



October 2018

Fiscal Year 2019 and 2018 Department of Education Guidance Counselor and Social Worker Spending

A recent story by *Chalkbeat* and *ProPublica* found that New York City trails some big-city districts and leads others in the number of guidance counselors, social workers, and psychologists per student.¹ According to the annual report on guidance counselors pursuant to Local Law 56 of 2014, reported on February 15, 2018, there were 2,787 full-time guidance counselors, and 1,279 full-time social workers in schools during the 2017-2018 school year.² Further, there were 41 schools without a social worker or guidance counselor, 141 schools without a guidance counselor, and 241 schools without a full-time guidance counselor. Of the over 1,600 schools reported, 898 schools were operating above the ratio of 1 counselor to 250 students recommended by the American School Counselor Association, including 161 schools with high school students.

In Fiscal Year 2019, the City Council allocated \$2 million³ to expand “Bridging the Gap,” a program that supports additional school-based social workers who work directly with students living in temporary housing, bringing the total number of positions to 69. The City Council allocated an additional \$2 million to reduce the total number of schools currently operating without a guidance counselor or social worker.⁴ This September, Resolution 0514-2018 was introduced in the City Council, calling upon the Department of Education to provide one full-time guidance counselor and social worker for every 250 students and to ensure that all schools have at least one full-time guidance counselor and social worker.⁵

To bring high schools closer in line with professional standards, the City budget would need to be adjusted to reflect the following:

<u>Desired Ratio</u>	<u>Additional Positions Needed*</u>	<u>Cost w/ Mean Salary</u>	<u>Cost w/ Min & Max Salary</u>
1:250	246	\$22,538,766	\$14,131,470-\$28,769,946
1:300	145	\$13,285,045	\$8,329,525-\$16,957,895
1:350	101	\$9,253,721	\$5,801,945-\$11,812,051

* For example, High School A has an enrollment of 495 students and zero guidance counselors, therefore needing 1.98 guidance counselors to reach a 1 to 250 ratio. This 1.98 has been rounded up to total two needed positions. High School B has an enrollment of 1,340 students and one guidance counselor, therefore needing 5.36 guidance counselors to reach a 1 to 250 ratio. This 4.36 has been rounded up to total five needed positions.

According to the Supporting Schedules of the most recently adopted budget,⁶ the Department of Education’s spending included the following active positions as of April 6, 2018:

	<u>Total Positions</u>	<u>FY2019 Adopted Budget</u>
<i>Guidance Counselors</i>	3,082	\$284,996,456
<i>Social Workers</i>	1,468	\$138,298,951
<i>Total</i>	4,550	\$423,295,407

The Department of Education’s budget includes guidance counselors and social workers in the following categories:⁷

- Unit of Appropriation 401: General Education Instruction & School Leadership
- Unit of Appropriation 403: Special Education Instruction & School Leadership
- Unit of Appropriation 415: School Support Organizations
- Unit of Appropriation 421: Citywide Special Education & Special Education Instructional Support
- Unit of Appropriation 423: Special Education Instructional Support
- Unit of Appropriation 481: Categorical Programs

UNIT OF APPROPRIATION: 401
General Education Instruction & School Leadership

General Education Instruction and School Leadership encompasses core school programs – school instruction, school supervision and instructional support services including professional development, parent coordinators, and math and literacy coaches for elementary, middle, and high schools.⁸ This also funds high school vocational, alternative, career education, school correction facilities, and off-site education centers.

	DESCRIPTION	MIN-MAX	POSITIONS	MEAN SALARY	ANNUAL RATE
2019	Guidance Counselor	\$57,445-\$116,951	1,879	\$91,621	\$172,156,150
	Guidance Counselor Assigned A	\$58,203-\$116,951	69	\$74,754	\$5,158,030
	Guidance Counselor – Reg Sub	\$58,203-\$69,083	6	\$61,963	\$371,777
			1,954		\$177,685,957
2018 ⁹	Guidance Counselor	\$55,670-\$111,861	1,898	\$86,605	\$164,375,433
	Guidance Counselor Assigned A	\$55,670-\$111,861	70	\$67,151	\$4,700,573
	Guidance Counselor – Reg Sub	\$55,670-\$65,657	6	\$58,495	\$350,967
			1,974		\$169,426,973

2019	School Social Worker	\$55,929-\$117,613	481	\$89,713	\$43,151,752
	School Social Worker – Reg Sub	\$93,215-\$93,215	1	\$93,215	\$93,215
			482		\$43,244,967
2018	School Social Worker	\$55,670-\$112,495	472	\$84,414	\$39,843,305
	School Social Worker – Reg Sub	\$89,158-\$89,158	1	\$89,158	\$89,158
			473		\$39,932,463

UNIT OF APPROPRIATION: 403
Special Education Instruction & School Leadership

The *Special Education Instruction and School Leadership* budget provides for the direct special education instruction, school supervision and support services for elementary, middle, and high schools in a resource room, self-contained and collaborative team classroom setting.

	DESCRIPTION	MIN-MAX	POSITIONS	MEAN SALARY	ANNUAL RATE
2019	Guidance Counselor	\$58,203-\$116,951	783	\$95,068	\$74,438,270
	Guidance Counselor – Reg Sub	\$55,670-\$111,861	2	\$61,605	\$123,209
			785		\$74,561,479
2018	Guidance Counselor	\$58,203-\$65,006	801	\$90,952	\$72,852,631
2019	School Social Worker	\$58,203-\$117,613	204	\$93,496	\$19,073,261
2018	School Social Worker	\$55,670-\$112,495	203	\$90,370	\$18,345,115

**UNIT OF APPROPRIATION: 415
School Support Organizations**

Funding budgeted for *School Support Organizations* enables the DOE to provide field-based administrative and operational support to schools, including family engagement staff, student placement offices, and the five integrated service centers that provide business, special education and operational support to schools.

	DESCRIPTION	MIN-MAX	POSITIONS	MEAN SALARY	ANNUAL RATE
2019	Guidance Counselor Assigned A	\$89,919-\$116,951	14	\$109,037	\$1,526,515
2018	Guidance Counselor Assigned A	\$86,006-\$111,861	13	\$104,326	\$1,356,244
2019	School Social Worker	\$58,203-\$119,450	101	\$95,485	\$9,643,940
2018	School Social Worker	\$60,949-\$114,252	102	\$92,029	\$9,386,942

**UNIT OF APPROPRIATION: 421
Citywide Special Education & Special Education Instructional Support**

Citywide Special Education Instruction and School Leadership provides for direct citywide special education instruction and school supervision for children in self-contained classrooms and home and hospital instruction, and for instructional support services and related services. This includes funding for District 75 schools.

	DESCRIPTION	MIN-MAX	POSITIONS	MEAN SALARY	ANNUAL RATE
	Guidance Counselor	\$58,203-\$116,951	126	\$102,912	\$12,966,939
2019	Guidance Counselor – Reg Sub	\$58,203-\$58,203	1	\$58,203	\$58,203
			127		\$13,025,142
2018	Guidance Counselor	\$55,670-\$111,861	128	\$99,309	\$12,711,517
2019	School Social Worker	\$58,203-\$119,450	65	\$99,415	\$6,461,995
	School Social Worker	\$55,670-\$114,252	67	\$94,624	\$6,339,818
2018	School Social Worker – Reg Sub	\$68,623-\$68,623	1	\$68,623	\$68,623
			68		\$6,408,441

**UNIT OF APPROPRIATION: 423
Special Education Instructional Support**

Special Education Instructional Support contains funds for centrally-managed special education related services such as occupational therapy, physical therapy, and nurses.

	DESCRIPTION	MIN-MAX	POSITIONS	MEAN SALARY	ANNUAL RATE
2019	School Social Worker	\$58,203-\$119,450	566	\$97,300	\$55,071,932
	School Social Worker	\$55,670-\$114,252	546	\$92,506	\$50,508,371
2018	School Social Worker – Reg Sub	\$55,670-\$55,670	1	\$55,670	\$55,670
			547		\$50,564,041

UNIT OF APPROPRIATION: 481
Categorical Programs

Categorical Aids support particular student programs and services. These units of appropriation provide federal and State funds that are allocated for specific purposes, as well as grants and awards from non-public agencies and institutions. The largest federal program, Title I, provides schools with resources to support supplemental instructional services such as remedial reading and math programs.

	DESCRIPTION	MIN-MAX	POSITIONS	MEAN SALARY	ANNUAL RATE
	Guidance Counselor	\$58,203-\$116,951	200	\$90,023	\$18,004,661
2019	Guidance Counselor Assigned A	\$92,155-\$100,547	2	\$96,351	\$192,702
			202		\$18,197,363
	Guidance Counselor	\$55,670-\$111,861	214	\$86,764	\$18,567,477
2018	Guidance Counselor Assigned A	\$88,144-\$92,513	3	\$90,744	\$272,232
	Guidance Counselor – Reg Sub	\$55,670-\$55,670	1	\$55,670	\$55,670
			218		\$18,895,379
2019	School Social Worker	\$63,722-\$117,613	50	\$96,057	\$4,802,856
2018	School Social Worker	\$60,949-\$112,495	70	\$94,716	\$6,630,135

Endnotes:

¹ See <https://www.chalkbeat.org/posts/ny/2018/10/16/you-try-to-triage-nyc-is-spending-big-on-counseling-but-staff-on-the-front-lines-say-needs-are-going-unmet/>.

² To access the guidance counselor reporting data, visit <https://infohub.nyced.org/reports-and-policies/government/intergovernmental-affairs/guidance-counselor-reporting>.

³ See <https://council.nyc.gov/budget/wp-content/uploads/sites/54/2018/06/Fiscal-2019-Schedule-C-Final-Report.pdf>

⁴ *Ibid.*

⁵ To view Resolution 0514-2018, visit <https://legistar.council.nyc.gov/LegislationDetail.aspx?ID=3673471&GUID=9D5FFAF9-315E-4FB0-8348-AD5D9797F6B9&Options=Advanced&Search=>.

⁶ Available at <https://www1.nyc.gov/assets/omb/downloads/pdf/ss6-18.pdf>.

⁷ This excludes social workers within U/A 407, Universal Pre-K, and U/A 409, Early Childhood Programs.

⁸ For full category descriptions, see <https://council.nyc.gov/budget/wp-content/uploads/sites/54/2018/03/FY19-Department-of-Education-Expense.pdf>.

⁹ "2018" indicates data from Fiscal Year 2018's adopted budget, reflecting "Full-Time Active Positions and Salaries as of 03/24/17," available at <https://www1.nyc.gov/assets/omb/downloads/pdf/ss6-17.pdf>.