AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2012-2013

Meeting Date: November 5, 2012

Department: Human Resources

Title and Brief Description: Human Resource Personnel Report 2012-2013

Action Desired: Report Only

Background: The annual Personnel Report contains information regarding the District's staffing level, classroom enrollment averages, teacher preparation, experience and student teacher internships. Report highlights include:

- 66% of our certificated staff holds an advanced degree.
- Certificated staff members have worked for Millard for an average of 11.0 years and an average of 14.6 total years in education.
- We hosted 113 student teachers in Millard during the 2011-2012 school year.
- A historical look at personnel distribution and ratios between staff positions is provided along with graphs to illustrate trends since 1979.
- Information regarding retention percentages of teachers hired over the last five years is included. Our first year staff member retention rate for the 2011-2012 school year was 95.6% (New to profession teachers was 96.8 %.)
- Collectively, we are down 35.37 FTE's from the previous school year. Of these FTE's, 14.58 were certificated teaching positions. Over the last two school years student enrollment has increased by approximately 500 students. During this same time period we have reduced 59.12 total FTE's across all job classes.
- The information provided is a "snapshot" of information that can change from day-to-day and year-to-year. As a result, staff changes reflect the difference in the "snapshot" from September 2011 to September 2012.

Recommendations: Report Only

Responsible Persons: Mr. Kevin Chick, Dr. Jim Sutfin, Mr. Chad Meisgeier, Ms. Jeanine Beaudin

Superintendent's Signature: _____

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Personnel Report

2012-2013

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Personnel Distribution

Full-time Equivalency

Employee Class	Staff F.T.E. 12-13	Staff F.T.E. 11-12	F.T.E. Change
Administrators	86.00	87.00	-1.00
Teachers	1697.87	1712.45	-14.58
School Nurses	15.00	15.00	0.00
Professional Technical Salaried	55.35	55.85	-0.50
Professional Technical Hourly	168.08	172.33	-4.25
Educational Paraprofessionals	310.77	312.11	-1.34
Custodial/Maintenance	187.63	197.19	-9.56
Food Service	139.51	143.65	-4.14
Totals	**2660.21**	**2695.58**	**-35.37**

Employee Count

Employee Class	Staff Count 12-13	Staff Count 11-12	# Change
Administrators	86	87	-1.00
Teachers	1733	1745	-12.00
School Nurses	15	15	0.00
Professional Technical Salaried	59	59	0.00
Professional Technical Hourly	181	187	-6.00
Educational Paraprofessionals	425	422	3.00
Custodial/Maintenance	189	202	-13.00
Food Service	172	177	-5.00
Totals	**2860**	**2894**	**-34.00**

Date: 9/25/2012

Administrator Positions

Class	Title	Filled FTE
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A070	ASST SUPT HUMAN RESOURCES	1.00
A120	EXEC DIR TECHNOLOGY	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A205	DIR ASSMENT,RESEARCH,EVAL	1.00
A210	DIR PERSONNEL	1.00
A220	DIR ADMIN AFFAIRS	1.00
A234	COORDINATOR COMMUNICATION	1.00
A240	DIR PUPIL SERVICES	1.00
A250	DIR STAFF DEVELOPMENT	1.00
A260	DIR ELEM & EARLY CHILD ED	1.00
A270	DIR SECONDARY ED	1.00
A280	DIR SPED	1.00
A300	DIRECTOR OF ACTIVITIES	1.00
A310	COORD OF CAREER & TECH ED	1.00
A330	COORD SPECIAL PROJECTS	1.00
A340	COORD K-5 SPED PROG	1.00
A350	COORD 6-12 SPED PROG	1.00
A354	COORD SPED RELSRV&YNGADLT	1.00
A360	COORD PRE-SCHOOL SPED	1.00
A365	COOR ELL-POV-FED/STATE PR	1.00
A401	ELEM PRINCIPAL	25.00
A402	MDL SCH PRINCIPAL	6.00
A403	HS PRINCIPAL	3.00
A422	MDL SCH ASST PRINCIPAL	12.00
A423	HS ASST PRINCIPAL	12.00
A443	HS ACTIVITY DIRECTOR	3.00
A463	HORIZON HS PRINCIPAL	1.00
A473	HORIZON ASST PRINCIPAL	1.00
TOTAL		**86.00**

Date: 9/25/2012

Teacher Positions

Class	Title	Filled FTE
C001	NSI ADMINISTRATOR INTERN	1.00
C011	MONTESSORI PRESCHOOL TCHR	4.00
C051	PRESCHOOL TEACHER	1.00
C081	MONTESSORI PRE/KDG TCHR	2.00
C091	KINDERGARTEN TEACHER	73.00
C101	MONTESSORI 1-3 TEACHER	9.00
C111	GRADE 1 TEACHER	75.00
C121	GRADE 2 TEACHER	75.00
C131	GRADE 3 TEACHER	76.00
C141	GRADE 4 TEACHER	73.00
C151	GRADE 5 TEACHER	75.00
C162	GRADE 6 TEACHER	70.00
C223	CERTIFIED NURSING ASST	0.50
C301	CORE TEACHER	12.00
C311	MONTESSORI 4/5 TEACHER	6.00
C312	MONTESSORI TEACHER	4.00
C321	ART TEACHER	2.00
C322	ART TEACHER	9.00
C323	ART TEACHER	14.00
C333	BUSINESS TEACHER	25.76
C352	LANGUAGE ARTS TEACHER	31.60
C353	LANGUAGE ARTS TEACHER	69.00
C362	READING TEACHER	12.00
C363	READING TEACHER	2.00
C381	WORLD LANGUAGE TEACHER	1.00
C382	WORLD LANGUAGE TEACHER	28.15
C383	WORLD LANGUAGE TEACHER	37.60
C412	FAMILY CONSUMER SCI TCHR	8.75
C413	FAMILY CONSUMER SCI TCHR	17.50
C432	INDUSTRIAL TECH TEACHER	7.00
C433	INDUSTRIAL TECH TEACHER	16.06
C452	COMPUTER TEACHER	8.00
C453	COMPUTER TEACHER	0.67
C461	MATH INTERVENTIONIST	1.50
C462	MATH TEACHER	29.90
C463	MATH TEACHER	58.33
C472	SCIENCE TEACHER	29.40

Date: 9/25/2012

Teacher Positions

Class	Title	Filled FTE
C473	SCIENCE TEACHER	53.00
C492	SOCIAL STUDIES TEACHER	28.10
C493	SOCIAL STUDIES TEACHER	55.28
C503	ACADEMY LEAD TEACHER	1.00
C513	NEW FRONTIER TEACHER	4.00
C531	VOCAL MUSIC TEACHER	26.35
C532	VOCAL MUSIC TEACHER	8.50
C533	VOCAL MUSIC TEACHER	4.00
C54I	INSTR MUSIC TEACHER	14.00
C55I	ORCHESTRA TEACHER	11.75
C572	HEALTH TEACHER	6.25
C591	PHYSICAL ED TEACHER	27.05
C592	PHYSICAL ED TEACHER	12.50
C593	PHYSICAL ED TEACHER	21.13
C611	ELEM COUNSELOR	12.80
C612	MDL SCH COUNSELOR	17.50
C613	HIGH SCH COUNSELOR	20.00
C620	MEDIA SPECIALIST	1.00
C621	MEDIA SPECIALIST	24.60
C622	MEDIA SPECIALIST	6.00
C623	MEDIA SPECIALIST	4.00
C631	READ TEACHER	26.60
C641	EARLY LIT INT (ELI) TCHR	5.00
C652	LEARNING CTR TEACHER	3.50
C66I	ELL TEACHER	11.50
C670	TITLE 1 PRESCHOOL TCHR	8.00
C671	TITLE 1 TEACHER	7.00
C682	HIGH ABILITY LRNER TCH	3.50
C710	MEP TECH FACILITATOR	4.00
C711	TECHNOLOGY LEADER	0.50
C721	INSTR FACILITATOR	8.95
C733	INSTRUCTIONAL DEPT HEAD	1.00
C741	MEP FACILITATOR	4.00
C743	MEP FACILITATOR	8.00
C751	CADRE ASSOCIATE	4.00
C770	MEA PRESIDENT	1.00
C771	BUILDING FACILITATOR	8.50

Date: 9/25/2012

Teacher Positions

Class	Title	Filled FTE
C79I	INTERVENTIONIST	3.00
C811	SPED PROGRAM FACILITATOR	5.00
C823	SPED ADAPTIVE PE TEACHER	1.00
C831	SPED RESOURCE TEACHER	44.00
C832	SPED RESOURCE TEACHER	31.00
C833	SPED RESOURCE TEACHER	29.00
C841	MULTI CAT SPED TCHR ELM	9.00
C842	MULTI CAT SPED TCHR MS	3.00
C843	MULTI CAT SPED TCHR HS	1.00
C851	SPED MH TEACHER	9.00
C852	SPED MH TEACHER	3.00
C853	SPED MH TEACHER	14.00
C861	SPED BD TEACHER	4.00
C862	SPED BD TEACHER	3.00
C873	SPED VOC SPEC NEEDS TCHR	2.00
C883	SPED MLC TEACHER	3.00
C891	AUDIOLOGIST	1.00
C90I	SPEECH PATHOLOGIST	60.30
C913	SPED VISION IMPAIRED TCHR	3.00
C922	SPED BEHAVIOR SPECIALIST	3.00
C931	SPED INFANT TEACHER	3.00
C941	SPED PRESCHOOL TEACHER	13.00
C952	SPED HOMEBOUND TCHR MS	1.00
C961	EARLY CHLDHD LITERACY TCH	2.00
C97I	SCHOOL PSYCHOLOGIST	18.00
TOTAL		**1,697.87**

Date: 9/25/2012

School Nurse Positions

Class	Title	Filled FTE
E100	NURSE DEPT. HEAD	0.40
E20I	SCHOOL NURSE	14.60
TOTAL		**15.00**

Date: 9/25/2012

Professional Technical Salaried Positions

Class	Title	Filled FTE
G110	HUMAN RESOURCE RECRUITER	1.00
G210	RESEARCH ASSOCIATE	2.00
G310	GRANT/VOLUNTEER COORD	1.00
G333	COMMUNITY COUNSELOR	6.55
G341	SCHOOL SOCIAL WORKER	1.00
G342	SCHOOL SOCIAL WORKER	2.00
G343	SCHOOL SOCIAL WORKER	1.80
G351	OCCUPATIONAL/PHYSICAL TPY	5.20
G353	OCCUPATIONAL/PHYSICAL TPY	4.80
G401	SYSTEMS ANALYST	1.00
G421	NETWORK SUPPORT SPEC	4.00
G431	TECHNOLOGY FACILITATOR 1A	9.00
G441	TECHNOLOGY FACILITATOR 2A	2.00
G450	TELECOMMUNICATIONS SPEC	1.00
G460	CADD/GIS ANALYST	1.00
G473	TECHNOLOGY SPECIALIST	2.00
G500	ACCOUNTING MANAGER	1.00
G520	DISTRICT ACCOUNTANT	2.00
G550	DATABASE WAREHOUSE SPEC	1.00
G600	GENERAL MANAGER SSC	1.00
G610	WAREHOUSE MANAGER	1.00
G620	PURCHASING AGENT	1.00
G630	TRANSPORTATION MANAGER	1.00
G640	PROJECT MANAGER	1.00
G810	FOOD SERVICE SUPERVISOR	1.00
TOTAL		**55.35**

Date: 9/25/2012

Professional Technical Hourly Positions

Class	Title	Filled FTE
J010	EX SEC TO SUPERINTENDENT	1.00
J020	ADMIN AFFAIRS SECRETARY	0.50
J030	COMMUNICATIONS SECRETARY	1.00
J040	ACTIVITIES/AD-HR SECRETRY	1.00
J110	HR SPECIALIST CERT STAFF	1.00
J120	HR SPEC CLASSIFIED STAFF	2.00
J130	EMPLOYEE RELATIONS SPEC	1.00
J140	HR SPEC RECORD/CLASS STAF	1.00
J150	RECEPTIONIST	1.00
J160	HR SPEC SUB TEACHERS	1.00
J180	ASSESS/RESEARCH/EVAL SEC	1.00
J240	SECRETARY DIR PUPIL SERV	1.00
J250	SCHOOL PSYC SECRETARY	1.00
J260	PUPIL SERVICES SECRETARY	3.00
J270	STAFF DEV PROG SECRETARY	0.50
J300	EXEC SEC ASSOC SUPT EDSRV	1.00
J310	SECRETARY TO DIR STAFFDEV	1.00
J320	SECRETARY TO DIR ELED	1.00
J330	TITLE I/ECE SECRETARY	1.00
J340	ED SERV PROG SECRETARY	1.00
J34B	BILINGUAL FAM-SCH LIAISON	2.00
J350	SECRETARY TO DIR SECED	1.00
J360	SECRETARY TO DIR SPED	1.00
J370	SPED SECRETARY I	1.50
J380	SPED PRE-SCH SECRETARY I	1.00
J400	SCTRY-ASST SUPT TECHNOLGY	1.00
J410	TECH HELP DESK SPECIALIST	1.00
J500	EXEC SEC ASSOC SUPT GENAD	1.00
J510	ACCOUNTING SPECIALIST	1.00
J520	PAYROLL SPECIALIST	2.00
J540	ACCTS PAYABLE ASSISTANT	2.00
J560	DUPLICATION CLERK	0.50
J600	SUPPORT SERV SECRETARY II	1.00
J610	MAINTENANCE SECRETARY	3.00
J620	WAREHOUSE/MEDIA SECRETARY	3.00
J630	CATALOGER 12MO	1.00

Date: 9/25/2012

Professional Technical Hourly Positions

Class	Title	Filled FTE
J713	HS SECURITY GUARD	13.13
J723	HS OUTSIDE SECURITY GUARD	2.00
J800	FOOD SERV BOOKKEEPER/SEC	1.50
J830	SPED VAN DRIVER	3.75
J835	LC VAN DRIVER	3.19
J840	SPED PRESCHOOL VAN DRIVER	15.38
J850	TRANSPORTATION SECRETARY	1.00
J860	SPED VAN DRIVER/JOB COACH	4.00
J902	SECRETARY 12MO MDL SCH	6.00
J903	SECRETARY 12 MO HIGH SCH	8.00
J913	HS ACCOUNTING CLERK	3.50
J921	ELEM SECRETARY 10 MO	24.00
J922	MDL SCH SECRETARY 10 MO	13.00
J923	HS SECRETARY 10 MO	21.00
J933	HS SWIM SUPERVISOR	0.15
J943	HS ACCOMPANIST	2.00
J982	TAP INTERN	1.50
TOTAL		**168.08**

Date: 9/25/2012

Educational Para-Professional Positions

Class	Title	Filled FTE
K101	PRESCHOOL ED PARA	6.00
K111	PRESCH MONTESSORI ED PARA	6.75
K201	GENERAL ED PARA	67.97
K202	GENERAL ED PARA	16.13
K203	GENERAL ED PARA	7.42
K211	ELI ED PARA	6.93
K221	MONTESSORI ED PARA	0.50
K241	RETEACHING PARA	2.55
K242	RETEACHING PARA	1.00
K243	RETEACHING PARA HS	2.65
K301	PRESCHOOL SPED PARA	16.11
K311	RESOURCE SPED PARA-E	29.78
K312	RESOURCE SPED PARA-M	24.16
K313	RESOURCE SPED PARA-H	12.18
K31S	RESOURCE WITH STIPEND	1.39
K341	BD SPED PARA	6.69
K342	BD SPED PARA	8.61
K343	BD SPED PARA	1.28
K351	ACP SPED ELEM PARA	25.10
K352	ACP SPED MS PARA	10.17
K353	ACP SPED HS PARA	15.69
K361	VI SPED ED PARA	0.91
K373	YOUNG ADULT PARA	7.31
K400	TITLE 1 PRESCHOOL PARA	5.60
K401	TITLE I ED PARA	1.63
K411	ELL PARA	0.76
K601	HEALTH ROOM PARA	18.89
K602	HEALTH ROOM PARA	4.19
K603	HEALTH ROOM PARA	2.34
K701	STUDY CENTER GRANT	0.09
TOTAL		**310.77**

Date: 9/25/2012

Custodial / Maintenance Positions

Class	Title	Filled FTE
M010	CUSTODIAN SPEC PROJECTS	2.00
M023	CUSTODIAN I DEPT HEAD HS	2.00
M031	DAY CUSTODIAN II	27.00
M040	CUSTODIAN I	1.00
M042	DAY CUSTODIAN I MS	6.00
M043	DAY CUSTODIAN I HS	7.00
M050	NIGHT CUSTODIAN I	2.00
M051	NIGHT CUSTODIAN I ELEM	24.00
M052	NIGHT CUSTODIAN I MS	17.00
M053	NIGHT CUSTODIAN I HS	20.00
M071	CUSTODIAN 10-MONTH ELEM	8.50
M072	CUSTODIAN 10-MONTH MS	4.00
M073	CUSTODIAN 10-MONTH HS	11.00
M080	PT CUSTODIAN 12-MO	0.50
M090	PT DELIVERY DRIVER	0.63
M110	DELIVERY DRIVER	3.00
M120	WAREHOUSE ASSISTANT	1.00
M130	GENERAL LABORER	3.00
M310	DISTRICT GROUNDS LEADER	7.00
M320	DIST GROUNDS ASSISTANT	5.00
M330	GROUNDS ASST 10-MONTH SSC	3.00
M510	CHIEF ENGINEER	1.00
M520	MECHANICAL TECHNICIAN	5.00
M530	ELECTRICIAN	1.00
M543	SR HI DAY ENGINEER	3.00
M553	SR HI NIGHT ENGINEER	3.00
M560	PREV MAINTENANCE ENGINEER	4.00
M570	PM TECH 1	1.00
M572	MS DAY ENGINEER/CUST III	5.00
M582	CMS DAY ENGINEER/CUST IV	1.00
M592	CUSTODIAN ENGINEER	1.00
M600	CARPENTER	6.00
M700	PAINTER 1	1.00
M701	PAINTER 2	1.00
TOTAL		**187.63**

Date: 9/25/2012

Food Service Positions

Class	Title	Filled FTE
P080	FS EVENT LEAD	1.00
P090	FS FOUNDATION LEAD	1.00
P101	FS ELM PRODUCTION MANAGER	24.94
P102	FS MS PRODUCTION MANAGER	6.00
P103	FS HS PRODUCTION MANAGER	4.00
P201	FS ELM HELPER	25.63
P202	FS MS HELPER	30.84
P203	FS HS HELPER	37.70
P302	FS MS PRODUCTION LEAD	5.41
P303	FS HS PRODUCTION LEAD	1.00
P313	FS C-STORE MANAGER	2.00
TOTAL		**139.51**

Date: 9/25/2012

Staffing Substitutes

Dept	Department Title	Empl No
SUB CUST	SUB CUSTODIAN	24
SUB TCH	SUBSTITUTE TEACHER	405
SUB HRLY	SUBSTITUTES HOURLY	130
TOTAL		559

Elementary Regular Classroom Average

School	Sections	Students	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05
Abbott	19	423	22.3	21.7	21.6	21.4	21.8	21.4	22.3	22.0	22.0
Ackerman	22	485	22.0	22.1	20.1	20.6	22.1	23.0	22.8	23.7	22.7
Aldrich	20	448	22.4	23.2	22.3	21.8	21.3	21.1	19.8	22.2	21.9
Black Elk	20	460	23.0	22.5	21.9	22.5	22.6	23.1	22.6	21.4	22.2
Bryan	18	368	20.4	20.2	20.2	19.9	19.9	20.4	20.0	19.8	20.7
Cather	20	434	21.7	20.4	19.9	20.7	23.1	21.8	21.7	21.7	21.4
Cody	14	197	14.1	14.9	15.1	15.5	17.3	16.3	16.4	15.8	16.8
Cottonwood	17	346	20.4	21.8	19.1	19.6	20.1	20.6	20.2	22.1	21.0
Disney	15	285	19.0	19.2	17.3	16.6	19.2	18.8	18.0	20.9	19.6
Ezra Millard	20	404	20.2	18.9	19.4	19.2	20.4	21.1	21.7	22.7	21.4
Harvey Oaks	12	269	22.4	21.2	20.2	19.6	21.5	21.2	21.8	21.4	21.1
Hitchcock	14	223	15.9	17.1	14.8	15.1	15.9	17.5	17.8	19.2	17.5
Holling Heights	20	397	19.9	18.1	18.9	20.4	21.2	21.5	20.9	20.8	20.0
Montclair	25	507	20.3	20.7	20.9	20.8	21.2	21.0	23.1	21.8	21.7
Morton	17	314	18.5	17.6	18.1	17.9	19.5	20.7	21.4	21.0	20.1
Neihardt	24	524	21.8	22.9	21.6	20.6	21.0	21.0	21.8	22.3	21.0
Norris	19	357	18.8	18.3	19.3	18.7	19.0	19.1	20.6	19.7	20.4
Reagan	32	749	23.4	21.7	20.6	20.9	20.5	-	-	-	-
Reeder	27	572	21.2	20.4	20.4	21.0	17.9	21.8	20.4	-	-
Rockwell	20	330	16.5	18.4	18.7	18.6	18.4	19.8	20.1	20.3	19.4
Rohwer	20	415	20.8	21.1	19.3	19.5	21.4	22.0	21.1	21.8	22.6
Sandoz	16	317	19.8	18.1	19.1	19.3	18.2	19.1	18.9	20.4	21.8
Upchurch	26	593	22.8	21.6	21.5	20.5	-	-	-	-	-
Wheeler	27	580	21.5	20.0	19.3	19.8	20.8	21.7	20.9	21.1	23.5
Willowdale	18	380	21.1	21.1	21.4	21.9	22.1	23.4	23.6	22.1	22.1
Average	**502**	**10377**	20.7	20.3	19.9	20.5	21.1	21.0	21.3	21.2	20.6

*Based upon MPS Enrollment Counts 9/20/2012

Secondary Classroom Averages by Subject Area

2011-2012

	North	South	West	AMS	BMS	CMS	KMS	NMS	RMS
Grade 6	-	-	-	24.5	24.0	24.2	24.7	24.7	24.8
Art	16.3	21.6	22.4	22.4	16.8	22.2	18.5	15.4	20.9
Family Consumer Science	22.3	22.4	23.3	21.3	16.9	19.9	22.2	15.4	20.9
Industrial Technology	15.4	15.5	18.8	21.5	27.2	21.1	24.7	17.8	29.3
P.E.	25.6	21.6	30.4	31.5	40.0	29.5	36.9	23.5	24.4
Health/KnowYrslf	-	-	-	21.0	26.7	21.3	24.6	22.0	24.4
Business	20.7	20.2	20.7	0.0	20.3	22.0	-	21.4	-
Vocal Music	33.0	41.9	56.4	23.2	32.3	40.5	30.5	21.4	29.3
Instr. Music	37.0	40.0	33.8	24.5	33.8	30.5	13.9	32.4	42.7
Reading	-	-	-	23.3	23.1	27.2	19.8	23.3	24.5
Computers	16.0	19.2	18.0	22.5	15.1	21.4	24.6	20.2	24.4
Math	22.8	19.7	21.5	21.9	21.5	24.4	25.3	21.2	22.5
English	23.6	23.3	20.5	20.9	20.9	24.4	24.6	23.6	22.5
Science	22.2	20.1	22.9	22.6	20.9	24.4	23.9	23.9	22.5
Social Studies	25.8	23.4	24.2	21.7	21.7	24.4	23.9	23.9	22.5
World Language	21.9	21.6	21.6	21.4	26.1	16.8	21.3	21.1	30.3
Montessori Mini Magnet						21.0			

Middle Level Average Class Size:	24.1
High School Average Class Size:	24.3
Total Secondary Average Class Size:	24.2

2012-2013

	North	South	West	AMS	BMS	CMS	KMS	NMS	RMS
Grade 6	-	-	-	27.2	26.5	24.6	26.1	27.1	24.2
Art	16.2	19.9	22.1	26.8	18.7	20.9	25.1	14.9	20.8
Family Consumer Science	24.5	22.9	24.3	23.6	18.1	21.2	21.7	20.4	20.8
Industrial Technology	17.9	17.4	19.0	24.9	31.1	20.8	25.7	20.4	29.1
P.E.	25.7	21.7	28.1	29.3	30.4	33.6	38.8	21.2	24.3
Health/KnowYrslf	0.0	0.0	0.0	23.9	29.9	21.5	25.9	21.7	24.3
Business	20.4	21.9	20.7	0.0	25.7	18.9	0.0	22.0	0.0
Vocal Music	32.3	61.6	55.0	36.8	36.3	46.0	30.4	21.8	29.1
Instr. Music	37.4	25.4	33.8	31.3	38.5	35.5	18.1	36.1	34.3
Reading				23.1	23.5	28.4	23.9	23.3	24.3
Computers	13.5	17.8	18.0	26.2	16.8	20.1	25.2	21.6	24.3
Math	22.6	20.5	21.9	22.9	22.5	26.8	23.3	23.1	22.4
English	23.0	22.0	20.6	25.0	22.5	26.8	24.5	20.9	22.4
Science	20.9	19.8	23.5	24.7	22.5	26.8	25.2	23.8	22.4
Social Studies	24.3	23.2	25.2	25.5	22.6	26.3	25.2	23.8	22.4
World Language	21.7	20.8	21.9	24.7	27.6	21.5	21.7	20.7	30.1
Montessori Mini Magnet						20.0			

Middle Level Average Class Size:	25.5
High School Average Class Size:	24.3
Total Secondary Average Class Size:	24.9

Certificated Staff Educ Work Experience by School

Employee Loc. Building Nam	Average Total Years	Average Millard Years
ABBOTT ELEM	17.3	14.0
ACKERMAN ELEM	15.8	12.7
ALDRICH ELEM	15.6	11.6
ANDERSEN MIDDLE SCH	14.8	11.5
BEADLE MIDDLE SCH	13.0	8.5
BLACK ELK ELEM	15.7	12.7
BRYAN ELEM	14.0	11.2
CATHER ELEM	12.9	9.4
CENTRAL MIDDLE SCH	14.5	11.7
CODY ELEM	14.7	11.8
COTTONWOOD ELEM	14.4	9.7
DISNEY ELEM	12.5	9.2
DON STROH ADMIN CTR	24.1	16.0
ECHO HILLS	23.7	23.7
EZRA MILLARD ELEM	15.6	11.9
HARVEY OAKS ELEM	17.3	12.3
HITCHCOCK ELEM	10.9	7.6
HOLLING HEIGHTS ELEM	12.8	10.1
KIEWIT MIDDLE SCH	16.1	12.5
MIDSCH ALT PRG CMS-A	22.8	13.5
MLC / HORIZON	13.7	7.9
MONTCLAIR ELEM	17.6	12.8
MORTON ELEM	17.1	13.3
NEIHARDT ELEM	10.7	8.6
NORRIS ELEM	13.6	8.3
NORTH HIGH	15.4	11.5
NORTH MIDDLE SCH	13.3	9.5
OTHER/NONE	7.5	7.5
REAGAN ELEM	9.2	7.6
REEDER ELEM	11.1	7.8
ROCKWELL ELEM	14.9	11.6
ROHWER ELEM	16.5	13.1
RON WITT SSC	16.8	12.8
RUSSELL MIDDLE SCH	12.3	9.0
SANDOZ ELEM	15.3	12.1
SOUTH HIGH	14.3	10.6
SUPPORT SERVICE CTR	27.6	22.6
UPCHURCH ELEM	10.7	7.6
WEST HIGH	15.3	11.6
WHEELER ELEM	16.4	13.5
WILLOWDALE ELEM	15.7	12.8
YNG ADULT PRG CMS-A	12.1	10.6
	14.6	11.0

Date: 10/1/2012

Certificated Staff Highest Degree by School

Employee Loc. Building Name	RN	BSN	BA	MA	EDS	DR	Total
ABBOTT ELEM			14	14	1		29
ACKERMAN ELEM	1		16	17			34
ALDRICH ELEM			7	21		1	29
ANDERSEN MIDDLE SCH		1	18	45	1		65
BEADLE MIDDLE SCH	1		29	50		1	81
BLACK ELK ELEM			8	22			30
BRYAN ELEM			11	21			32
CATHER ELEM			10	20			30
CENTRAL MIDDLE SCH		1	27	39			67
CODY ELEM			18	16			34
COTTONWOOD ELEM			15	10			25
DISNEY ELEM			12	18			30
DON STROH ADMIN CTR			1	8	4	9	22
ECHO HILLS			1				1
EZRA MILLARD ELEM			6	24			30
HARVEY OAKS ELEM			7	20			27
HITCHCOCK ELEM			13	14			27
HOLLING HEIGHTS ELEM			22	12			34
KIEWIT MIDDLE SCH	1		21	45		1	68
MIDSCH ALT PRG CMS-A				4			4
MLC / HORIZON	1		8	14			24
MONTCLAIR ELEM	1		15	28			44
MORTON ELEM			16	11	1		28
NEIHARDT ELEM			15	22			37
NORRIS ELEM			9	24			33
NORTH HIGH	1		62	100	1	2	166
NORTH MIDDLE SCH		1	16	49			66
OTHER/NONE			1	1			2
REAGAN ELEM			23	21			44
REEDER ELEM			14	25			39
ROCKWELL ELEM			8	29			37
ROHWER ELEM	2		4	26			32
RON WITT SSC			2	30	17		49
RUSSELL MIDDLE SCH	1	1	24	42	1		69
SANDOZ ELEM			9	27			36
SOUTH HIGH	1		41	108		2	152
SUPPORT SERVICE CTR				1			1
UPCHURCH ELEM			12	23			35
WEST HIGH			44	113		3	160
WHEELER ELEM			15	27		1	43
WILLOWDALE ELEM			7	24			31
YNG ADULT PRG CMS-A	1		2	4			7

Date: 10/1/2012

Certificated Staff Highest Degree by School

Employee Loc. Building Name	RN	BSN	BA	MA	EDS	DR	Total
	11	4	603	1169	26	20	1834

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
0	OTHER COLL/UNIV	1	2	16	21			40
AL02	ALABAMA OTHER			2				2
AR02	ARKANSAS OTHER				1			1
AR05	UNIV OF ARKANSAS				1			1
AZ01	ARIZONA STATE			1	1			2
AZ02	NORTHERN ARIZONA				5			5
AZ03	UNIV OF ARIZONA				3			3
AZ04	UNIV OF PHOENIX				9			9
CA00	CALIF OTHER			1	2			3
CA04	CALIF STATE COLL			2	2			4
CA09	SAN FRANCISCO ST				1			1
CA16	UNIV CAL SANT BAR				1			1
CO02	COLORADO OTHER			1	1			2
CO04	COLORADO ST UNIV				1			1
CO05	LORETTA HGTS COLL			2				2
CO07	UNIV OF COLORADO				3			3
CO08	UNIV OF DENVER				1			1
CO09	UNIV NO COLORADO				8	1		9
CT01	CONNECTICUT OTHER				1			1
FL02	FLORIDA ST UNIV				1			1
FL04	UNIV OF MIAMA				1			1
FL05	UNIV OF S FLORIDA			1				1
GA05	GEORGIA OTHER				1			1
GA06	UNIV OF GEORGIA				1			1
IA01	BRIAR CLIFF COLL			4				4
IA02	BUENA VISTA COLL			4				4
IA05	COE COLLEGE			2				2
IA07	DRAKE COLLEGE				3			3
IA08	GRACELAND COLL			1				1
IA11	IOWA STATE UNIV			11	3			14
IA14	LUTHER COLLEGE			1				1
IA16	MORNINGSIDE COLL			1				1
IA18	NORTHWESTERN COLL			2				2
IA20	SIMPSON COLL			1				1
IA21	UNIV OF NO IOWA			6	5	1		12
IA23	UNIV OF IOWA			2	3	1		6

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
IA26	WESTMAR COLL			1				1
IA27	WILLIAM PEN COLL			1				1
ID02	UNIV OF IDAHO				1			1
IL05	ILLINOIS OTHER				2			2
IL09	NORTHERN ILLINOIS			2				2
IL14	UNIV OF ILLINOIS				2			2
IL15	WESTERN ILLINOIS			1	1			2
IL16	ST XAVIER COLLEGE			1				1
IL19	BELLEVILLE COLL	1						1
IN03	INDIANA STATE UNI			1				1
IN04	INDIANA UNIV			1				1
IN06	PURDUE UNIVERSITY			1	1			2
IN07	ST MARY'S			1				1
KS01	BETHANY COLL			1				1
KS02	COLL OF EMPORIA				1			1
KS03	FT HAYS STATE			1	3			4
KS04	KANSAS OTHER				2			2
KS06	KANSAS ST MANHATT			4	1			5
KS14	UNIV OF KANSAS			1	4			5
KS15	WASHBURN UNIV				1			1
KS16	WICHITA STATE			2	1			3
KY00	KENTUCKY OTHER				3			3
KY02	UNIV OF KENTUCKY					1		1
LA04	LOUISIANA STATE			1				1
MA03	EMERSON COLL				1			1
MA06	LESLEY COLLEGE				2			2
MA16	UNIV OF MASS			1				1
MA17	FRAMINGHAM STATE				1			1
MI00	MICHIGAN OTHER				1			1
MI02	EASTERN MICHIGAN				1			1
MI05	UNIV OF MICHIGAN				1			1
MI06	WESTERN MICHIGAN				1			1
MN04	MANKATO ST COLL				1			1
MN05	MINNESOTA OTHER			6	1			7
MN08	UNIV OF MINN			2	2			4
MN09	BEMIDJI STATE			1				1

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
MN11	NORMANDALE COMMUN	1						1
MN12	COLL ST.CATHERINE				2			2
MO01	CENTL MISSOURI ST			1	1			2
MO06	MARYVILLE COLL			2				2
MO07	MISSOURI OTHER			5	5			10
MO08	N E MISSOURI TCHS				1			1
MO09	N W MISSOURI TCHS			7	6			13
MO13	STEPHENS COLL			1				1
MO15	UNIV MO COLUMBIA				5	1		6
MO16	UNIV MO KANS CTY			2	1			3
MO17	ST LOUIS UNIV			1	2			3
MO20	WILLIAM WOOD COLL				1			1
MS04	MISS ST COLL				1			1
MS08	UNIV OF MISS				1			1
NC07	NC COLLEGE			1				1
NC08	UNIV OF NC				1			1
ND00	ND OTHER			2	1			3
ND01	UNIV OF ND			3				3
NE01	BELLEVUE COLLEGE			2	4			6
NE02	CHADRON ST			2				2
NE03	COLL OF ST MARY			12	21			33
NE04	CONCORDIA			4	20			24
NE05	CREIGHTON UNIV		1	7	24			32
NE06	DANA			7				7
NE07	DOANE			7	145			152
NE09	HASTINGS			5	3			8
NE11	UNIV NE KEARNEY			39	35	1		75
NE12	MIDLAND LUTH			6	1			7
NE13	NEBRASKA OTHER			3	2			6
NE14	NE WESLEYAN			8	2			10
NE15	PERU STATE			20	113			133
NE16	UNIV NE LINCOLN			145	122	4	6	277
NE17	UNIV NE OMAHA			170	465	14	11	660
NE18	WAYNE STATE			24	31	1	1	57
NE19	UNIV NE MED CTR	2	1					3
NE20	METHODIST HOSP	2						2

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
NE21	LINCOLN GEN HOSP	1						1
NE22	CLARKSON COLLEGE	3		1				4
NM01	EASTERN NM UNIV				1			1
NV01	UNIV OF NEVADA				2			2
NY00	NEW YORK OTHER				1			1
NY12	OSWEGO UNIVERSITY					1		1
NY15	STATE UNIV OF NY				1			1
NY18	STA UNIV-ONEONTA				1			1
OH01	ASHLAND COLLEGE				1			1
OH08	KENT STATE COLL				2			2
OH09	MIAMI UNIVERSITY				1			1
OH15	OHIO UNIV				1			1
OK06	OKLAHOMA OTHER				1			1
OK07	OK STATE UNIV			1				1
OK10	UNIV OKLAHOMA			1	1			2
OK11	UNIV OF TULSA			1				1
OR01	E OREGON COLLEGE				1			1
OR06	UNIV OF OREGON						1	1
PA09	PENN STATE				1			1
SD01	AUGUSTANA COLLEGE			2				2
SD04	DAKOTA WESLEYAN			1				1
SD09	SO DAKOTA OTHER			2				2
SD10	SO DAKOTA ST UNIV			1	1			2
SD13	UNIV SD VERMILLON			6	6			12
TN03	MEMPHIS ST UNIV				1			1
TN04	MIDDLE TN ST UNIV				1			1
TN10	UNIV OF TENNESSEE				1			1
TX08	AUSTIN STATE COL				1			1
TX11	TEXAS OTHER			1	5			6
TX13	TRINITY			1				1
TX14	UNIV OF HOUSTON				2			2
TX15	UNIV OF TEXAS				1			1
TX17	TEXAS A&M-COMMERC						1	1
UT01	BRIGHAM YOUNG UN			2				2
UT03	UNIV OF UTAH				1			1
UT05	UTAH STATE			3	1			4

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
VA01	GEORGE MASON UNIV				1			1
WI08	MARQUETTE UNIV			1				1
WY01	UNIV OF WYOMING			1	1			2
Z002	UNIV OF MANITOBA			1				1
		11	4	603	1169	26	20	1834

Date: 9/27/2012

Certificated Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	29	25	4
ACKERMAN ELEM	34	27	7
ALDRICH ELEM	29	28	1
ANDERSEN MIDDLE SCH	65	45	20
BEADLE MIDDLE SCH	81	68	13
BLACK ELK ELEM	30	28	2
BRYAN ELEM	32	28	4
CATHER ELEM	30	28	2
CENTRAL MIDDLE SCH	67	48	19
CODY ELEM	34	30	4
COTTONWOOD ELEM	25	24	1
DISNEY ELEM	30	26	4
DON STROH ADMIN CTR	22	10	12
ECHO HILLS	1	1	
EZRA MILLARD ELEM	30	28	2
HARVEY OAKS ELEM	27	26	1
HITCHCOCK ELEM	27	23	4
HOLLING HEIGHTS ELEM	34	30	4
KIEWIT MIDDLE SCH	68	44	24
MIDSCH ALT PRG CMS-A	4	3	1
MLC / HORIZON	24	14	10
MONTCLAIR ELEM	44	43	1
MORTON ELEM	28	27	1
NEIHARDT ELEM	37	33	4
NORRIS ELEM	33	29	4
NORTH HIGH	166	84	82
NORTH MIDDLE SCH	66	43	23
OTHER/NONE	2	1	1
REAGAN ELEM	44	34	10
REEDER ELEM	39	36	3
ROCKWELL ELEM	37	34	3
ROHWER ELEM	32	30	2
RON WITT SSC	49	45	4
RUSSELL MIDDLE SCH	69	53	16
SANDOZ ELEM	36	35	1
SOUTH HIGH	152	94	58
SUPPORT SERVICE CTR	1	1	
UPCHURCH ELEM	35	29	6
WEST HIGH	160	96	64
WHEELER ELEM	43	41	2
WILLOWDALE ELEM	31	30	1
YNG ADULT PRG CMS-A	7	5	2
	1834	1407	427

Date: 9/25/2012

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	41	35	6
ACKERMAN ELEM	48	38	10
ALDRICH ELEM	41	39	2
ANDERSEN MIDDLE SCH	95	71	24
BEADLE MIDDLE SCH	113	94	19
BLACK ELK ELEM	45	41	4
BRYAN ELEM	45	39	6
CATHER ELEM	42	37	5
CENTRAL MIDDLE SCH	105	81	24
CODY ELEM	59	53	6
COTTONWOOD ELEM	36	33	3
DISNEY ELEM	46	40	6
DON STROH ADMIN CTR	66	49	17
ECHO HILLS	1	1	
EZRA MILLARD ELEM	44	41	3
HARVEY OAKS ELEM	38	36	2
HITCHCOCK ELEM	47	41	6
HOLLING HEIGHTS ELEM	55	48	7
KIEWIT MIDDLE SCH	98	69	29
MIDSCH ALT PRG CMS-A	7	6	1
MLC / HORIZON	33	18	15
MONTCLAIR ELEM	77	74	3
MORTON ELEM	42	40	2
NEIHARDT ELEM	55	48	7
NORRIS ELEM	44	39	5
NORTH HIGH	230	130	100
NORTH MIDDLE SCH	96	66	30
OTHER/NONE	2	1	1
REAGAN ELEM	63	51	12
REEDER ELEM	62	57	5
ROCKWELL ELEM	72	66	6
ROHWER ELEM	53	49	4
RON WITT SSC	80	57	23
RUSSELL MIDDLE SCH	99	78	21
SANDOZ ELEM	55	53	2
SOUTH HIGH	225	145	80
SUPPORT SERVICE CTR	57	16	41
TRANSPORTATION CMS-A	31	11	20
UPCHURCH ELEM	52	46	6
WEST HIGH	231	147	84
WHEELER ELEM	67	62	5
WILLOWDALE ELEM	43	40	3
YNG ADULT PRG CMS-A	18	14	4
	1	1	

Date: 9/25/2012

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
	2860	2201	659

Date: 10/1/2012

Certificated Staff Ethnicity by School

Employee Loc. Building Name	Total	A	B	H	W	I
ABBOTT ELEM	29				29	
ACKERMAN ELEM	34				34	
ALDRICH ELEM	29	1			28	
ANDERSEN MIDDLE SCH	65	1	1		62	1
BEADLE MIDDLE SCH	81		1	1	79	
BLACK ELK ELEM	30				30	
BRYAN ELEM	32				32	
CATHER ELEM	30	1			29	
CENTRAL MIDDLE SCH	67	1	1	2	63	
CODY ELEM	34			1	33	
COTTONWOOD ELEM	25			1	24	
DISNEY ELEM	30				30	
DON STROH ADMIN CTR	22		1		21	
ECHO HILLS	1				1	
EZRA MILLARD ELEM	30				30	
HARVEY OAKS ELEM	27				27	
HITCHCOCK ELEM	27				27	
HOLLING HEIGHTS ELEM	34				34	
KIEWIT MIDDLE SCH	68			1	67	
MIDSCH ALT PRG CMS-A	4				4	
MLC / HORIZON	24		1		23	
MONTCLAIR ELEM	44				44	
MORTON ELEM	28				28	
NEIHARDT ELEM	37	1			36	
NORRIS ELEM	33		1		32	
NORTH HIGH	166			1	164	
NORTH MIDDLE SCH	66			1	65	
OTHER/NONE	2				2	
REAGAN ELEM	44				44	
REEDER ELEM	39			1	38	
ROCKWELL ELEM	37			1	36	
ROHWER ELEM	32		1	1	30	
RON WITT SSC	49			1	48	
RUSSELL MIDDLE SCH	69	1			68	
SANDOZ ELEM	36			1	35	
SOUTH HIGH	152			3	149	
SUPPORT SERVICE CTR	1				1	
UPCHURCH ELEM	35				35	
WEST HIGH	160			4	156	
WHEELER ELEM	43				43	
WILLOWDALE ELEM	31				31	

Date: 10/1/2012

Certificated Staff Ethnicity by School

Employee Loc. Building Name	Total	A	B	H	W	I
YNG ADULT PRG CMS-A	7				7	
	1834	6	7	20	1800	1

Certificated Staff Age by School

Employee Loc. Building Name	Average Age
ABBOTT ELEM	45.3
ACKERMAN ELEM	40.4
ALDRICH ELEM	41.0
ANDERSEN MIDDLE SCH	41.2
BEADLE MIDDLE SCH	39.3
BLACK ELK ELEM	40.0
BRYAN ELEM	40.2
CATHER ELEM	43.4
CENTRAL MIDDLE SCH	41.3
CODY ELEM	42.6
COTTONWOOD ELEM	40.6
DISNEY ELEM	37.3
DON STROH ADMIN CTR	49.7
ECHO HILLS	48.0
EZRA MILLARD ELEM	40.1
HARVEY OAKS ELEM	44.9
HITCHCOCK ELEM	35.6
HOLLING HEIGHTS ELEM	39.4
KIEWIT MIDDLE SCH	42.3
MIDSCH ALT PRG CMS-A	47.0
MLC / HORIZON	40.8
MONTCLAIR ELEM	45.8
MORTON ELEM	41.7
NEIHARDT ELEM	37.2
NORRIS ELEM	40.3
NORTH HIGH	41.9
NORTH MIDDLE SCH	39.5
OTHER/NONE	40.5
REAGAN ELEM	34.6
REEDER ELEM	36.7
ROCKWELL ELEM	41.7
ROHWER ELEM	43.8
RON WITT SSC	42.8
RUSSELL MIDDLE SCH	38.8
SANDOZ ELEM	42.1
SOUTH HIGH	41.0
SUPPORT SERVICE CTR	59.0
UPCHURCH ELEM	36.7
WEST HIGH	41.8
WHEELER ELEM	41.7
WILLOWDALE ELEM	42.0
YNG ADULT PRG CMS-A	39.9
	41.0

Date: 10/1/2012

All Staff Age >= 50 by School

Employee Loc. Building Name	Average Age	Employee Count
ABBOTT ELEM	55.5	18
ACKERMAN ELEM	56.1	17
ALDRICH ELEM	55.6	18
ANDERSEN MIDDLE SCH	55.7	37
BEADLE MIDDLE SCH	55.5	34
BLACK ELK ELEM	55.2	15
BRYAN ELEM	54.8	17
CATHER ELEM	58.0	14
CENTRAL MIDDLE SCH	55.4	40
CODY ELEM	56.5	22
COTTONWOOD ELEM	55.2	13
DISNEY ELEM	54.6	12
DON STROH ADMIN CTR	57.5	41
EZRA MILLARD ELEM	55.1	16
HARVEY OAKS ELEM	54.7	19
HITCHCOCK ELEM	56.9	12
HOLLING HEIGHTS ELEM	54.0	17
KIEWIT MIDDLE SCH	57.1	43
MIDSCH ALT PRG CMS-A	55.3	3
MLC / HORIZON	55.3	12
MONTCLAIR ELEM	57.8	39
MORTON ELEM	57.5	18
NEIHARDT ELEM	55.2	17
NORRIS ELEM	54.9	11
NORTH HIGH	56.7	92
NORTH MIDDLE SCH	56.8	34
REAGAN ELEM	57.2	11
REEDER ELEM	55.0	14
ROCKWELL ELEM	57.2	19
ROHWER ELEM	57.2	20
RON WITT SSC	56.8	33
RUSSELL MIDDLE SCH	56.4	36
SANDOZ ELEM	54.6	18
SOUTH HIGH	57.3	76
SUPPORT SERVICE CTR	57.1	35
TRANSPORTATION CMS-A	64.2	31
UPCHURCH ELEM	55.9	12
WEST HIGH	57.5	88
WHEELER ELEM	55.6	18
WILLOWDALE ELEM	56.1	16
YNG ADULT PRG CMS-A	57.2	9
	56.7	1067

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
A	65.0	24.0	1
	60.0	33.6	1
		26.0	1
	59.0	31.0	1
		20.0	1
C	71.0	22.0	1
	69.0	25.0	1
	68.0	35.0	1
	67.0	45.0	1
		27.5	1
	66.0	23.8	1
		22.0	1
	65.0	39.0	1
	64.0	28.0	1
		27.5	1
		22.0	1
		21.0	2
	63.0	36.0	1
		27.0	1
		22.0	1
		21.0	1
	62.0	30.0	1
		28.0	1
		27.0	1
		25.7	1
		24.6	1
		24.0	1
		23.0	1
	61.0	38.0	1
		26.6	1
		24.1	1
		24.0	1
		20.0	1
	60.0	35.0	1
		32.0	1
		29.0	1
		27.0	1
		26.0	1
		25.0	1
		23.0	1
		22.6	1
		22.0	1
	59.0	36.5	1
		35.0	1

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
C	59.0	31.6	1
		28.0	1
		27.0	1
		26.0	1
		25.0	1
		24.3	1
		22.6	1
		22.4	1
		22.0	3
		20.0	2
E	69.0	40.0	1
	62.0	22.0	1

Staff Turnover

Staff Terminations September 1, 2011 through August 31, 2012

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education						1	1	
Contract Expired						1		
Deceased		1			1			
Employment Outside Education		2		1	1	7	7	5
Personal / Family Reasons		7			1	4	1	1
Personal Health		2			1			2
Job Dissatisfaction						6		1
Long-term Disability								
Miscellaneous Resignation	1	23			4	9		1
Other Education Job	2	17		1	1	11		
Performance						2	2	
Relocation		18			1	3		
Resigned		9				1	1	
Retired	9	50			7	5	5	6
Sabbatical Leave								
Unpaid Leave of Absence								
Reduction in Force								
Total	***12***	***129***	***0***	***2***	***17***	***50***	***17***	***16***
Total as a % of 11-12 Staff	*13.8%*	*7.6%*	*0.0%*	*4.1%*	*9.3%*	*12.3%*	*8.8%*	*9.6%*

History

2010-2011	8.0%	6.8%	6.7%	6.1%	7.7%	9.1%	8.8%	6.6%
2009-2010	3.4%	6.7%	6.7%	4.1%	7.7%	11.9%	5.7%	7.8%
2008-09	6.9%	7.3%	6.7%	10.2%	3.8%	10.9%	9.3%	5.4%
2007-08	4.6%	8.4%	6.7%	8.2%	14.8%	19.0%	9.8%	12.0%
2006-07	10.6%	9.7%	6.8%	17.8%	12.0%	27.7%	10.6%	18.1%
2005-06	*4.7%*	*9.9%*	*0.0%*	*4.7%*	*12.0%*	*34.2%*	*11.1%*	*15.7%*
2004-05	*11.4%*	*10.2%*	*7.1%*	*20.0%*	*11.3%*	*22.1%*	*11.0%*	*14.4%*
2003-04	*8.9%*	*7.8%*	*7.1%*	*0.0%*	*14.3%*	*16.1%*	*10.4%*	*16.3%*

Teacher Retention for the Last 5 Years

Year	07-08		08-09		09-10		10-11		11-12	
Description	**Rookies**	**All Hires**	**Rookies**	**All Hires**	**Rookies**	**All Hires**	**Rookies**	**All Hires**	**Rookies**	**All Hires**
# of New Hires	80	198	59	173	70	141	48	98	63	114
# leaving end of 07-08	2	7								
# leaving end of 08-09	3	6	3	12						
# leaving end of 09-10	4	16	1	4	6	15				
# leaving end of 10-11	8	17	6	14	8	10	4	9		
# leaving end of 11-12	1	6	3	8	7	8	3	6	2	5
First Year Retention Percent	97.5%	96.5%	94.9%	93.1%	91.4%	89.4%	91.7%	90.8%	96.8%	95.6%
# Still on Contract Current	62	146	46	135	49	108	41	83	61	109
Total Resignations Current	18	52	13	38	21	33	7	15	2	5
Percent Retained Current	78%	74%	78%	78%	70%	77%	85%	85%	97%	96%

One Year Retention Glance (Hired and Resigned in 2011-2012)

Description	Number	Percent
Resigned Personal Reasons	2	1.75%
Miscellaneous/Unknown	2	1.75%
Relocation	1	0.88%
Total Leaving	**5**	**4.4%**

Date: 9/25/2012

Applicant Count 8/1/2011 --7/5/2012

Hire Status	Status definition	Applicant Total
ACT		1
ACTN	Hired	9
ANR	Not Recommended	30
APNA	Not Available	20
APPL	Not Hired	3
APPX	Expired	2
APST	Sub/Applicant	4
FSD	Hired	123
WEA	Not Hired	1301
Total Applicant Count		1493

Date: 9/25/2012

Positions applied for 2011-2012

Class Cd	Title	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C011	MONTESSORI PRESCHOOL TCHR		1					6
C051	PRESCHOOL TEACHER		2				2	17
C091	KINDERGARTEN TEACHER	1	7	2	1		10	111
C111	GRADE 1 TEACHER	2	7	4	2	1	20	199
C121	GRADE 2 TEACHER	2	8	4	2	1	21	218
C131	GRADE 3 TEACHER	1	8	5	2	1	23	217
C141	GRADE 4 TEACHER	1	8	5	2	1	24	216
C151	GRADE 5 TEACHER	1	7	3	1	1	18	181
C162	GRADE 6 TEACHER		3				7	101
C301	CORE TEACHER				1		2	24
C302	CORE TEACHER							2
C311	MONTESSORI 4/5 TEACHER		1					18
C312	MONTESSORI TEACHER						1	2
C321	ART TEACHER						1	15
C322	ART TEACHER		1				2	21
C323	ART TEACHER						2	21
C333	BUSINESS TEACHER	1		1			4	26
C352	LANGUAGE ARTS TEACHER	2	1				7	60
C353	LANGUAGE ARTS TEACHER	3	2				5	83
C35D	DRAMA/SPEECH TEACHER HS	1					1	5
C35J	JOURNALISM TEACHER HS							7
C362	READING TEACHER	1	1				3	28
C363	READING TEACHER		1				1	14
C38F	FRENCH TEACHER MS							2
C38G	GERMAN TEACHER MS						2	10
C38S	SPANISH TEACHER MS			1			2	12
C3FH	FRENCH TEACHER HS						1	1
C3GH	GERMAN TEACHER HS							4
C3SH	SPANISH TEACHER HS			1			4	13
C412	FAMILY CONSUMER SCI TCHR			1			2	4
C413	FAMILY CONSUMER SCI TCHR						2	3
C432	INDUSTRIAL TECH TEACHER							1
C433	INDUSTRIAL TECH TEACHER							3
C452	COMPUTER TEACHER						1	8
C453	COMPUTER TEACHER						1	1
C462	MATH TEACHER	1	2	2		1	9	50

Date: 9/25/2012

Positions applied for 2011-2012

Class Cd	Title	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C463	MATH TEACHER	1	2	1			10	40
C472	SCIENCE TEACHER	1	1	2			8	33
C473	SCIENCE TEACHER	1	1				9	37
C492	SOCIAL STUDIES TEACHER	1	1	1		1	11	97
C493	SOCIAL STUDIES TEACHER		1			2	6	109
C513	NEW FRONTIER TEACHER							3
C531	VOCAL MUSIC TEACHER						2	25
C532	VOCAL MUSIC TEACHER							6
C533	VOCAL MUSIC TEACHER							8
C54I	INSTR MUSIC TEACHER						2	38
C55I	ORCHESTRA TEACHER			1		1	1	8
C572	HEALTH TEACHER			1			2	17
C591	PHYSICAL ED TEACHER		1				3	25
C592	PHYSICAL ED TEACHER		1				4	35
C593	PHYSICAL ED TEACHER		1				4	35
C611	ELEM COUNSELOR		1				2	4
C612	MDL SCH COUNSELOR		1	2			2	5
C613	HIGH SCH COUNSELOR		1	2			1	6
C621	MEDIA SPECIALIST						3	14
C622	MEDIA SPECIALIST						1	6
C623	MEDIA SPECIALIST							3
C631	READ TEACHER		1					8
C641	EARLY LIT INT (ELI) TCHR						2	12
C66I	ELL TEACHER		1				1	24
C671	TITLE 1 TEACHER	2	1		1		2	24
C682	HIGH ABILITY LRNER TCH		1				1	8
C79I	INTERVENTIONIST		1			1	2	12
C823	SPED ADAPTIVE PE TEACHER							2
C831	SPED RESOURCE TEACHER		4	2	1		7	58
C832	SPED RESOURCE TEACHER	1	2	1			6	28
C833	SPED RESOURCE TEACHER		3	1			5	17
C841	MULTI CAT SPED TCHR ELM		2					14
C842	MULTI CAT SPED TCHR MS		1					9
C843	MULTI CAT SPED TCHR HS		2				3	10
C851	SPED MH TEACHER		2				1	11
C852	SPED MH TEACHER		1	1				6

Date: 9/25/2012

Positions applied for 2011-2012

Class Cd	Title	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C853	SPED MH TEACHER		1	1			2	9
C861	SPED BD TEACHER		1				2	12
C862	SPED BD TEACHER		1					5
C863	SPED BD TEACHER		1				1	4
C873	SPED VOC SPEC NEEDS TCHR		2					4
C883	SPED MLC TEACHER		2					6
C900	SPEECH PATHOLOGIST PRESCH			3			3	12
C901	SPEECH PATHOLOGIST			3			6	19
C931	SPED INFANT TEACHER		1					2
C941	SPED PRESCHOOL TEACHER		2				1	8
C953	SPED HOMEBOUND TEACHER		2				1	1
C963	YOUNG ADULT TEACHER							3
C97I	SCHOOL PSYCHOLOGIST						2	19
E20I	SCHOOL NURSE							1

Millard Public Schools
Recruiting Report

2011-12

Our Human Resources staff attended numerous recruiting events throughout the year. Many of our teaching positions were filled by candidates we met at these events.

August 2011	UNO Student Teacher Panel
September 2011	Millard Public Schools Student Teacher Interview Day
October 2011	UNL Fall Interview Day for Educators
October 2011	Nebraska Wesleyan Education Interview Day
December 2011	Wayne State College Education Interview Day
January 2012	UNO Student Teacher Symposium
February 2012	Millard Public Schools Student Teacher Interview Day
February 2012	Doane College Interview Day
March 2012	Creighton Interview Day
March 2012	Wayne State College Education Interview Day
March 2012	University of Iowa Interview Fair
March 2012	UNO Education Fair
March 2012	Nebraska Wesleyan Education Interview Day
March 2012	University of Northern Iowa Interview Fair
March 2012	UNK Employment Fair
March 2012	UNL Interview Day for Educators

Student Teacher Placements 2011-12

MIDDLE SCHOOL

Teaching Area	AMS	CMS	KMS	NMS	RMS	BMS	TOTAL
Grade 6							
Art			1				1
Business	1						1
Counseling							
English	1		1	1	3	2	8
World Language				2			2
Health				1			1
Family Con Science							
Industrial Arts							
Math				2	2	1	5
Media							
Music			1				1
Nurse							
Physical Education				1			1
Science			1		1		2
Social Studies	2		2	3	1	2	10
SPED				1		1	2
TOTAL	**4**	**0**	**6**	**11**	**7**	**6**	**34**

HIGH SCHOOL

Teaching Area	SOUTH	NORTH	WEST	HORIZON	TOTAL
Art					
Business	1				1
Counseling					
English		2	3		5
ESL					
World Language		1	1		2
Health					
Family Con Science					
Industrial Tech					
Math		2			2
Media					
Music	2		2		4
Nurse					
Physical Education	1		1		2
Science			2		2
Social Studies		1	1		2
SPED					
TOTAL	**4**	**6**	**10**	**0**	**20**

Student Teacher Placements 2011-12 (continued)

ELEMENTARY	Pre-K	K	1-3	4,5	Spec.	Total
Abbott				6		6
Aldrich		1	2	1	1	5
Ackerman				1		1
Black Elk			4	1		5
Bryan			1	2	2	5
Cather					1	1
Cody					2	2
Cottonwood		1				1
Disney		1		2	1	4
Harvey Oaks			2		2	4
Hitchcock			1		1	2
Holling Heights			1		1	2
Ezra Millard		1	1	1	1	4
Montclair				1	1	2
Morton						0
Neihardt		1	1	1	1	4
Norris						0
Reagan			2		1	3
Reeder					1	1
Rockwell		1		1	2	4
Rohwer			2	1	1	4
Sandoz					1	1
Upchurch			1			1
Wheeler						0
Willowdale						0
TOTAL	**0**	**6**	**18**	**18**	**20**	**62**

TEACHING AREA	UNO	UNL	UNK	WAYNE	OTHER	TOTAL
Elementary	26	10	2	1	11	**50**
Secondary	19	5	2	2	19	**47**
SPED/Counseling	7	1	0	0	8	**16**
TOTAL	**52**	**16**	**4**	**3**	**38**	**113**

Days Absent by Reason by Employee Group 2011-12

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	122.0	4,865.2	21.0	170.5	720.3	1,322.2	1,592.3	496.4
Family Illness	85.0	3,305.2	20.5	102.5	273.1	532.2	114.3	218.0
Business/Emergency	39.5	1,280.5	7.5	34.5	157.3	295.9	236.7	156.0
Personal	-	623.5	4.0	-	-	-	-	-
Bereavement	10.0	423.5	4.0	16.0	53.1	95.8	64.4	36.1
Family Medical Lv	183.5	4,591.8	42.0	189.0	21.1	17.4	127.6	301.2
Total Days	*440*	*15,089*	*99*	*513*	*1,225*	*2,263*	*2,135*	*1,208*
Mean Avg Days/Employee	5.06	8.81	6.60	9.18	7.11	7.25	10.83	8.41
% of Scheduled Work	***2.3%***	***4.6%***	***3.4%***	***4.2%***	***3.2%***	***3.9%***	***4.8%***	***4.6%***
2010-11	2.3%	4.7%	2.1%	3.7%	3.6%	3.8%	4.1%	4.0%
2009-10	2.3%	4.4%	4.0%	3.2%	3.4%	4.2%	4.3%	3.9%
2008-09	1.9%	4.2%	3.5%	4.3%	3.3%	3.6%	3.5%	4.3%
2007-08	1.7%	4.2%	3.0%	3.6%	3.4%	3.7%	3.8%	4.4%
2006-07	1.3%	4.2%	3.0%	4.7%	3.7%	3.9%	3.7%	3.6%
2005-06	1.9%	4.0%	2.1%	3.8%	3.1%	3.7%	3.7%	3.6%
2004-05	2.0%	4.3%	3.4%	4.6%	3.4%	4.5%	4.0%	4.4%
2003-04	1.8%	4.3%	2.7%	3.7%	3.5%	3.8%	3.9%	4.0%
2002-03	1.3%	4.1%	3.8%	3.6%	5.1%	3.6%	4.1%	4.6%
Scheduled Absences								
Vacation	733.0	-	-	332.5	962.8	-	2,417.8	11.0
Military	-	17.0	-	-	-	-	-	-
Union	-	24.0	-	-	-	-	-	-
Jury/Election	6.0	82.5	-	0.5	9.3	3.9	1.8	6.5
Professional	273.5	6,188.0	14.0	61.5	-	3.4	-	-
Retirement Seminar	1.0	40.5	-	2.0	3.0	2.5	2.0	2.6
Misc/Administrative	22.0	293.5	5.0	-	-	9.2	-	-
Total Scheduled Days	*1,035.5*	*6,645.5*	*19.0*	*396.5*	*975.1*	*18.9*	*2,421.6*	*20.1*

Teacher Professional Leave Days		***Avg***
2011-12	6,188	3.6
2010-11	6,165	3.6
2009-10	6,681	3.9
2008-09	5,967	3.6
2007-08	6,009	3.7
2006-07	5,701	3.6
2005-06	5,034	3.3
2004-05	5,012	3.4
2003-04	5,036	3.4

PERSONNEL REPORT

Personnel Distribution History

School Year	F.T.E. Adm	Tch	Nur	PT/EP	FS	CM	Total Staff	Total Students	Ratios Stu/ Staff	Stu/ Tea	Staff/ Adm	Tch/ Adm
79-80	49	641	6	167	56	96	1,014	11,748	11.6	18.3	19.9	13.2
80-81	49	666	6	178	63	95	1,057	12,077	11.4	18.1	20.6	13.6
81-82	54	696	6	191	69	107	1,122	12,500	11.1	18.0	20.0	13.0
82-83	54	707	6	178	74	107	1,125	12,821	11.4	18.1	20.0	13.2
83-84	55	746	6	175	71	108	1,161	13,385	11.5	17.9	20.1	13.6
84-85	56	789	6	218	70	108	1,248	13,877	11.1	17.6	21.3	14.1
85-86	60	835	6	218	77	108	1,305	14,292	11.0	17.1	20.7	13.9
86-87	61	870	7	236	76	111	1,361	14,879	10.9	17.1	21.4	14.3
87-88	60	886	7	243	77	110	1,384	15,289	11.0	17.3	22.1	14.8
88-89	64	947	8	248	78	110	1,455	15,722	10.8	16.6	21.7	14.8
89-90	70	980	8	261	81	118	1,518	16,248	10.7	16.6	20.7	14.0
90-91	71	1012	8	276	81	119	1,567	16,728	10.7	16.5	21.1	14.3
91-92	74	1068	9	319	83	123	1,676	17,198	10.3	16.1	21.6	14.4
92-93	77	1115	9	333	83	126	1,742	17,411	10.0	15.6	21.8	14.6
93-94	82	1133	9	351	84	131	1,789	17,594	9.8	15.5	20.9	13.9
94-95	82	1191	10	377	94	139	1,894	17,637	9.3	14.8	22.2	14.6
95-96	82	1229	11	423	110	139	1,994	17,988	9.0	14.6	23.5	15.1
96-97	82	1254	12	441	115	135	2,038	18,380	9.0	14.7	23.9	15.3
97-98	77	1283	12	448	115	128	2,062	18,678	9.1	14.6	25.8	16.7
98-99	79	1317	12	502	117	149	2,176	18,736	8.6	14.2	26.5	16.7
99-00	80	1362	13	511	125	162	2,252	18,698	8.3	13.7	27.2	17.0
00-01	80	1394	13	541	137	162	2,327	18,828	8.1	13.5	28.1	17.4
01-02*	81	1446	13	473	115	166	2,293	18,917	8.2	13.1	27.3	17.9
02-03	81	1455	13	482	115	169	2,315	19,084	8.2	13.1	27.6	18.0
03-04	79	1460	13	485	119	167	2,323	19,497	8.4	13.4	28.4	18.5
04-05	82	1476	13	475	125	173	2,344	19,972	8.5	13.5	27.6	18.0
05-06	85	1529	14	494	127	182	2,432	20,469	8.4	13.4	27.6	18.0
06-07	85	1582	15	507	127	180	2,495	21,120	8.5	13.4	28.4	18.6
07-08	87	1633	15	510	132	188	2,581	22,041	8.6	13.5	28.5	18.8
08-09	88	1671	15	529	137	198	2,638	22,129	8.4	13.2	29.0	19.0
09-10	88	1693	15	539	139	201	2,675	22,593	8.4	13.3	29.4	19.2
10-11	90	1731	15	540	143	201	2,719	22,755	8.4	13.1	29.2	19.2
11/12	87	1712	15	540	143	201	2,719	23,050	8.4	13.1	29.9	19.7
12/13	86	1697	15	533	139	187	2,660	23,348	8.8	13.8	29.9	19.7

Change

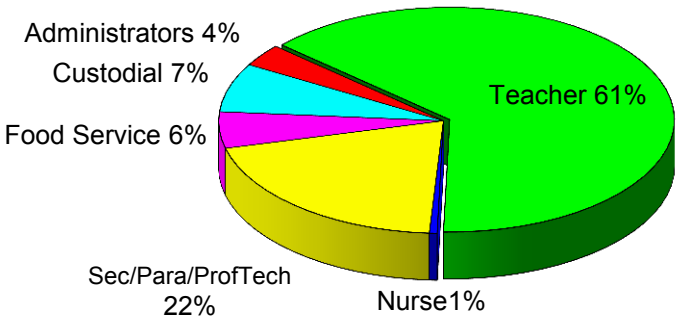
	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1979-12	38	1,056	9	367	84	91	1,647	11,600

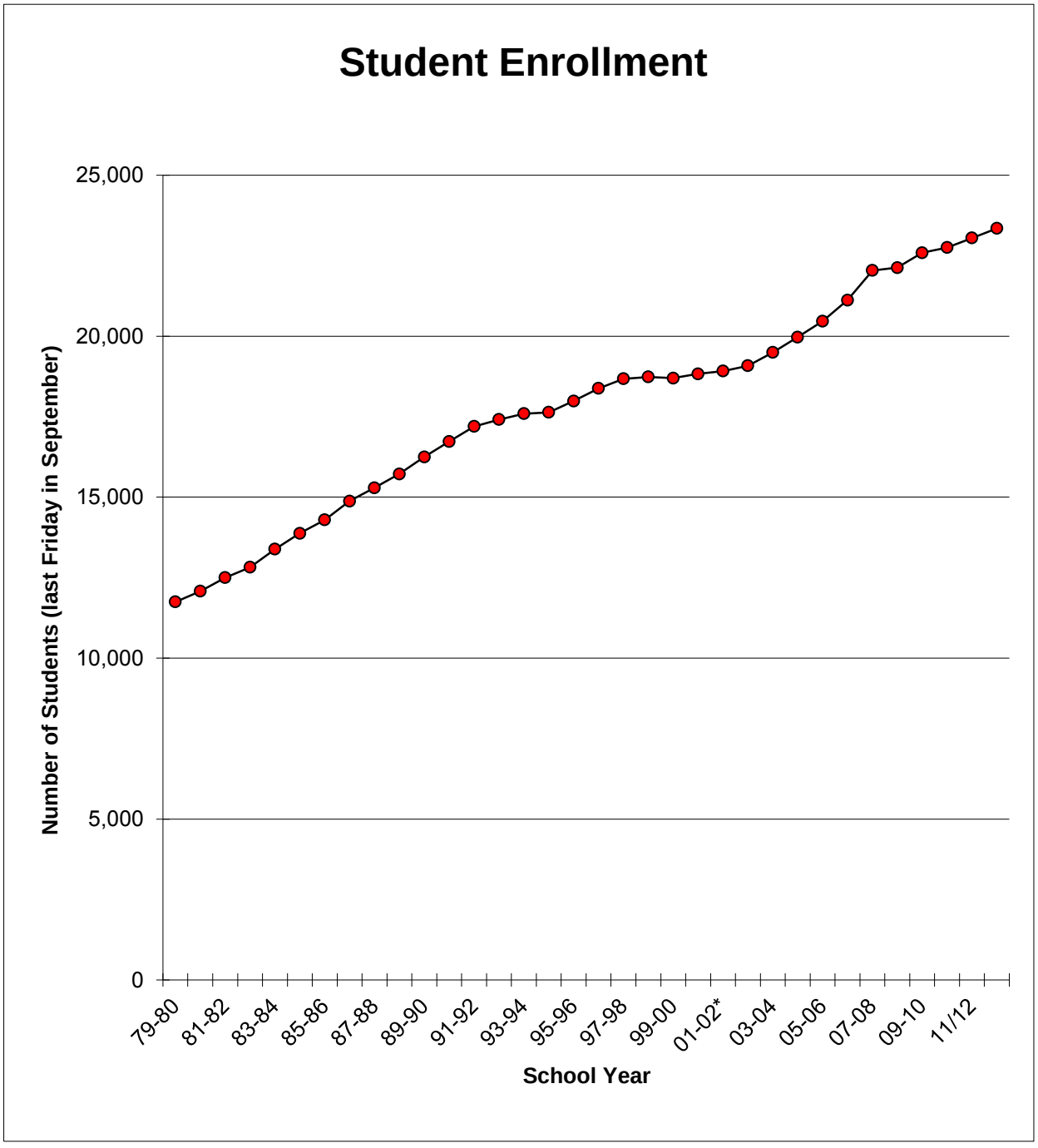
% Change

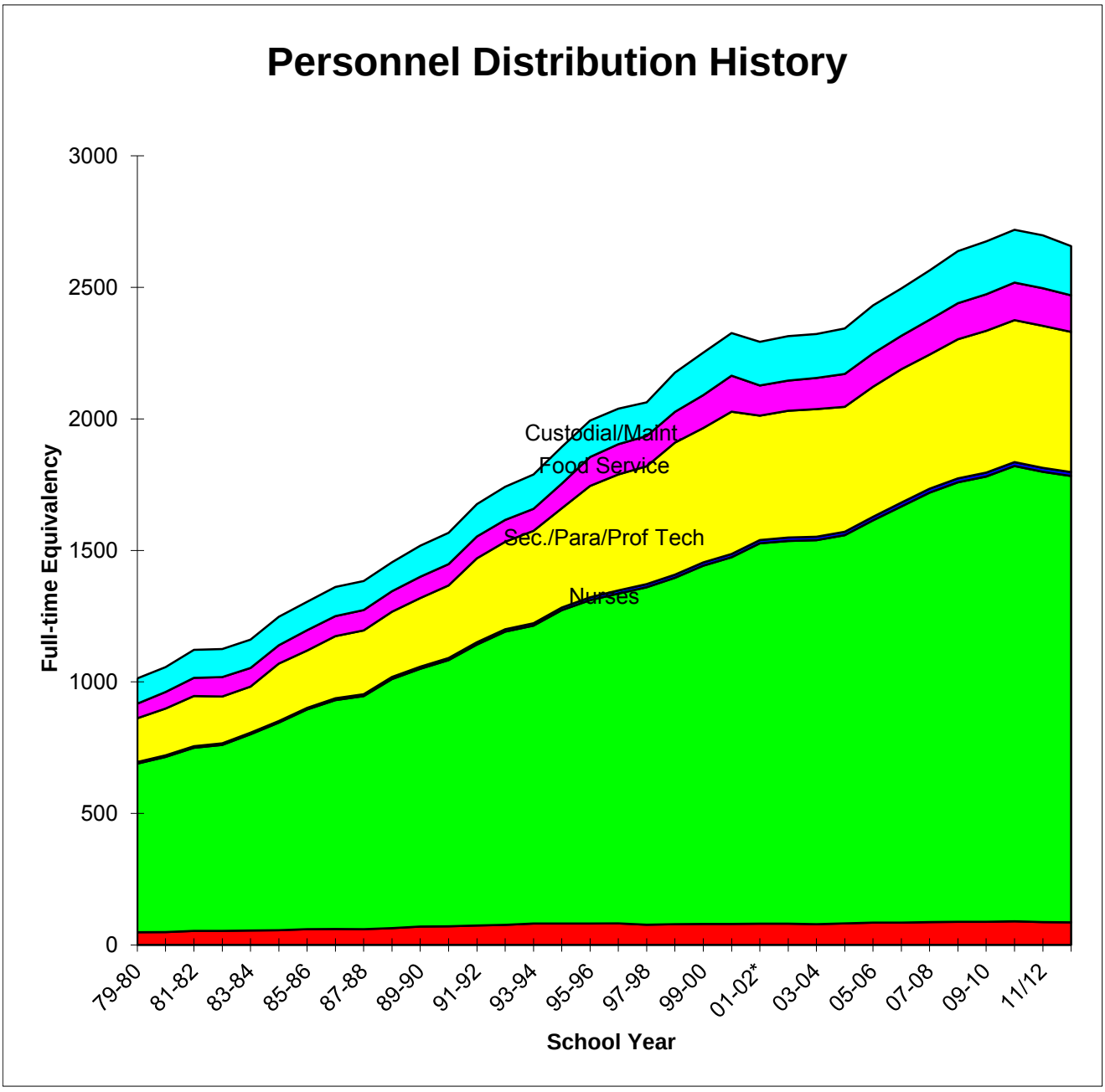
	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1979-12	77%	165%	148%	220%	150%	95%	162%	99%

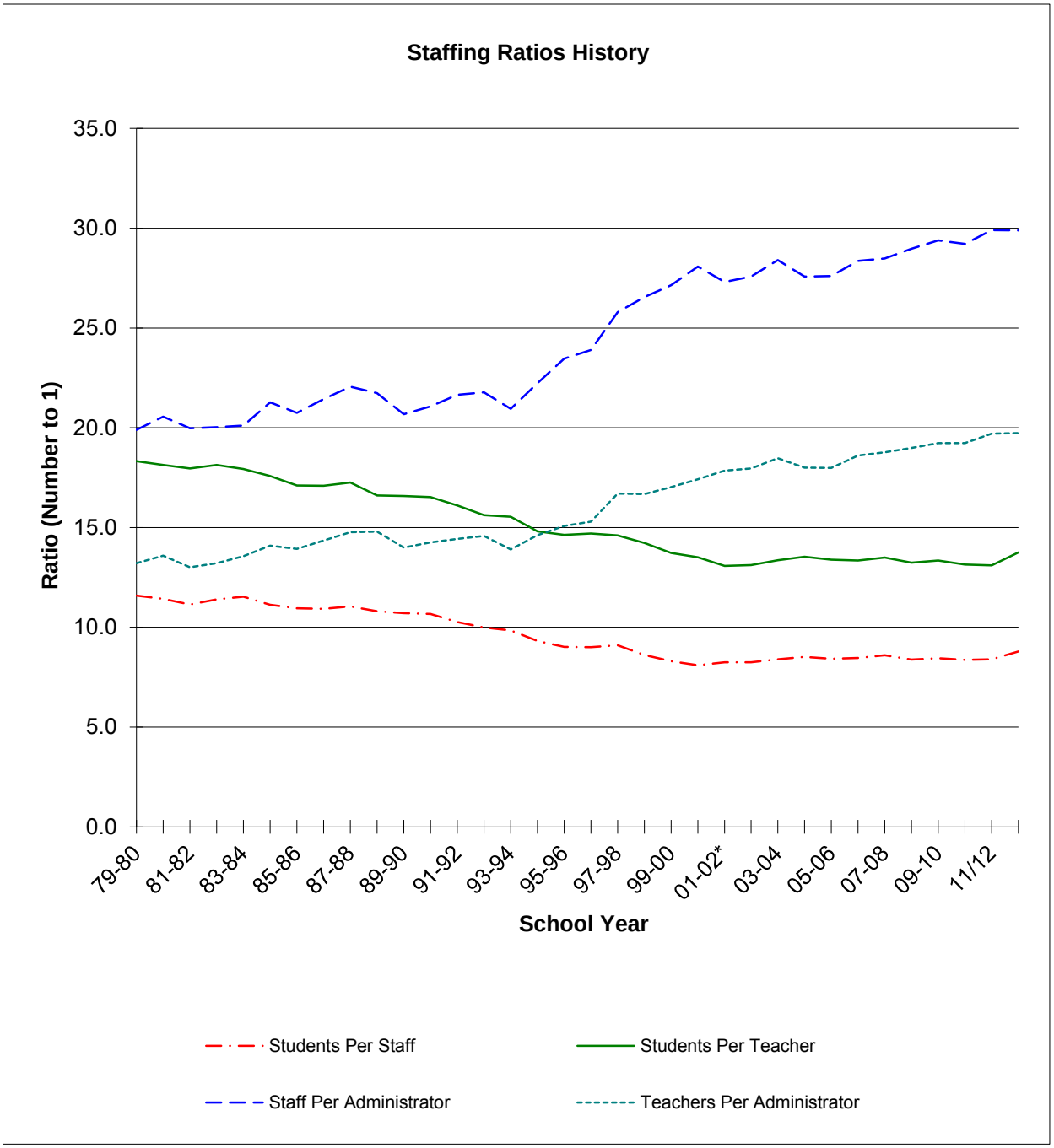
* FTE for paras changed from 5.5 to 8 hours per day = 1 FTE
* FTE for food service changed from 6.5 to 8 hours per day = 1 FTE

Personnel Distribution 2011-12



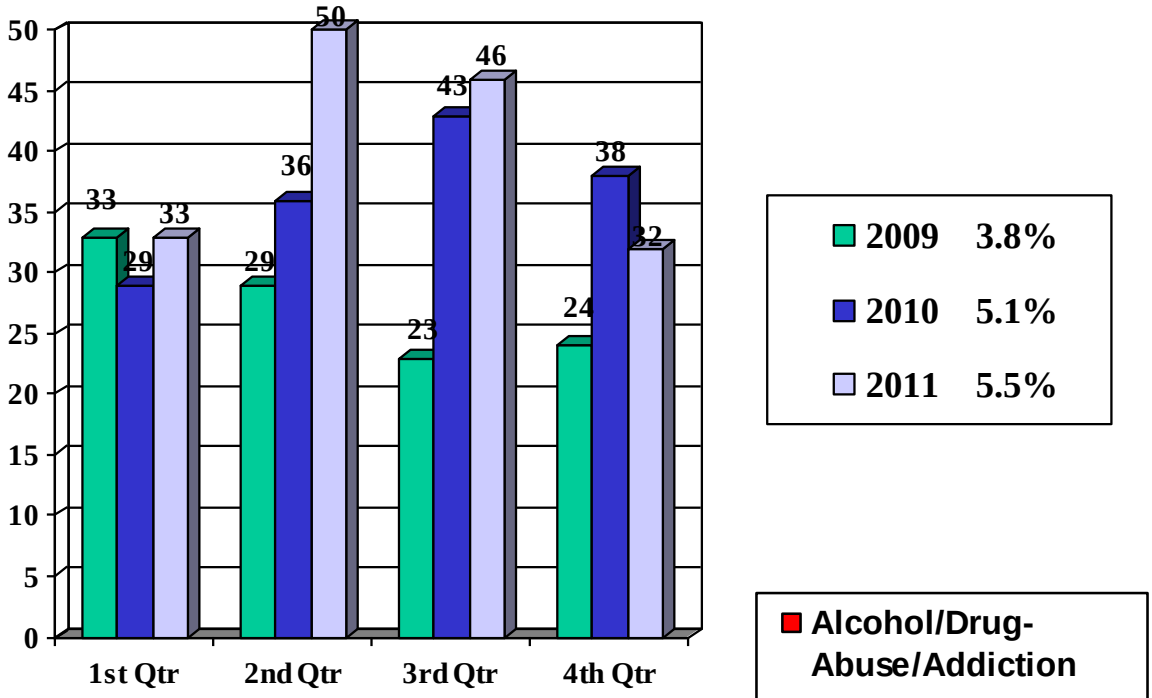
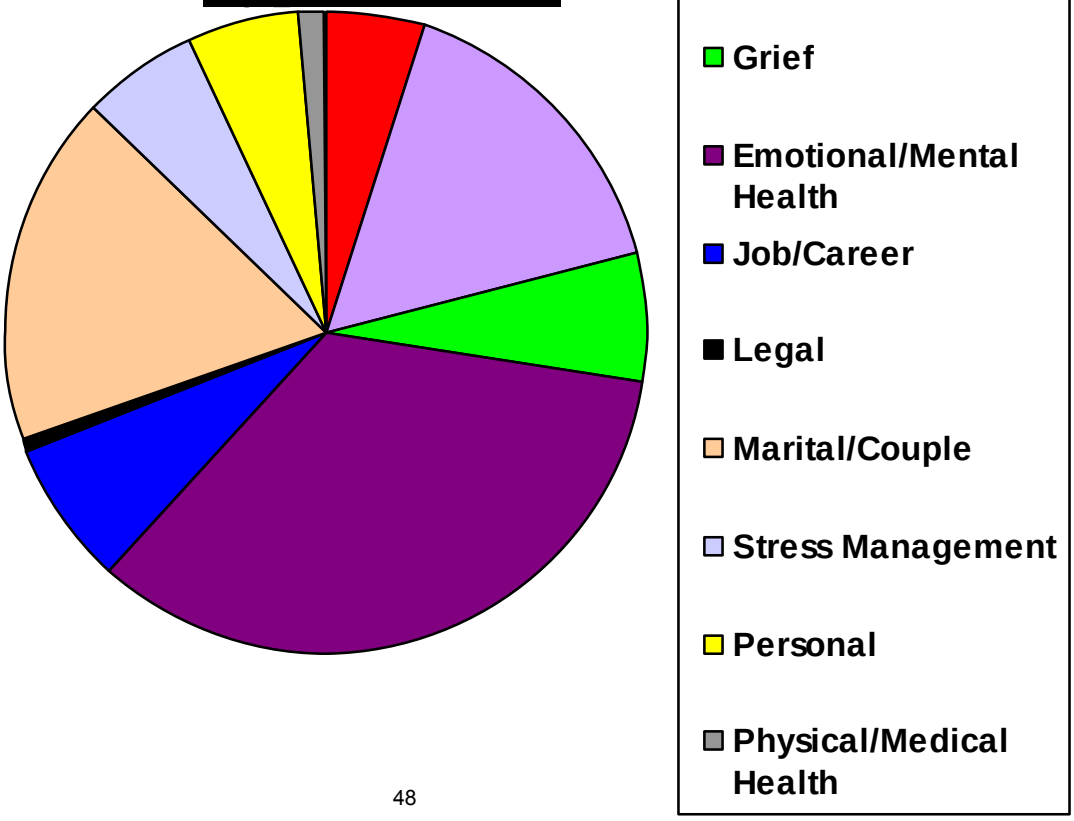

Student Enrollment
Number of Students (last Friday in September)
25,000
20,000
15,000
10,000
5,000
0
79-80
81-82
83-84
85-86
87-88
89-90
91-92
93-94
95-96
97-98
99-00
01-02*
03-04
05-06
07-08
09-10
11/12
School Year


Personnel Distribution History
Full-time Equivalency
3000
2500
2000
1500
1000
500
0
Custodial/Maint
Food Service
Sec./Para/Prof Tech
Nurses
79-80
81-82
83-84
85-86
87-88
89-90
91-92
93-94
95-96
97-98
99-00
01-02*
03-04
05-06
07-08
09-10
11/12
School Year


Staffing Ratios History
Ratio (Number to 1)
35.0
30.0
25.0
20.0
15.0
10.0
5.0
0.0
79-80
81-82
83-84
85-86
87-88
89-90
91-92
93-94
95-96
97-98
99-00
01-02*
03-04
05-06
07-08
09-10
11/12
School Year
Students Per Staff
Students Per Teacher
Staff Per Administrator
Teachers Per Administrator

Millard Public Schools
August 1, 2011 – July 31, 2012

Utilization



Type of Issue