AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2022-2023

Meeting Date: November 7, 2022

Department: Human Resources

Title and Brief Description: Human Resource Personnel Report 2022-2023

Action Desired: Report Only

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

- We attended 18 university teacher-recruiting events in Nebraska, Kansas, and South Dakota.
- MPS hosted 74 student teachers from 11 universities.
- Certificated staff members have worked for Millard for an average of 11.9 years and an average of 15.3 total years in education.
- Provided is a historical look at personnel distribution and ratios between staff positions along with graphs to illustrate trends since 1985.
- 1,333 MPS employees have a Master's degree and 53 have doctorates.
- 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 October 2021 to October 2022.

Recommendations: Report Only

Responsible Persons: Dr. Kevin Chick,
Mr. Mitch Mollring,
Mr. Jake Curtiss,
Mrs. Jeanine Beaudin

Superintendent's Signature:

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Personnel Report

2022-2023

TABLE OF CONTENTS

I. Recruiting Report

- **Recruiting Events — 2**
- **Student Teacher Placements 2021-22 — 3**
- **Student Teachers by University — 6**

II. Health/Benefits Report

- **Health Insurance Report — 8**
- **Ancillary Benefits Rates — 9**
- **BestCare EAP Impact Report — 10**
- **Staff Absences — 12**

III. Current Staffing Levels

- **Personnel Distribution Overview — 14**
- **Administrative Staffing — 15**
- **Teacher Staffing — 16**
- **Nurse Staffing — 18**
- **Pro-Tech Salaried — 19**
- **Pro-Tech Hourly — 20**
- **Para Staffing — 22**
- **Custodial/Maintenance Staffing — 23**
- **Food Service Staffing — 24**
- **Elementary Classroom Size Average — 25**
- **Secondary Classroom Size Average — 26**

IV. Current Staff Demographics

- **Certificated Staff Work Experience by School — 28**
- **Certificated Highest Degree by Building — 29**
- **Staff Turnover — 30**

V. Staff Distribution History

- **Personnel Distribution History — 32**
- **Certified 5-Year Retention Report — 37**

Recruiting Report

Millard Public Schools
Recruiting Events
2021-22

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.

September 2021	UNK Teacher Fair
September 2021	UNL Fall Teacher Fair for Educators
September 2021	Northwest Missouri State University Mock Interviews
September 2021	MPS Student Teacher Interviews
September 2021	UNO Student Teacher Symposium
October 2021	Nebraska Wesleyan Interview Day
October 2021	University of Kansas Education Fair
November 2021	University of South Dakota Teacher Open House
December 2021	Wayne State Virtual Education Interview Day
January 2022	UNK Teacher Fair
January 2022	Midland University Interview Day
February 2022	MPS Student Teacher Interviews
February 2022	Northwest Missouri State University
February 2022	UNO Education Fair
February 2022	UNL Education Fair
March 2022	South Dakota Teacher Fair
March 2022	Wayne State Interview Fair

Elementary Student Teacher Placement
2021-22

	Pre -K	K	1st- 3rd	4th - 5th	SPECIALIST	TOTAL PER SCHOOL
ABBOTT			2		1	3
ALDRICH				1	1	2
ACKERMAN					1	1
BLACK ELK				1	1	2
BRYAN			1		2	3
CATHER					1	1
CODY		1			1	2
COTTONWOOD					1	1
DISNEY					4	4
HARVEY OAKS	1	1				2
HITCHCOCK			3	2		5
HOLLING HEIGHTS						0
EZRA MILLARD			2	1		3
MONTCLAIR					1	1
MORTON				1		1
NEIHARDT		3	3	1	1	8
NORRIS			2	1	2	5
REAGAN			2		4	6
REEDER			2	1	2	5
ROCKWELL			1	1		2
ROHWER			1		1	2
SANDOZ			1	2	2	5
UPCHURCH			1	1		2
WHEELER		1				1
WILLOWDALE			2			2
TOTAL	1	6	23	13	26	69

Middle School Student Teacher Placement
2021-22

Teaching Area	AMS	CMS	KMS	NMS	RMS	BMS	TOTAL
6th Grade							0
Art				1			0
Business							0
English/Language Arts	1						1
World Language							0
ELL							0
Health							0
Family/Consumer Science							0
Industrial Technology							0
Math	1			1			2
Media							0
Music				1		1	2
Physical Education				1	1		0
Science							0
Social Studies			1				1
Special Education				2			2
Counseling							0
Speech Pathologist							0
							0
TOTAL PER SCHOOL	2	0	1	6	1	1	11

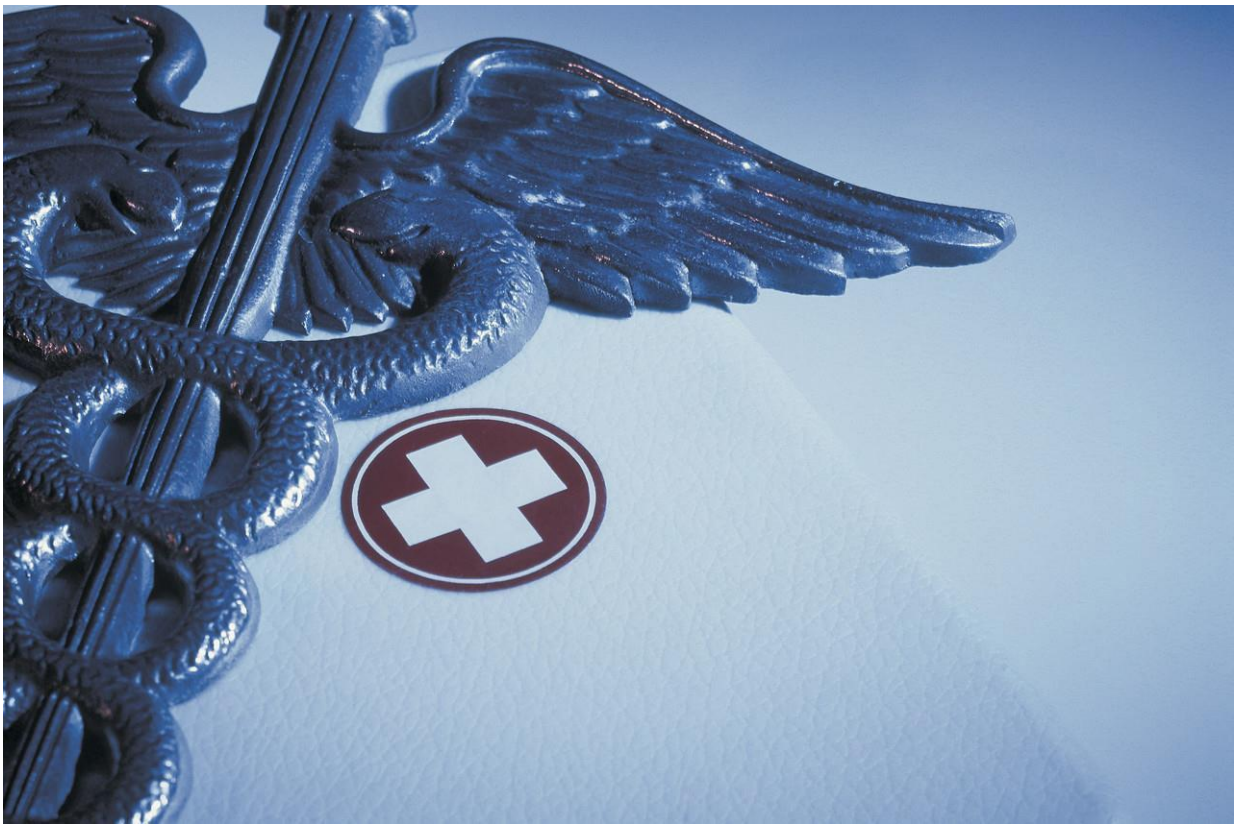
High School Student Teacher Placement
2021-22

Teaching Area	South	North	West	Horizon	TOTAL
Art					0
Business					0
English/Language Arts	1		1		2
World Language	1	2			3
ELL					0
Health					0
Family/Consumer Science	1				1
Industrial Technology					0
Math					0
Media					0
Music	3	1	2		6
Physical Education					0
Science		1			1
Social Studies	2	2	1		5
Special Education	2				2
Counseling		1	1		2
Speech Pathologist					0
TOTAL PER SCHOOL	**10**	**7**	**5**	**0**	**22**

Student Teacher Placement
by University 21-22

University	# of Student Teachers
University of Nebraska-Omaha	42
University of Nebraska-Lincoln	11
College of St. Mary	6
Northwest Missouri State	4
Wayne State	2
Doane	2
University of Nebraska-Kearney	2
Peru State	2
Grand Canyon University	1
Fort Hays State	1
Nebraska Wesleyan	1
TOTAL	74

Health/Benefits Report



Millard Public Schools Self-Funded Summary through Calendar Year 2021

Section 1: Claims Review

Contract Year	Total Average Enrollment	Medical Claims Paid	Rx Claims Paid	Gross Medical/Rx Claims	Reinsurance Reimbursment After Deductibles	Net Paid Medical/Rx Claims
2019	2,195	$24,727,825	$6,384,698	$31,112,523	($1,077,178)	$30,035,346
2020	2,189	$20,331,266	$5,976,934	$26,308,200	($726,073)	$25,582,127
2021	2,165	$21,280,477	$6,578,114	$27,858,590	$0	$27,858,590

Section 2(a): Plan Income - Traditional PPO Plan

Contract Year	Average Number of Employees with Single Coverage	Single Monthly Premium	Average Number of Employees with Employee + Spouse Coverage	Employee + Spouse Monthly Premium	Average Number of Employees with Employee + Child(ren) Coverage	Employee + Child(ren) Monthly Premium	Average Number of Employees with Family Coverage	Family Monthly Premium	Percentage Increase in Premiums	Plan Income (Annual Enrollment x Premium)
2019	193	$592.83	84	$1,244.96	39	$1,096.76	179	$1,671.67	2.7%	$6,731,945
2020	133	$661.00	66	$1,388.00	24	$1,222.83	142	$1,863.67	11.5%	$5,682,121
2021	112	$717.25	58	$1,506.00	27	$1,326.83	124	$2,022.08	8.5%	$5,450,908

Section 2(b): Plan Income - High Deductible Health Plan

Contract Year	Average Number of Employees with Single Coverage	Single Monthly Premium	Average Number of Employees with Employee + Spouse Coverage	Employee + Spouse Monthly Premium	Average Number of Employees with Employee + Child(ren) Coverage	Employee + Child(ren) Monthly Premium	Average Number of Employees with Family Coverage	Family Monthly Premium	Percentage Increase in Premiums	Plan Income (Annual Enrollment x Premium)
2019	343	$495.70	183	$1,040.99	107	$916.41	810	$1,397.02	1.7%	$19,082,516
2020	269	$542.75	136	$1,139.75	80	$1,003.33	629	$1,529.58	9.5%	$16,120,536
2021	265	$588.92	135	$1,236.67	81	$1,088.67	621	$1,659.67	8.5%	$17,302,219

Section 2(c): Plan Income - High Deductible Health Plan - CHI

Contract Year	Average Number of Employees with Single Coverage	Single Monthly Premium	Average Number of Employees with Employee + Spouse Coverage	Employee + Spouse Monthly Premium	Average Number of Employees with Employee + Child(ren) Coverage	Employee + Child(ren) Monthly Premium	Average Number of Employees with Family Coverage	Family Monthly Premium	Percentage Increase in Premiums	Plan Income (Annual Enrollment x Premium)
2019	80	$451.74	39	$945.75	24	$832.21	112	$1,269.45	1.5%	$2,822,099
2020	114	$476.50	44	$997.67	36	$877.92	150	$1,339.17	5.5%	$3,968,389
2021	118	$517.08	48	$1,082.50	36	$952.58	141	$1,453.00	8.5%	$4,225,696

Section 2(d): Plan Income - High Deductible Health Plan - NHN (As of January 1, 2020)

Contract Year	Average Number of Employees with Single Coverage	Single Monthly Premium	Average Number of Employees with Employee + Spouse Coverage	Employee + Spouse Monthly Premium	Average Number of Employees with Employee + Child(ren) Coverage	Employee + Child(ren) Monthly Premium	Average Number of Employees with Family Coverage	Family Monthly Premium	Percentage Increase in Premiums	Plan Income (Annual Enrollment x Premium)
2020	100	$485.50	47	$1,016.50	27	$894.50	183	$1,364.50	Not Applicable	$4,442,166
2021	115	$526.83	50	$1,102.92	25	$970.58	204	$1,480.50	8.5%	$5,304,215

Section 3: Income Versus Expenses

Contract Year	Total Annual Income	Annual Administrative Cost	Annual Reinsurance Cost	Net Paid Medical/Rx Claims	Employer Contributions to Health Savings Accounts**	Total Annual Expenses	Adjustments (e.g. ERRP, flu shots, wellness, Rx Rebates)	Taxes & Penalties	Deficit or Surplus	Ending Employee Benefits Fund Balance *
2019	$28,668,985	$85,881	$1,144,910	$30,035,346	$3,160,309	$31,266,137	($157,324)	$10,860	($2,765,336)	-$515,336
2020	$30,321,327	$1,315,726	$1,301,545	$25,582,127	$3,342,592	$28,199,398	$993,723	$27,677	$3,087,975	$2,572,638
2021	$32,343,583	$1,301,297	$1,441,557	$27,858,590	$3,350,974	$30,601,445	$1,861,036	$32,347	$3,570,827	$6,143,466

Section 4: Large Claims Summary

YEAR	Number of Individual Claims Above $75,000	Total Paid for Individuals over $75,000	Number of Individual Claims Above $150,000	Total Paid for Individuals over $150,000	Number of Individual Claims Above $500,000	Total Paid for Individuals over $500,000
2019	44	$5,052,089	9	$2,894,575	2	$1,415,440
2020	47	$7,853,107	27	$5,329,151	2	$1,050,753
2021	55	$6,978,319	15	$2,914,977	0	$0

Section 5: Health Insurance Administrator / Reinsurance Terms

Contract Year	Provider	Reinsurance Specific Deductible	Reinsurance Aggregating Specific Deductible
2019	Aetna	$225,000	$350,000
2020	Aetna	$225,000	$350,000
2021	Aetna	$225,000	$350,000

Footnotes:

The District updated all health-plan related contracts to run for January 1 - December 31 to align with the health plan year. Reporting for prior years is included in the personnel report for those years. All reporting currently included in this summary for contract year 2019 moving forward is reporting solely activity that occured during that calendar year.

* The Employee Benefits Fund balance will vary from the Business Office numbers based primarily of timing and accounting of plan expenses / income. These variances have been reviewed by Human Resources and the Business Office and variances are within normal parameters. Unlike the Business Office numbers, the numbers above do not include the money loaned to the health fund from the general fund or the later paid back of the loans to the general fund. For contract year 2020, the Businesss Office shows a balance of ($467,288). For contract year 2020, the Businesss Office shows a balance of $2,508,065. For contract year 2021, the Business Office shows a balance of $6,184,265.

** - The Health Savings Account contributions made by the District are made out of the general fund and not the health insurance fund. They are included on this sheet for information purposes and are not included in the total expenses or in the income/loss calculaton to the health insurance fund.

Ancillary Benefits Rates

District Single Dental Rates - Monthly

2019	2020	2021
$26.64	$28.96	$28.96

District LTD Rates

2019	2020	2021
$0.181	$0.181	$0.160

District Life Insurance Rates - Monthly

2019	2020	2021
$3.75	$3.75	$3.25

District NPERS Rates

2019	2020	2021
9.8788%	9.8788%	9.8788%

District Employee Assistance Program Rates

2019	2020	2021
$15.10	$15.10	$15.10

Millard Public Schools

IMPACT REPORT

August 01, 2021 - July 31, 2022 on New Cases

EAP IMPACT ON COMPANY

	Impact	%	Served	%	Activities	%	Hours
Self-Referral Cases	178	56.5%	208	31.4%	1284	86.4%	1031
Employer Referral Cases	5	01.6%	5	00.8%	53	03.6%	50.08
Information/Service Requests	62	19.7%	62	09.4%	62	04.2%	5.5
Organizational Services/Training/CIRS	70	22.2%	175	26.4%	74	05.0%	89.5
Account Management	0	00.0%	0	00.0%	13	00.9%	9.92
Web Site Log Ins	N/A	N/A	212	32.0%	0	00.0%	0
Total	**315**	**100%**	**662**	**100%**	**1486**	**100%**	**1186**

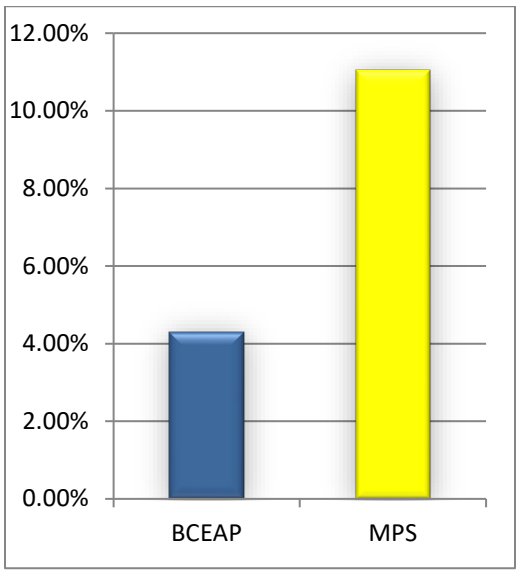
UTILIZATION RATE SUMMARY

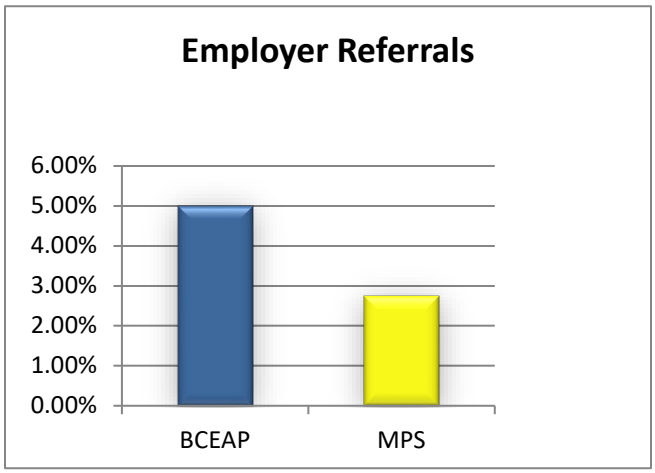
	Weighted Population Of: 2853
Impact Rate - Current	11.04%
Impact Rate - Annualized	11.04%
Individuals Served Rate - Current	23.20%
Individuals Served Rate - Annualized	23.20%
Activity Rate - Current	52.09%
Activity Rate - Annualized	52.09%

CASE SUMMARY

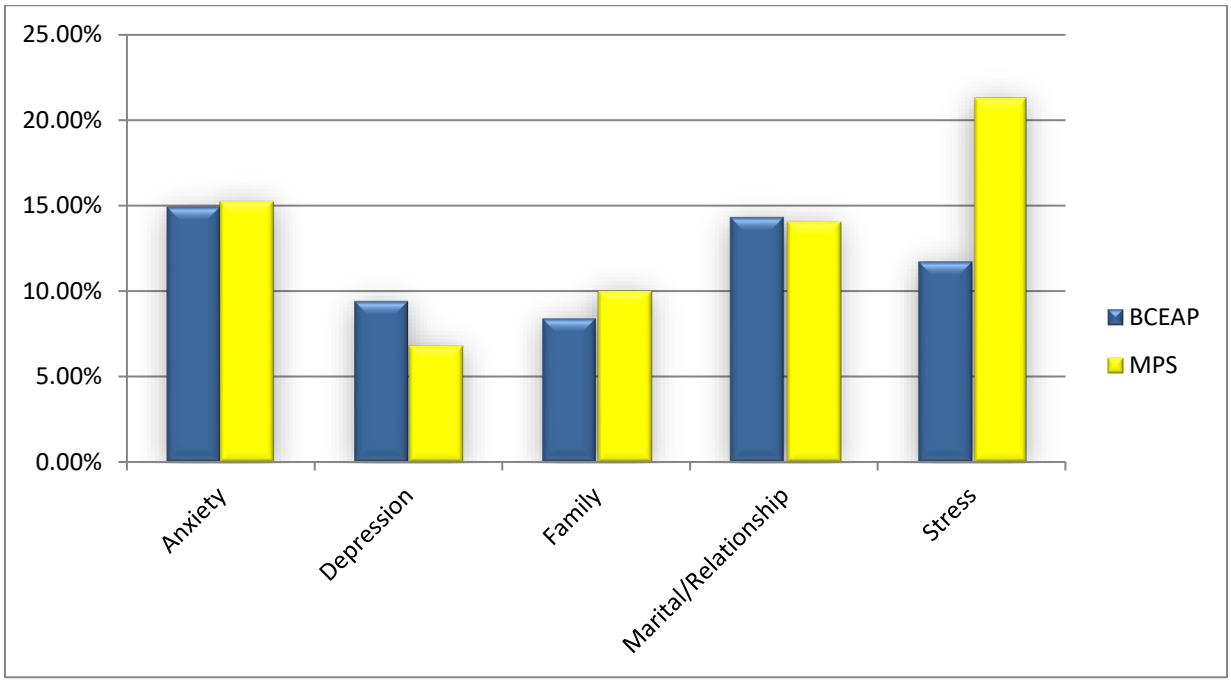
New/Ongoing		Closed/Referrals	
Total New Cases	183	Total Cases Closed	136
Total Open Cases At 8/1/2021	21	Total Referred	12
Total Open Cases At 7/31/2022	68		

Impact Rate:





Assessed Problem Types Comparison:

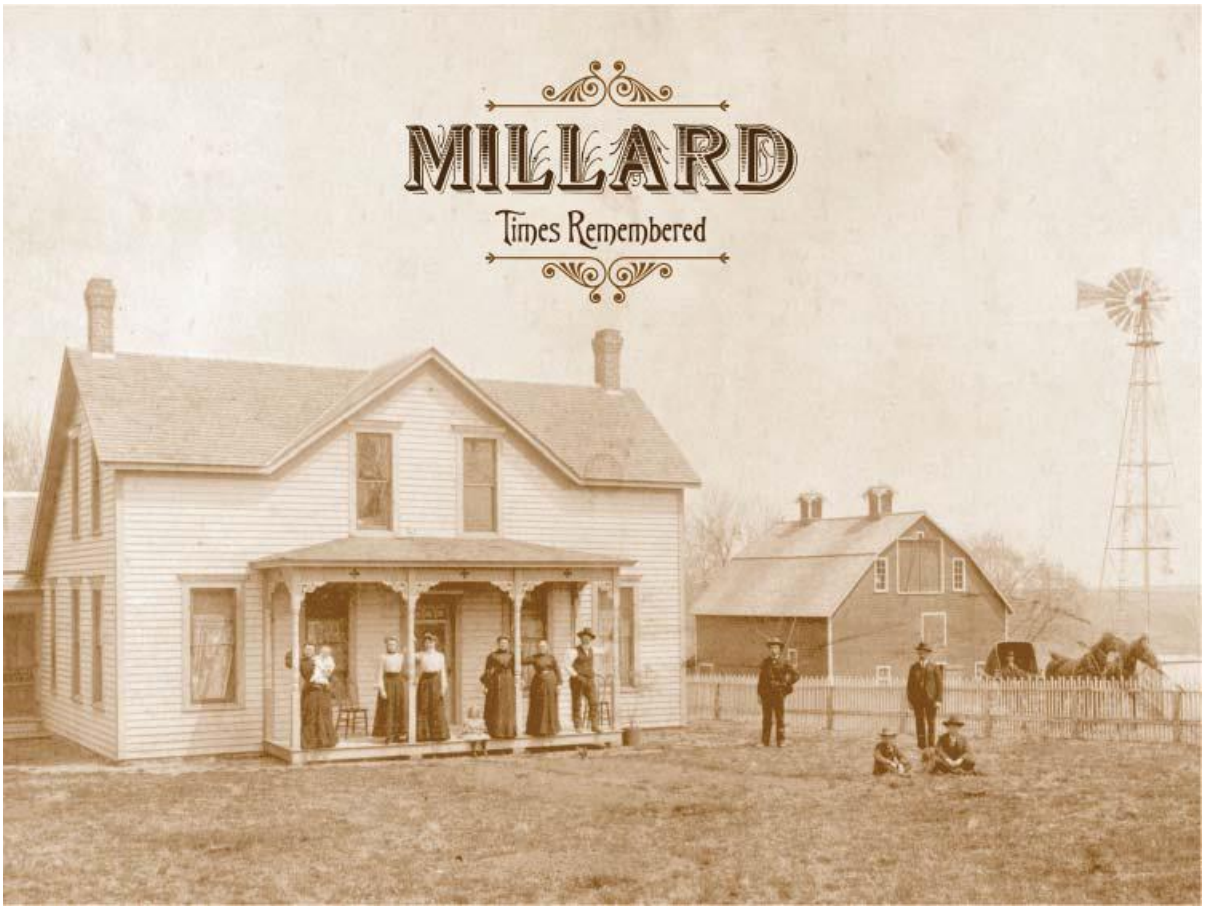


Days Absent by Reason by Employee Group 2021-22								
Reason	**Admin**	**Teachers**	**Nurses**	**ProfTechS**	**ProfTechH**	**EdPara**	**CustMaint**	**Food Serv**
Personal Illness	28.5	6,542.0	23.5	193.0	1,134.8	1,508.9	1,082.7	456.2
Family Illness	39.5	4,155.2	20.5	118.5	315.4	403.2	245.2	90.2
Business/Emergency	7.0	1,165.6	10.5	42.5	197.3	387.0	119.0	232.0
Personal	-	715.2	3.0	-	-	-	-	-
Bereavement	4.5	433.0	1.0	15.5	69.6	81.9	51.8	24.4
Family Medical Leave	19.0	4,563.0	111.0	32.0	348.1	165.3	616.0	202.1
Emergency Paid Sick Leave	19.0	903.5	-	34.5	80.8	131.9	32.8	23.2
Emergency FMLA	8.5	116.0	-	4.0	14.8	7.9	-	2.5
Total Days	*126*	*18,594*	*170*	*440*	*2,161*	*2,686*	*2,148*	*1,031*
Mean Avg Days/Employee	1.47	10.93	16.95	6.65	11.59	8.58	11.70	7.47
% of Scheduled Work	***0.6%***	***5.7%***	***8.8%***	***2.9%***	***5.2%***	***4.5%***	***4.5%***	***3.8%***
2020-21	*1.3%*	*5.1%*	*2.4%*	*2.9%*	*3.8%*	*5.8%*	*4.5%*	*5.0%*
2019-20	*0.9%*	*3.6%*	*2.3%*	*2.1%*	*3.3%*	*3.2%*	*4.0%*	*4.4%*
2018-19	*0.9%*	*4.9%*	*6.5%*	*3.9%*	*3.8%*	*4.4%*	*4.2%*	*3.2%*
2017-18	*1.0%*	*5.0%*	*4.6%*	*3.8%*	*4.4%*	*4.6%*	*5.0%*	*4.9%*
2016-17	1.5%	4.7%	3.7%	3.7%	4.4%	4.1%	4.8%	3.9%
2015-16	*2.3%*	*4.7%*	*3.2%*	*3.7%*	*4.1%*	*4.1%*	*4.6%*	*4.9%*
2014-15	1.5%	4.8%	3.2%	3.5%	3.5%	4.2%	4.9%	4.4%
2013-14	1.6%	4.7%	3.5%	3.2%	3.4%	4.3%	5.0%	4.0%
2012-13	2.5%	4.7%	3.9%	4.9%	3.7%	4.2%	5.3%	4.8%
2011-12	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%

Scheduled Absences								
Vacation	763.5	-	-	453.0	828.1	-	2,223.9	14.0
Military	-	34.0	-	-	-	-	2.2	-
Union	-	19.0	-	-	-	2.5	-	-
Jury/Election	3.0	28.0	-	-	4.7	3.6	3.0	1.0
Professional	62.0	2,542.5	-	26.0		1.0	-	-
Retirement Seminar	2.0	22.5	-	1.5	9.0	3.3	4.0	-
Misc/Administrative	-	463.0	2.0	-	-	-	-	-
Total Scheduled Days	*830.5*	*3,109.0*	*2.0*	*480.5*	*841.8*	*10.4*	*2,233.1*	*15.0*

Teacher Professional Leave Days		***Avg***
2021-22	2,543	1.5
2020-21	809	0.5
2019-20	3,508	2.1
2018-19	4,880	2.9
2017-18	4,494	2.7
2016-17	4,474	2.6
2015-16	5,523	3.2
2014-15	7,045	4.1
2013-14	6,814	4.0
2012-13	6,283	3.7

Current Staffing Levels



Personnel Distribution

Full-time Equivalency

Employee Class	F.T.E. Change 21-22 to 22-23	Staff F.T.E. 22-23	Staff F.T.E. 21-22	Staff F.T.E. 20-21	Staff F.T.E. 19-20
Administrators	0.0	86.0	86.0	86	86.0
Teachers	6.0	1707.4	1701.4	1703.1	1685.0
School Nurses	1.0	11.0	10.0	10	11.0
Professional Technical Salaried	11.6	77.8	66.2	63.3	56.2
Professional Technical Hourly	-17.6	168.9	186.4	186.8	186.0
Educational Paraprofessionals	0.8	313.9	313.1	322.5	328.5
Custodial/Maintenance	-12.0	171.5	183.5	180.5	180.5
Food Service	-4.4	133.6	138.0	144.8	140.6
Totals	**-14.5**	**2670.1**	**2684.6**	**2697**	**2673.8**

Employee Count

Employee Class	Count Change 21-22 to 22-23	Staff Count 22-23	Staff Count 21-22	Staff Count 20-21	Staff Count 19-20
Administrators	0	86	86	86	86
Teachers	4	1728	1724	1721	1708
School Nurses	1	11	10	10	11
Professional Technical Salaried	12	80	68	65	59
Professional Technical Hourly	-22	176	198	194	198
Educational Paraprofessionals	5	423	418	425	434
Custodial/Maintenance	-18	168	186	181	181
Food Service	-4	160	164	173	173
Totals	**-22**	**2854**	2854	**2855**	**2850**

Staffing Admin Positions

Class	Current Job Class Title	FTE
A010	SUPERINTENDENT	1.00
A021	CHIEF FINANCIAL OFFICER	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A060	ASSOC SUPT HR	1.00
A075	ASST SUPT LDR PLAN EVAL	1.00
A120	EXEC DIR TECHNOLOGY	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A205	EXEC DIR ASSMN-TRESR-EVAL	1.00
A210	DIR PERSONNEL	1.00
A230	DIR COMMUNICATIONS	1.00
A240	DIR STUDENT 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
A301	EXEC DIRECTOR-ACTIVITIES	1.00
A305	DIR OF DIGITAL LEARNING	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
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
Overall - Total		**86.00**

Staffing Teacher Positions

Class	Current Job Class Title	FTE
C000	TEACHER	1.00
C011	MONTESSORI PRESCHOOL TCHR	3.00
C081	MONTESSORI PRE/KDG TCHR	3.00
C091	KINDERGARTEN TEACHER	70.00
C101	MONTESSORI 1-3 TEACHER	9.00
C111	GRADE 1 TEACHER	71.00
C121	GRADE 2 TEACHER	76.00
C131	GRADE 3 TEACHER	72.00
C141	GRADE 4 TEACHER	72.00
C151	GRADE 5 TEACHER	72.00
C162	GRADE 6 TEACHER	66.00
C223	CERTIFIED NURSING ASST	0.50
C301	CORE TEACHER ELEM	24.00
C311	MONTESSORI 4/5 TEACHER	6.00
C312	MONTESSORI TEACHER	3.00
C321	ART TEACHER ELEM	1.00
C322	ART TEACHER MS	7.50
C323	ART TEACHER HS	14.50
C333	BUSINESS TEACHER	25.00
C352	LANGUAGE ARTS TEACHER MS	36.50
C353	LANGUAGE ARTS TEACHER HS	71.00
C362	READING TEACHER MS	3.00
C363	READING TEACHER HS	1.00
C381	WORLD LANGUAGE TEACHER EL	2.00
C382	WORLD LANGUAGE TEACHER MS	15.00
C383	WORLD LANGUAGE TEACHER HS	38.67
C412	FCS MS	7.00
C413	FCS HS	14.66
C432	INDUSTRIAL TECH TEACHER M	6.00
C433	INDUSTRIAL TECH TEACHER H	12.00
C452	COMPUTER TEACHER MS	6.00
C461	MATH INTERVENTIONIST	3.68
C462	MATH TEACHER MS	33.00
C463	MATH TEACHER HS	61.00
C472	SCIENCE TEACHER MS	33.00
C473	SCIENCE TEACHER HS	58.00
C492	SOCIAL STUDIES TEACHER MS	33.50
C493	SOCIAL STUDIES TEACHER HS	60.00
C503	ACADEMY LEAD TEACHER	0.50
C531	VOCAL MUSIC TEACHER ELEM	25.60
C532	VOCAL MUSIC TEACHER MS	7.50
C533	VOCAL MUSIC TEACHER HS	4.25
C54I	INSTR MUSIC TEACHER	13.25
C55I	ORCHESTRA TEACHER	10.00
C572	HEALTH TEACHER	5.00
C591	PHYSICAL ED TEACHER ELEM	26.90
C592	PHYSICAL ED TEACHER MS	14.00
C593	PHYSICAL ED TEACHER HS	22.50
C611	ELEM COUNSELOR	13.80
C612	MDL SCH COUNSELOR	16.00

C613	HIGH SCH COUNSELOR	22.00
C620	MEDIA SPECIALIST	1.00
C621	MEDIA SPECIALIST ELEM	25.00
C622	MEDIA SPECIALIST MS	6.00
C623	MEDIA SPECIALIST HS	4.00
C631	READ TEACHER ELEM	23.60
C640	LITERACY COACH	3.00
C641	EARLY LIT INT (ELI) TCHR	3.25
C652	LEARNING CTR TEACHER MS	3.00
C660	ELL - DISTRICT TCHR	1.00
C66I	EL TEACHER	22.75
C670	TITLE 1 PRESCHOOL TCHR	8.00
C671	TITLE 1 TEACHER	7.50
C682	HIGH ABILITY LRNER TCH	6.00
C710	MEP TECH FACILITATOR	4.00
C715	MEP DARE	2.00
C721	INSTR FACILITATOR	5.70
C731	INSTRUCTIONAL DEPTHD ELEM	0.50
C741	MEP FACILITATOR ELEM	4.50
C743	MEP FACILITATOR HS	6.00
C744	HAL PROGRAM FACILITATOR	1.00
C751	LEADERSHIP/LEARNING FACIL	4.00
C770	MEA PRESIDENT	1.00
C771	ADMINISTRATIVE INTERN	14.00
C782	MIDDLE SCHOOL DEAN	1.00
C783	HIGH SCHOOL DEAN	1.00
C79I	INTERVENTIONIST	0.50
C805	SPED SLP FACILITATOR	1.00
C811	SPED PROGRAM FACILITATOR	6.00
C831	SPED RESOURCE TEACHER ELE	44.50
C832	SPED RESOURCE TEACHER MS	28.00
C833	SPED RESOURCE TEACHER HS	39.50
C854	SPED ACP TEACHER ELEM	13.00
C855	SPED ACP TEACHER MS	7.00
C856	SPED ACP TEACHER HS	17.00
C861	SPED SBS TEACHER ELEM	4.50
C862	SPED SBS TEACHER MS	5.00
C891	AUDIOLOGIST	1.00
C90I	SPEECH PATHOLOGIST	60.25
C913	SPED VISION IMPAIRED TCHR	4.00
C922	BEHAVIOR SPECIALIST	1.00
C931	SPED INFANT TEACHER	3.00
C941	SPED PRESCHOOL TEACHER	15.00
C952	SPED HOMEBOUND TCHR MS	2.00
C961	EARLY CHLDHD LITERACY TCH	1.00
C97I	SCHOOL PSYCHOLOGIST	22.50
Overall - Total		**1707.36**

Staffing Nurse Positions

Class	Current Job Class Title	FTE
E20I	SCHOOL NURSE	11.00
Overall - Total		**11.00**

Staffing Professional Technical Salary Positions

Class	Current Job Class Title	FTE
G030	MULTIMEDIA FACILITATOR	1.00
G100	HOME VISITOR B	3.63
G105	FAMILY FACILITATOR	1.00
G10S	HOME VISITOR S	1.00
G110	HUMAN RESOURCE RECRUITER	2.00
G210	RESEARCH ASSOCIATE	1.00
G211	DATA ANALYST/VISUAL SPEC	2.00
G212	STUDENT INFO SYSTEM ANAL	1.00
G213	STUDENT SERV FACILITATOR	1.00
G215	CLARKE COMM FACILITA	1.00
G316	GRANT WRITING & MENTORING	1.00
G33I	SCHOOL SOCIAL WORKER	2.50
G341	SCHOOL SOCIAL WORKER ES	1.00
G342	SCHOOL SOCIAL WORKER MS	5.00
G343	SCHOOL SOCIAL WORKER HS	5.00
G351	OCCUPATIONAL THERAPIST ES	6.60
G361	PHYSICAL THERAPIST ES	3.80
G373	ATHLETIC TRAINER	4.80
G401	SYSTEMS ANALYST	1.00
G403	JR ROTC INSTRUCTOR I	1.00
G404	JR ROTC INSTRUCTOR II	1.00
G421	NETWORK SUPPORT SPEC	3.00
G431	TECH FACILITATOR 1A ELEM	4.00
G433	TECH FACILITATOR 1A HS	4.00
G441	TECH FACILITATOR 2A ELEM	1.00
G444	TECH FACILITATOR 2A SECON	1.00
G450	TELECOMMUNICATIONS SPEC	1.00
G460	CADD/GIS ANALYST	1.00
G474	TECHNOLOGY SPECIALIST	6.00
G500	ACCOUNTING MANAGER	1.00
G510	INTERNAL AUDITOR/SP PROJ	1.00
G520	DISTRICT ACCOUNTANT	1.00
G525	DATABASE PROGRAMMER	1.00
G550	DATABASE WAREHOUSE SPEC	1.00
G600	GENERAL MANAGER SSC	0.50
G620	PURCHASING AGENT	1.00
G630	TRANSPORTATION MANAGER	1.00
G640	PROJECT MANAGER	2.00
Overall - Total		**77.83**

Staffing Professional Technical Hourly Positions

Class	Current Job Class Title	FTE
J010	EX SEC TO SUPERINTENDENT	1.00
J030	COMMUNICATIONS SPECIALIST	1.00
J110	HR SPECIALIST CERT STAFF	1.00
J120	HR SPEC CLASSIFIED STAFF	4.00
J130	EMPLOYEE RELATIONS SPEC	1.00
J140	HR RECORDS SPECIALIST	1.00
J150	RECEPTIONIST	1.13
J180	ASSESS/RESEARCH/EVAL SEC	1.00
J240	SECRETARY DIR PUPIL SERV	1.00
J260	PUPIL SERVICES SECRETARY	3.00
J265	REGISTRATION SPECIALIST	1.00
J270	STAFF DEV PROG SECRETARY	1.00
J300	EXEC SEC ASSOC SUPT EDSRV	1.00
J310	LEADERSHIP/LEARNING SPEC	1.00
J320	SECRETARY TO DIR ELED	1.00
J330	TITLE I/ECE SECRETARY	1.00
J340	ED SERV SECONDARY EDU SEC	1.00
J345	BILINGUAL FAM-SCH LIA II	1.00
J34B	BILINGUAL FAM-SCH LIA I	2.00
J350	SECRETARY TO DIR SECED	1.00
J360	SECRETARY TO DIR SPED	1.00
J370	SPED SECRETARY I	1.00
J380	SPED PRE-SCH SECRETARY I	1.00
J400	SEC-ASST SUPT TECHNOLGY	1.00
J410	TECH HELP DESK SPECIALIST	1.00
J500	EXEC ASSIST TO THE CFO	1.00
J510	ACCOUNTING SPECIALIST	1.00
J520	PAYROLL SPECIALIST	2.00
J540	ACCTS PAYABLE ASSISTANT	1.00
J560	DUPLICATION CLERK	0.50
J600	SUPPORT SERV SECRETARY II	1.00
J601	CNA/CMA	8.00
J610	MAINTENANCE SECRETARY	3.00
J620	WAREHOUSE/MEDIA SECRETARY	2.00
J630	CATALOGER 12MO	1.00
J713	HS SECURITY GUARD	12.00
J723	HS OUTSIDE SECURITY GUARD	2.00
J800	FOOD SERV BOOKKEEPER/SEC	1.00
J830	SPED VAN DRIVER	3.09
J840	SPED PRESCHOOL VAN DRIVER	13.82
J850	TRANSPORTATION SECRETARY	1.00
J860	SPED VAN DRIVER/JOB COACH	4.00
J901	SECRETARY 12 MO ELEM SCH	7.00
J902	SECRETARY 12MO MDL SCH	11.00
J903	SECRETARY 12 MO HIGH SCH	15.00
J913	HS ACCOUNTING CLERK	3.00
J921	ELEM SECRETARY 10 MO	19.00
J922	MDL SCH SECRETARY 10 MO	7.00
J923	HS SECRETARY 10 MO	15.00
J941	ELEM DIST ACCOMPANIST	0.75

J942	MS DIST ACCOMPANIST	0.50
J943	HS ACCOMPANIST	1.08
J982	TAP INTERN	1.00
Overall - Total		**168.85**

Staffing Para Ed

Class	Current Job Class Title	FTE
K111	PRESCH MONTESSORI ED PARA	7.80
K201	INSTRUCTIONAL PARA ELEM	25.48
K202	INSTRUCTIONAL PARA MS	5.40
K203	INSTRUCTIONAL PARA HS	2.06
K211	ELI ED PARA	1.87
K241	RETEACHING PARA ELEM	8.55
K243	RETEACHING PARA HS	0.44
K261	MEDIA PARA ELEM	15.52
K262	MEDIA PARA MS	3.97
K263	MEDIA PARA HS	3.76
K311	RESOURCE SPED PARA-E	39.44
K312	RESOURCE SPED PARA-M	24.48
K313	RESOURCE SPED PARA-H	8.61
K31S	RESOURCE WITH STIPEND	0.80
K341	SBS SPED PARA ELEM	8.47
K342	SBS SPED PARA MS	8.10
K343	SBS SPED PARA HS	0.81
K351	ACP SPED ELEM PARA	26.47
K352	ACP SPED MS PARA	12.92
K353	ACP SPED HS PARA	16.68
K373	YOUNG ADULT PARA	5.34
K400	PRESCHOOL PARA TITLE 1	36.25
K411	ELL PARA ELEM	0.28
K601	HEALTH ROOM PARA ELEM	17.01
K602	HEALTH ROOM PARA MS	2.73
K603	HEALTH ROOM PARA HS	2.49
K621	OFFICE PARA ELEM	1.44
K622	OFFICE PARA MS	3.69
K623	OFFICE PARA HS	1.96
K641	WORKROOM PARA ELEM	9.58
K642	WORKROOM PARA MS	1.50
K661	FOOD SERVICE PARA ELEM	9.97
Overall - Total		**313.88**

Staffing Custodial / Maintenance Positions

Class	Current Job Class Title	FTE
M010	CUSTODIAN SPEC PROJECTS	1.00
M023	CUSTODIAN I DEPT HEAD HS	3.00
M031	DAY CUSTODIAN II	26.00
M040	CUSTODIAN I	0.50
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	23.50
M052	NIGHT CUSTODIAN I MS	21.00
M053	NIGHT CUSTODIAN I HS	28.00
M060	CUSTODIAN 1 FLOATER	3.00
M080	PT CUSTODIAN 12-MO	0.50
M110	DELIVERY DRIVER	3.00
M120	WAREHOUSE ASSISTANT	2.00
M130	GENERAL LABORER	2.00
M310	DISTRICT GROUNDS LEADER	6.00
M315	DISTRICT GROUNDS ASST II	6.00
M320	DIST GROUNDS ASSISTANT I	3.00
M520	MECHANICAL TECHNICIAN	4.00
M530	ELECTRICIAN	2.00
M540	MASTER MECH TECHICIAN	1.00
M543	SR HI DAY ENGINEER	3.00
M553	SR HI NIGHT ENGINEER	3.00
M570	PM TECH 1	1.00
M572	MS DAY ENGINEER/CUST III	5.00
M600	CARPENTER	7.00
M700	PAINTER 1	1.00
M701	PAINTER 2	1.00
Overall - Total		**171.50**

Staffing Food Service Positions

Class	Current Job Class Title	FTE
P091	FS ELM MGR 12MO	4.00
P092	FS MS MGR 12MO	1.00
P093	FS HS MGR 12MO	1.00
P101	FS ELM PRODUCTION MANAGER	21.00
P102	FS MS PRODUCTION MANAGER	7.00
P103	FS HS PRODUCTION MANAGER	2.00
P201	FS ELM HELPER	32.51
P202	FS MS HELPER	26.00
P203	FS HS HELPER	29.44
P221	FS ELM HELPER 12MO	0.88
P302	FS MS PRODUCTION LEAD	4.81
P303	FS HS PRODUCTION LEAD I	1.00
P313	FS C-STORE MANAGER	2.00
P323	FS HS PROD LEAD I - 12MO	1.00
Overall - Total		**133.64**

Elementary Regular Classroom Average

School	Sections	Students	22-23	21-22	20-21	19-20	18-19	17-18	16-17	15-16
Abbott	19	433	22.8	22.3	22.0	23.8	23.5	23.9	22.6	21.8
Ackerman	21	466	22.2	21.1	20.9	22.3	22.4	21.7	21.5	21.7
Aldrich	19	438	23.1	23.2	24.4	24.0	24.3	24.7	23.7	24.3
Black Elk	25	598	23.9	24.0	22.8	23.1	23.7	22.6	22.6	22.1
Bryan	18	338	18.8	19.2	17.7	18.8	18.9	19.2	21.0	20.3
Cather	18	324	18.0	20.2	21.7	21.2	22.1	22.4	21.7	23.4
Cody	12	193	16.1	17.5	17.3	18.3	17.7	15.6	17.0	18.2
Cottonwood	15	346	23.1	21.3	22.9	22.3	21.5	21.3	22.6	20.9
Disney	18	324	19.1	19.4	18.8	20.3	22.1	20.2	20.0	18.5
Ezra Millard	22	479	21.8	22.2	22.7	23.0	23.3	22.6	22.5	22.5
Harvey Oaks	13	289	22.2	21.4	21.9	21.9	23.7	23.6	24.0	21.8
Hitchcock	13	243	18.7	19.4	20.8	21.2	21.9	21.7	22.0	19.0
Holling Heights	18	309	17.2	17.4	18.5	18.0	18.9	18.3	18.4	20.2
Montclair	25	504	20.2	20.1	20.8	20.8	21.6	21.5	21.2	22.2
Morton	17	372	21.9	22.1	21.1	21.2	20.6	18.1	18.2	19.4
Neihardt	24	475	19.8	20.8	20.3	21.0	22.2	22.1	23.0	22.9
Norris	19	374	19.7	19.6	18.5	18.7	18.1	18.8	20.0	18.9
Reagan	23	493	21.4	22.7	22.0	22.7	23.6	22.5	21.8	22.1
Reeder	23	470	20.4	21.1	22.1	21.5	21.5	22.6	22.4	21.7
Rockwell	12	221	18.4	17.7	17.3	18.7	20.2	19.0	17.9	18.1
Rohwer	20	440	22.0	22.5	22.4	22.8	22.7	21.5	22.0	20.9
Sandoz	18	297	16.5	16.4	17.0	17.8	18.1	17.9	19.5	20.0
Upchurch	20	387	19.4	20.4	20.6	21.4	21.4	22.5	21.8	20.0
Wheeler	26	626	24.1	22.1	22.1	22.5	22.6	20.6	20.9	19.8
Willowdale	21	492	23.4	23.7	22.8	24.0	22.9	22.7	23.0	23.1
Average										
	478	**9931**	**20.8**	**20.9**	**20.9**	**21.4**	**21.7**	**21.3**	21.4	21.0

***Based upon MPS Enrollment Counts 8/25/2022**

Number of Elementary Students per Section by Grade Level 2022-2023

Students Per Section Sections by Grade Level	20 or less	21-23	24-25	26 plus
Kindergarten	52	22	4	1
1st grade	31	29	12	6
2nd grade	44	35	4	0
3rd grade	24	30	18	7
4th grade	28	29	17	4
5th grade	33	24	16	8
TOTALS	**212**	**169**	**71**	**26**

Secondary Classroom Averages by Subject Area

2021-2022	North	South	West	AMS	BMS	CMS	KMS	NMS	RMS
Grade 6				26.4	27.6	23.0	27.1	26.9	22.4
Art	21.5	25.4	22.5	22.7	21.5	17.5	18.1	18.6	18.9
Family Consumer Science	24.5	23.8	24.2	21.5	22.6	16.8	21.1	22.3	19.7
Industrial Technology	18.4	20.5	22.5	18.8	20.2	15.4	21.1	20.4	15.4
P.E.	29.2	26.0	28.5	18.5	29.2	36.5	26.4	34.3	29.4
Health/KnowYrslf				22.7	28.8	24.3	26.6	26.5	25.5
Business	23.4	23.4	22.0						
Vocal Music	41.7	36.3	69.3	32.6	29.8	13.8	22.9	18.3	26.1
Instr. Music	71.7	42.5	72.0	28.7	26.8	27.3	40.3	36.0	29.2
Computers				23.2	16.3	14.4	15.3	15.9	16.8
Electives(HAL,STEM, etc.)				23.9	20.2	17.6	14.9	20.3	13.9
Math	22.6	20.3	20.5	22.9	32.6	23.1	25.2	26.6	22.7
English	24.5	21.5	21.9	23.0	27.6	22.1	26.6	26.6	23.9
Science	22.4	21.5	20.8	26.1	27.6	24.0	26.6	26.6	25.2
Social Studies	24.9	24.4	21.4	25.6	27.7	23.8	26.6	26.6	25.2
World Language	21.6	23.3	20.6	18.7	27.6	20.9	22.0	20.2	22.2
Montessori Mini Magnet									27.3

Secondary Classroom Averages by Subject Area

2022-2023	North	South	West	AMS	BMS	CMS	KMS	NMS	RMS
Grade 6				25.2	24.3	22.6	26.3	26.0	24.7
Art	19.4	24.6	21.9	22.6	22.1	18.6	19.4	19.0	20.5
Family Consumer Science	25.9	25.4	24.6	24.0	23.6	17.3	20.4	20.9	19.3
Industrial Technology	17.4	19.8	24.8	21.7	22.0	16.7	22.3	19.6	17.3
P.E.	28.4	25.2	29.7	38.3	28.6	34.2	27.3	21.9	32.8
Health/KnowYrslf				24.8	28.0	22.7	26.5	33.7	26.2
Business	21.5	22.5	19.4						
Vocal Music	40.5	42.7	75.2	33.1	28.6	12.6	33.4	19.0	69.7
Instr. Music	76.3	42.5	94.0	35.5	27.7	30.6	51.0	35.8	32.2
Computers				20.3	15.0	14.5	17.6	17.6	19.6
Electives(HAL,STEM, etc.)				24.2	16.4	14.8	18.9	19.6	18.0
Math	22.8	19.6	20.3	24.6	24.5	22.4	23.9	26.4	24.0
English	24.5	21.5	21.9	24.9	28.5	22.1	25.8	26.4	23.8
Science	19.9	21.3	22.3	25.2	28.5	22.4	26.5	26.4	23.8
Social Studies	25.0	22.9	22.3	24.4	28.6	23.4	26.5	26.4	23.8
World Language	20.1	21.5	21.6	20.6	24.9	18.6	21.7	19.9	22.9
Montessori Mini Magnet									27.3

Current Staff Demographics

Certificated Staff Educ Work Experience by School

Base Location Building Name	Years in Total	Years in District
ABBOTT ELEMENTARY	15.2	12.4
ACKERMAN ELEMENTARY	19.7	16.7
ALDRICH ELEMENTARY	15.7	12.2
ANDERSEN MIDDLE SCHOOL	16.7	13.6
BEADLE MIDDLE SCHOOL	14.4	10.8
BLACK ELK ELEMENTARY	13.8	12.0
BRYAN ELEMENTARY	14.7	11.7
CATHER ELEMENTARY	13.1	9.8
CENTRAL MIDDLE SCHOOL	13.1	10.1
CODY ELEMENTARY	14.1	9.3
COTTONWOOD ELEMENTARY	18.5	13.4
DISNEY ELEMENTARY	13.3	9.0
DON STROH ADMIN CTR	20.9	17.2
EZRA MILLARD ELEMENTARY	14.0	10.5
HARVEY OAKS ELEMENTARY	14.5	10.2
HITCHCOCK ELEMENTARY	10.0	7.8
HOLLINGHEIGHTS ELEMENTARY	14.3	11.5
KEITH LUTZ HORIZON HS	12.3	8.1
KIEWIT MIDDLE SCHOOL	16.7	12.1
MISC LOCATION	16.0	16.0
MONTCLAIR ELEMENTARY	13.5	9.7
MORTON ELEMENTARY	10.5	9.2
NEIHARDT ELEMENTARY	14.1	10.1
NORRIS ELEMENTARY	15.2	11.2
NORTH HIGH SCHOOL	16.5	12.2
NORTH MIDDLE SCHOOL	13.8	10.1
REAGAN ELEMENTARY	12.5	10.8
REEDER ELEMENTARY	17.1	13.8
ROCKWELL ELEMENTARY	15.6	12.9
ROHWER ELEMENTARY	16.9	14.4
RON WITT SSC	23.0	17.8
RUSSELL MIDDLE SCHOOL	16.7	11.8
SANDOZ ELEMENTARY	16.3	13.2
SOUTH HIGH SCHOOL	15.1	11.3
UPCHURCH ELEMENTARY	15.2	11.1
WEST HIGH SCHOOL	16.7	12.6
WHEELER ELEMENTARY	15.2	11.5
WILLOWDALE ELEMENTARY	15.3	11.7
YOUNG ADULT PRG-CMS ANNEX	16.9	13.2
Overall - Average	**15.3**	**11.9**

Certificated Staff Highest Degree by building

Base Location Building Name	RN	BSN	BA	MA	DR	EDS	Total
ABBOTT ELEMENTARY	0	0	4	24	0	0	28
ACKERMAN ELEMENTARY	0	0	9	22	0	0	31
ALDRICH ELEMENTARY	0	0	4	22	1	1	28
ANDERSEN MIDDLE SCHOOL	0	0	13	54	1	0	69
BEADLE MIDDLE SCHOOL	0	1	18	51	2	1	73
BLACK ELK ELEMENTARY	0	0	10	26	2	2	40
BRYAN ELEMENTARY	0	0	9	26	0	1	36
CATHER ELEMENTARY	0	0	7	20	0	1	28
CENTRAL MIDDLE SCHOOL	0	1	18	50	1	3	73
CODY ELEMENTARY	0	0	6	26	0	1	33
COTTONWOOD ELEMENTARY	0	0	6	27	0	0	33
DISNEY ELEMENTARY	0	0	12	22	0	0	34
DON STROH ADMIN CTR	0	2	2	4	13	1	22
EZRA MILLARD ELEMENTARY	0	0	10	20	0	1	31
HARVEY OAKS ELEMENTARY	0	0	2	24	0	0	26
HITCHCOCK ELEMENTARY	0	0	11	11	1	0	23
HOLLINGHEIGHTS ELEMENTARY	0	0	7	28	2	1	38
KEITH LUTZ HORIZON HS	0	0	11	11	1	1	24
KIEWIT MIDDLE SCHOOL	0	0	15	48	3	0	67
MISC LOCATION	0	0	0	1	0	0	1
MONTCLAIR ELEMENTARY	0	0	16	22	1	0	39
MORTON ELEMENTARY	0	0	12	16	0	1	29
NEIHARDT ELEMENTARY	0	0	11	28	1	1	41
NORRIS ELEMENTARY	0	0	8	26	0	1	35
NORTH HIGH SCHOOL	0	0	36	121	6	3	166
NORTH MIDDLE SCHOOL	0	1	16	41	1	0	59
REAGAN ELEMENTARY	0	0	11	25	1	0	37
REEDER ELEMENTARY	0	0	8	28	0	1	37
ROCKWELL ELEMENTARY	0	0	4	26	0	0	30
ROHWER ELEMENTARY	0	0	7	26	0	1	34
RON WITT SSC	0	0	1	25	6	6	38
RUSSELL MIDDLE SCHOOL	0	1	14	42	2	0	59
SANDOZ ELEMENTARY	0	0	7	29	0	0	36
SOUTH HIGH SCHOOL	1	0	26	146	1	3	177
UPCHURCH ELEMENTARY	0	0	7	27	2	0	36
WEST HIGH SCHOOL	0	0	21	124	4	0	150
WHEELER ELEMENTARY	0	0	11	28	1	1	41
WILLOWDALE ELEMENTARY	0	0	5	29	0	0	34
YOUNG ADULT PRG-CMS ANNEX	0	0	2	7	0	0	9
Overall - Total	**1**	**6**	**397**	**1333**	**53**	**32**	**1825**

Staff Turnover

Staff Terminations September 1, 2021 through August 31, 2022								
Reason	**Admin**	**Tchr**	**Nurse**	**PTS**	**PTH**	**Para**	**Cust**	**Fd Srv**
Continuing Education					1	6		
Contract Expired								
Deceased		2					1	
Employment Outside Education	1	11		1	13	21	11	11
Personal / Family Reasons		29		2	5	8	9	11
Personal Health					1	5	1	
Job Dissatisfaction		3			3	4		
Long-term Disability								
Miscellaneous Resignation		7			10	30	21	16
Other Education Job	1	40			2	13	3	1
Performance								
Relocation		22			4	6		2
Resigned		2			1	1	5	4
Retired	5	32	1		8	6	5	11
Sabbatical Leave								
Unpaid Leave of Absence								
Reduction in Force								
Total	***7***	***148***	***1***	***3***	***48***	***100***	***56***	***56***
Total as a % of 20-21 Staff	*8.1%*	*8.7%*	*20.0%*	*4.5%*	*25.7%*	*23.8%*	*30.5%*	*40.6%*

History

2020-2021	*1.2%*	*6.8%*	*20.0%*	*6.1%*	*17.7%*	*31.2%*	*19.1%*	*21.0%*
2019-2020	*2.3%*	*7.3%*	*14.3%*	*7.0%*	*17.9%*	*24.3%*	*12.4%*	*21.1%*
2018-2019	*5.9%*	*7.2%*	*14.3%*	*5.3%*	*14.1%*	*23.6%*	*14.5%*	*21.1%*
2017-2018	*10.3%*	*5.8%*	*14.0%*	*11.0%*	*11.0%*	*17.0%*	*9.8%*	*28.2%*
2016-2017	*4.6%*	*6.6%*	*14.3%*	*10.5%*	*11.4%*	*19.0%*	*8.8%*	*12.0%*
2015-2016	*10.3%*	*5.9%*	*14.3%*	*14.0%*	*13.0%*	*19.0%*	*6.2%*	*14.8%*
2014-2015	*1.0%*	*7.0%*	*0.0%*	*6.0%*	*4.9%*	*17.0%*	*8.3%*	*10.0%*
2013-2014	*5.7%*	*6.0%*	*0.0%*	*10.2%*	*5.0%*	*15.1%*	*11.9%*	*13.3%*
2012-2013	8.0%	8.8%	6.7%	2.0%	11.0%	18.3%	7.3%	25.9%
2011-2012	13.8%	7.6%	0.0%	4.1%	9.3%	12.3%	8.8%	9.6%
2010-2011	8.0%	6.8%	6.7%	6.1%	7.7%	9.1%	8.8%	6.6%

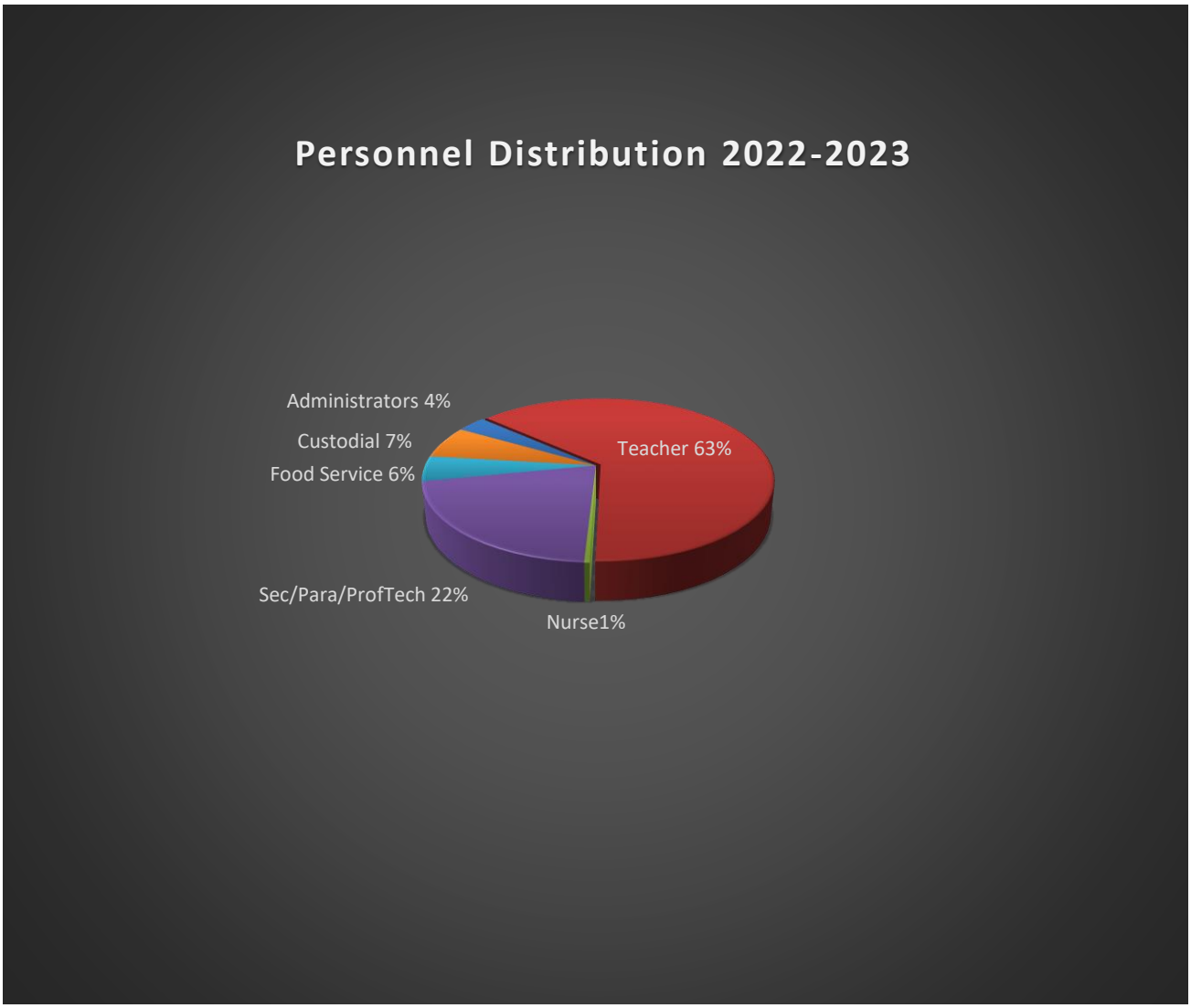
Staff Distribution History

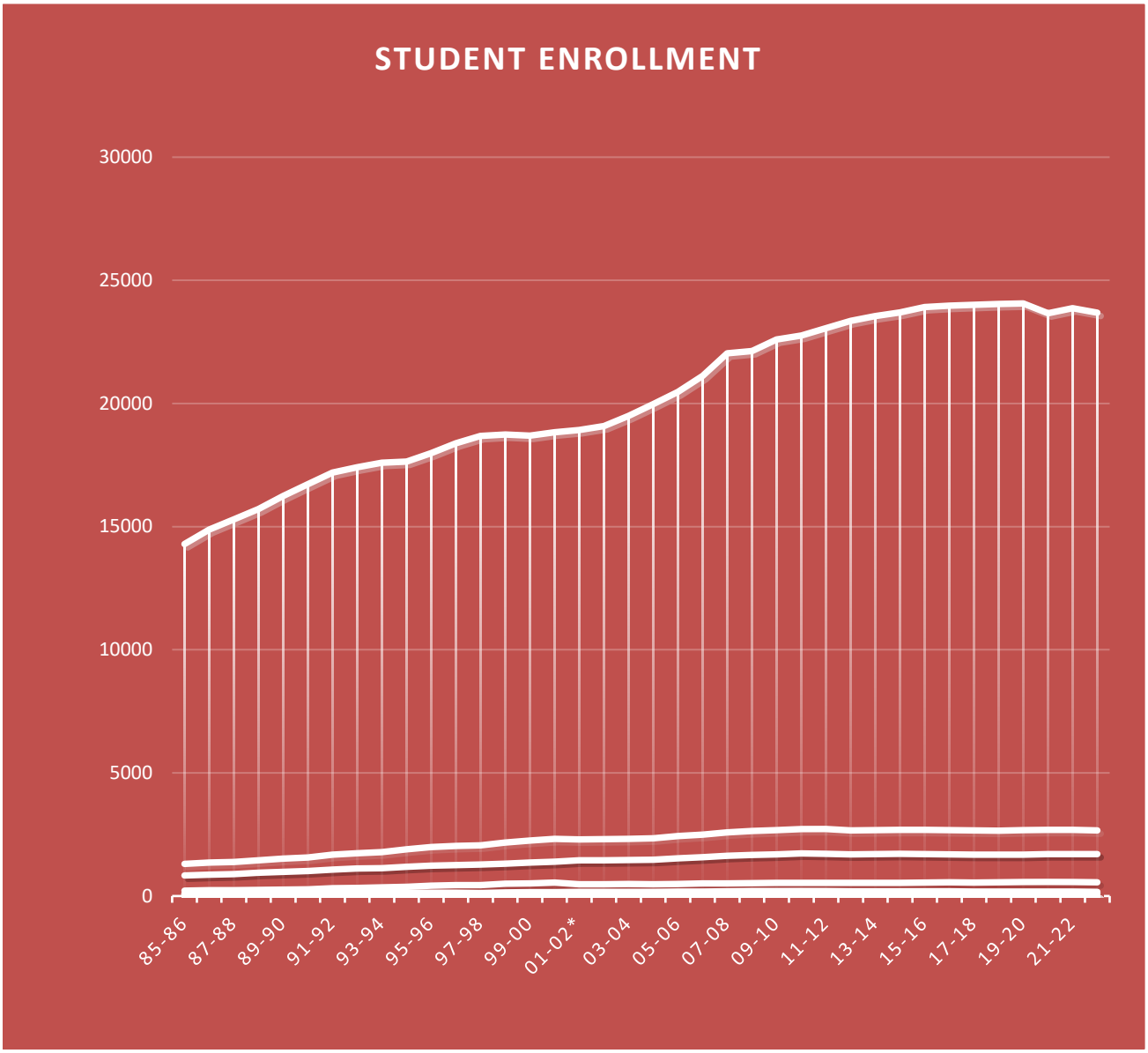
PERSONNEL REPORT

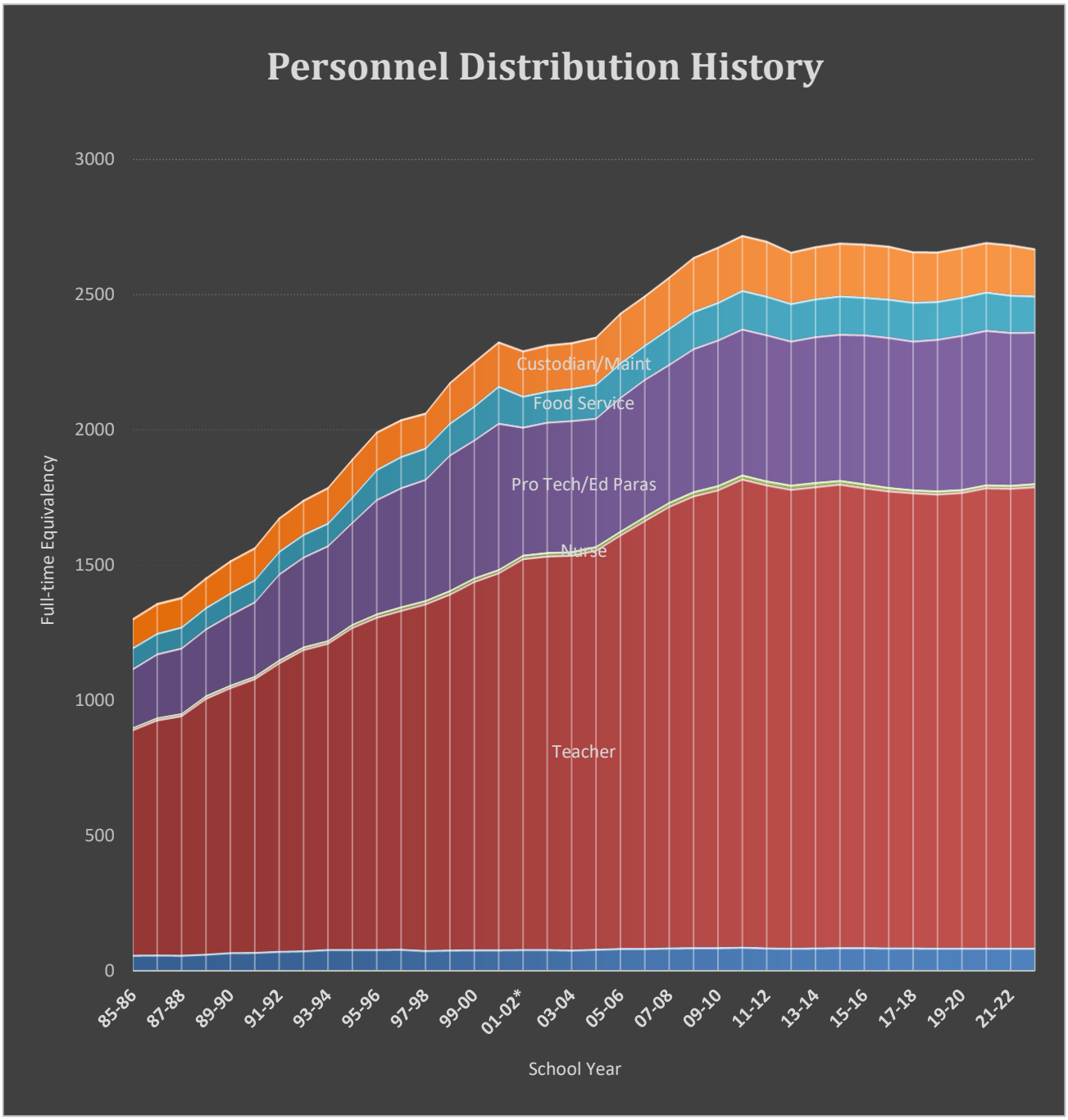
Personnel Distribution History

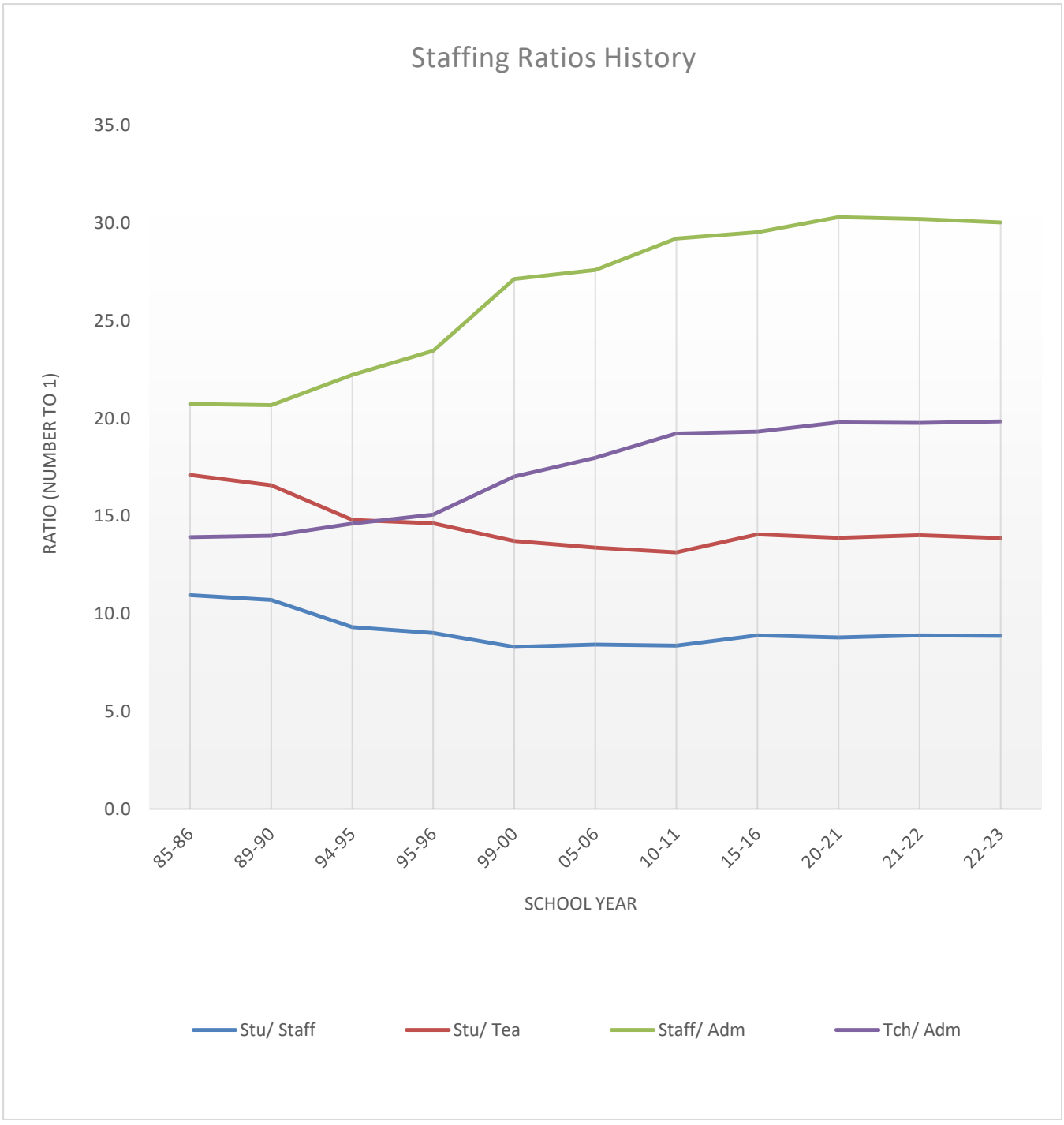
School	F.T.E.						Total	Total	Ratios			
Year	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students	Stu/ Staff	Stu/ Tea	Staff/ Adm	Tch/ Adm
85-86	60	835	6	218	77	108	1,305	14,292	11.0	17.1	20.7	13.9
86-87	61	870	7	236	76	111	1,361	14,879	10.9	17.1	21.4	14.3
87-88	60	886	7	243	77	110	1,384	15,289	11.0	17.3	22.1	14.8
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	8.5	13.5	30.0	19.7
12-13	86	1697	15	533	139	187	2,660	23,348	8.8	13.8	29.9	19.7
13-14	87	1706	15	540	139	190	2,677	23,550	8.8	13.8	29.8	19.6
14-15	88	1714	14	540	142	193	2,691	23,700	8.8	13.8	29.6	19.5
15-16	88	1701	14	551	139	194	2,687	23,914	8.9	14.1	29.5	19.3
16-17	87	1690	12	555	142	193	2,679	23,977	8.9	14.2	29.8	19.4
17-18	87	1683	11	550	144	184	2,659	24,004	9.0	14.3	29.6	19.3
18-19	86	1679	12	561	140	180	2,658	24,035	9.0	14.3	29.9	19.5
19-20	86	1685	11	570	141	181	2,674	24,061	9.0	14.3	30.1	19.6
20-21	86	1703	10	572	141	181	2,693	23,659	8.8	13.9	30.3	19.8
21-22	86	1701	10	566	138	184	2,685	23,864	8.9	14.0	30.2	19.8
22-23	86	1707	11	560	134	172	2,670	23,685	8.9	13.9	30.0	19.8

* 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 2022-2023
Administrators 4%
Custodial 7%
Food Service 6%
Teacher 63%
Sec/Para/ProfTech 22%
Nurse1%


STUDENT ENROLLMENT
30000
25000
20000
15000
10000
5000
0
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
13-14
15-16
17-18
19-20
21-22


Personnel Distribution History
3000
2500
2000
1500
1000
500
0
Full-time Equivalency
Custodian/Maint
Food Service
Pro Tech/Ed Paras
Nurse
Teacher
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
13-14
15-16
17-18
19-20
21-22
School Year


Staffing Ratios History
35.0
30.0
25.0
20.0
15.0
10.0
5.0
0.0
RATIO (NUMBER TO 1)
85-86
89-90
94-95
95-96
99-00
05-06
10-11
15-16
20-21
21-22
22-23
SCHOOL YEAR
Stu/ Staff
Stu/ Tea
Staff/ Adm
Tch/ Adm

Teacher Retention for the Last 5 Years

Year	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
Description	**Rookie**	**All**	**Rookie**	**All**	**Rookie**	**All**	**Rookie**	**All**	**Rookie**	**All**
# of New Hires	62	134	59	117	35	107	49	137	46	163
# leaving end of 17-18	0	0								
# leaving end of 18-19	6	7	3	4						
# leaving end of 19-20	3	10	5	9	3	9				
# leaving end of 20-21	2	8	3	10	5	9	9	27		
# leaving end of 21-22	0	0	0		8	22	3	4	5	13
First Year Retention Percent	100%	100%	95%	97%	77%	79%	82%	80%	89%	92%
# Still on Contract Current	51	109	48	94	26	81	38	111	41	150
Total Resignations Current	11	25	11	23	9	26	11	26	5	13
Percent Retained Current	82%	81%	81%	80%	74%	76%	78%	81%	89%	92%

One Year Retention Glance (Hired and Resigned in 2020-2021)

Description	Number
Resigned Personal Reasons	4
Relocation	4
Miscellaneous	1
Other Education Job	4
Family Reasons	0
Total Leaving	13