additional Staffing Costs for a Five-Day School Week (2026–2027)

Under SB 727, if voters do not approve the Hallsville School District continuing a four-day school week, the district would be required to return to a five-day school week beginning with the 2026–2027 school year, for a period of at least 10 years. The legislation also updates the definition of a “school term,” awarding districts that operate 169 or more days (five-day weeks) an additional 1% in state funding in FY 2027 and 2% in FY 2028 and beyond. However, this funding must be directed solely toward teacher salaries.

Certified Staff:

For Hallsville, beginning in the 2026–2027 school year, teachers would receive a 1% salary increase, equating to approximately \$630 per teacher (before taxes and retirement). To earn this increase, teacher contracts would be extended by 21 days to meet the state-mandated 169 school day requirement, which would amount to approximately \$30 per day.

Beginning in the 2027-2028 school year and all subsequent years, teachers would receive a 2% salary increase, equating to approximately \$1,260 per teacher (before taxes and retirement).

Importantly, the increased state funding would only offset teacher salaries—it would not cover the additional expenses for hourly staff, transportation, food service, utilities, or other operational costs, which the district must plan to absorb.

To estimate the additional staffing costs of moving from a four-day to a five-day school week in 2026–2027, we applied each employee group’s pay schedule, years of service distribution, and daily/hourly rates to 21 added instructional days. For transportation, we calculated the cost of additional bus routes, with Level 1 drivers running one extra route per day and Level 2 drivers running two per day, averaging their pay based on years of experience. For paraeducators and aides, we applied schedule-based hourly averages across Level 1 and Level 2 employees. Secretaries and assistants were calculated similarly, using step-based averages and years of service distribution for both levels. Crossing guards are paid a flat daily rate of \$30, while building substitutes were paid their per-day rate for 21 days. Finally, for regular substitutes, we estimated costs using an average need of four subs per day at the district’s \$162 daily rate. Together, these calculations provide a comprehensive estimate of approximately \$186,400 in additional staffing costs.

Total Cost Estimate ≈ \$186,399.00

- Transportation: \$34,538.70
- Paraeducators & Aides: \$73,306.80
- Secretaries & Assistants: \$37,618.98
- Crossing Guards: \$2,520.00
- Building Substitutes: \$24,806.25
- Regular Substitutes: \$13,608.00

Transportation: The estimated additional cost of about \$34,500 is based on adding 21 school days, with Level 1 drivers running 21 extra routes and Level 2 drivers (16 total) each running two additional routes per day. For Level 2, the calculation used an estimated average pay rate that reflects half the drivers with less than 10 years of service and half with 10 or more years, including three at the 20+ year step.

- Level 1: \$978.60
- Level 2: \$33,560.10
- Level 3: \$0

Paraeducators & Aides: The estimated additional cost is about \$73,307 for 21 extra school days, based on Level 1 employees (20 total, with most under 5 years of service and 4 over 15 years) and Level 2 employees (5 total, mostly 1–5 years), all working 8 hours per day at their schedule-based average rates. This figure reflects wages only and does not include benefits or overtime.

- Level 1: \$55,876.80
- Level 2: \$17,430.00

Secretaries & Assistants: The estimated additional cost is about \$37,619 for 21 extra school days. This includes Level 1 staff (4 employees, ranging from 1 to 22 years of service) at \$12,032 and Level 2 staff (7 employees with a mix of experience) at \$25,587, calculated using schedule-based hourly averages for 8-hour days.

- **Level 1:** \$12,032.16
- **Level 2:** \$25,586.82

Crossing Guards: The estimated additional cost for crossing guards is \$2,520 for 21 extra school days. This is based on four crossing guards, each earning \$30 per day.

Building Substitutes: The estimated additional cost for building substitutes (7) is \$24,806.25 for 21 extra school days.

Regular Substitutes: The estimated additional cost for regular substitutes is \$13,608 for 21 extra school days, based on an average daily need of 4 substitutes.