# AGENDA SUMMARY SHEET

**Agenda Item:** Personnel Report 2023-2024

**Meeting Date:** November 6, 2023

**Department:** Human Resources

**Title and Brief Description:** Human Resource Personnel Report 2023-2024

**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, Missouri and South Dakota.
- MPS hosted 79 student teachers from 15 universities.
- Certificated staff members have worked for Millard for an average of 11.8 years and an average of 15.2 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.
- 1,341 MPS employees have a Master's degree and 51 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 2022 to October 2023.

**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

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## 2023-2024

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# Recruiting Report

# Millard Public Schools
# Recruiting Report
# 2022-23

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 2022 | UNK Teacher Fair |
| September 2022 | MPS Student Teacher Interviews |
| September 2022 | UNO Student Teacher Symposium |
| October 2022 | UNL Fall Teacher Fair for Educators |
| October 2022 | University of Kansas Education Fair |
| October 2022 | Wayne State Student Teacher Fair |
| October 2022 | University of Kansas Teacher Fair |
| October 2022 | Kansas State Interviews |
| December 2022 | Wayne State Education Interview Day |
| January 2023 | UNK Teacher Fair |
| January 2023 | Midland University Interview Day |
| February 2023 | MPS Student Teacher Interviews |
| February 2023 | Northwest Missouri State University Interview Day |
| February 2023 | UNO Education Fair |
| February 2023 | UNL Education Fair |
| February 2023 | Washburn University Educator Fair |
| February 2023 | South Dakota Teacher Fair |
| March 2023 | Wayne State Interview Fair |
| March 2023 | University of Northern Colorado |

## Elementary Student Teaching Placements
## 2022-23

| | Pre -K | K | 1st- 3rd | 4th - 5th | SPECIALIST | TOTAL PER SCHOOL |
|---|---|---|---|---|---|---|
| **ABBOTT** | | | 2 | | 1 | 3 |
| **ALDRICH** | | | 1 | 1 | 1 | 3 |
| **ACKERMAN** | | | | | | 0 |
| **BLACK ELK** | | | 1 | | 1 | 2 |
| **BRYAN** | | | | | | 0 |
| **CATHER** | | | | | | 0 |
| **CODY** | | 1 | | | | 1 |
| **COTTONWOOD** | | | 1 | | 2 | 3 |
| **DISNEY** | | 1 | | 2 | | 3 |
| **HARVEY OAKS** | | | | | | 0 |
| **HITCHCOCK** | | | 2 | 1 | | 3 |
| **HOLLING HEIGHTS** | | | | | | 0 |
| **EZRA MILLARD** | | | 3 | 1 | | 4 |
| **MONTCLAIR** | | | 1 | | | 1 |
| **MORTON** | | | | 1 | | 1 |
| **NEIHARDT** | | 1 | | 1 | | 2 |
| **NORRIS** | | | 1 | 1 | 3 | 5 |
| **REAGAN** | 1 | | 2 | | | 3 |
| **REEDER** | | | 1 | 2 | 2 | 5 |
| **ROCKWELL** | | | 1 | 1 | 2 | 4 |
| **ROHWER** | | 1 | 1 | 1 | | 3 |
| **SANDOZ** | | | 2 | 1 | 1 | 4 |
| **UPCHURCH** | | | | | 1 | 1 |
| **WHEELER** | | 3 | 1 | | | 4 |
| **WILLOWDALE** | | 1 | | | 2 | 3 |
| | | | | | | |
| **TOTAL** | **1** | **8** | **20** | **13** | **16** | **58** |

## Middle School Student Teacher Placement
## 2022-23

| Teaching Area | AMS | CMS | KMS | NMS | RMS | BMS | TOTAL |
|---|---|---|---|---|---|---|---|
| 6th Grade | | | | | | | 0 |
| Art | | | | | | | 0 |
| Business | | | | | | | 0 |
| English/Language Arts | 1 | 1 | | | | | 2 |
| World Language | | 1 | | 1 | | | 2 |
| ELL | | | | | | | 0 |
| Health | | 1 | | 1 | | | 2 |
| Family/Consumer Science | | | | | | | 0 |
| Industrial Technology | | | | | | | 0 |
| Math | | | | 1 | | | 1 |
| Media | | | | | | | 0 |
| Music | 1 | | | 1 | | | 2 |
| Physical Education | 1 | 1 | | | | | 2 |
| Science | | | | | | | 0 |
| Social Studies | 1 | 1 | | 1 | | | 3 |
| Special Education | | 1 | | | | | 1 |
| Counseling | | | | | | | 0 |
| Speech Pathologist | | | | | | | 0 |
| | | | | | | | 0 |
| TOTAL PER SCHOOL | 4 | 6 | 0 | 5 | 0 | 0 | 15 |

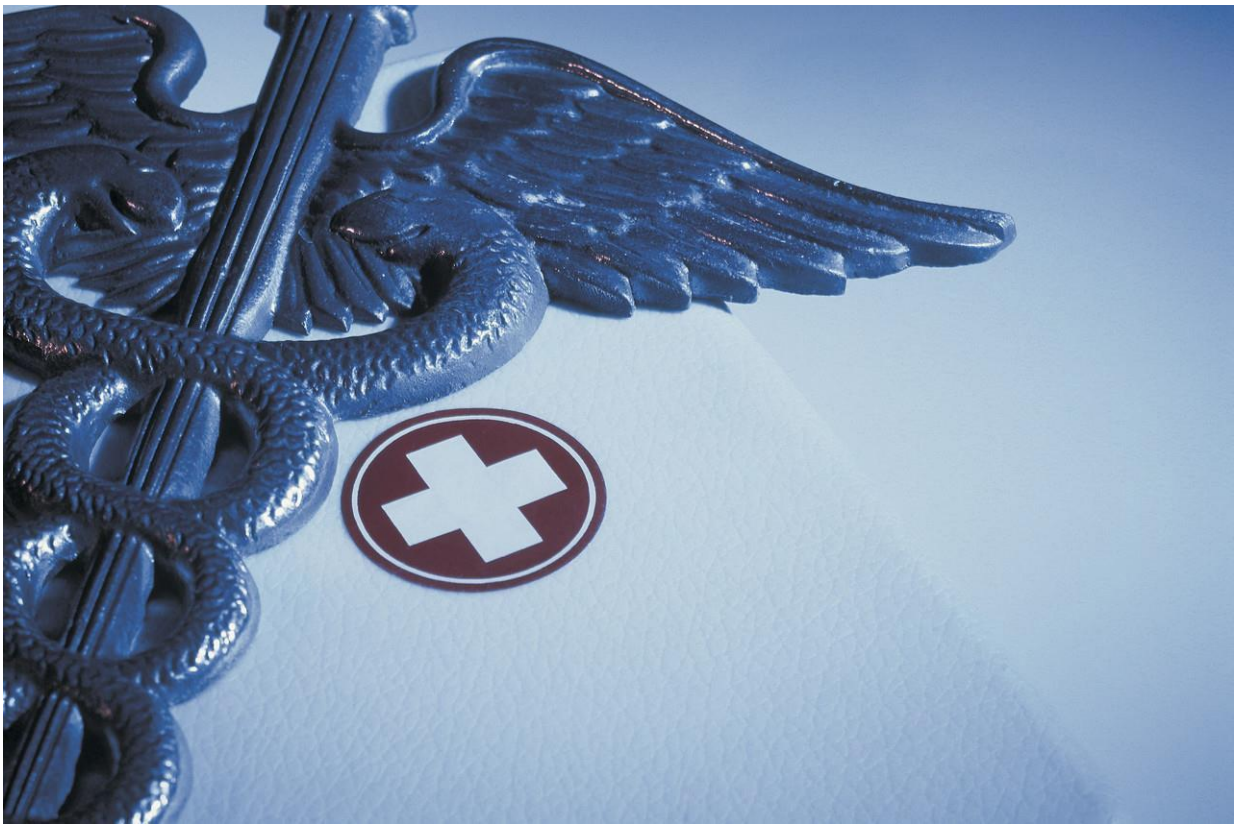
## High School Student Teacher Placement
## 2022-23

| Teaching Area | South | North | West | Horizon | TOTAL |
|---|---|---|---|---|---|
| Art | | | 1 | | 1 |
| Business | 1 | | 1 | | 2 |
| English/Language Arts | 2 | 1 | 1 | | 4 |
| World Language | 1 | | 1 | | 2 |
| ELL | | | | | 0 |
| Health | | | | | 0 |
| Family/Consumer Science | | | | | 0 |
| Industrial Technology | | | | | 0 |
| Math | | 1 | | | 1 |
| Media | | | | | 0 |
| Music | 1 | | 2 | | 3 |
| Physical Education | | | | | 0 |
| Science | 2 | 1 | | | 3 |
| Social Studies | | | 1 | | 1 |
| Special Education | | | | | 0 |
| Counseling | | | | | 0 |
| Speech Pathologist | | | | | 0 |
| | | | | | 0 |
| **TOTAL PER SCHOOL** | **7** | **3** | **7** | **0** | **17** |

**Student Teacher Placement**
**by University 22-23**

| University/College | # of Student Teachers |
|---|---|
| University of Nebraska-Omaha | 46 |
| University of Nebraska-Lincoln | 13 |
| College of St. Mary | 4 |
| Northwest Missouri State University | 2 |
| Creighton University | 2 |
| University of Nebraska-Kearney | 2 |
| South Dakota State University | 2 |
| Wayne State College | 1 |
| Concordia University/Wisconsin | 1 |
| Peru State College | 1 |
| Nebraska Wesleyan University | 1 |
| Bellevue University | 1 |
| Hastings College | 1 |
| American College of Education | 1 |
| Southern Illinois University | 1 |
| **TOTAL** | **79** |

# Health/Benefits Report



# Millard Public Schools Self-Funded Summary through Calendar Year 2022

## 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 |
| 2022 | 2,115 | $23,811,846 | $7,331,920 | $31,143,766 | ($461,957) | $30,681,809 |

## 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 |
| 2022 | 100 | $760.29 | 58 | $1,596.36 | 26 | $1,406.44 | 106 | $2,143.41 | 6.0% | $5,188,641 |

## 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 |
| 2022 | 258 | $624.25 | 134 | $1,310.87 | 85 | $1,153.99 | 619 | $1,759.25 | 6.0% | $18,285,336 |

## 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 |
| 2022 | 123 | $548.11 | 49 | $1,147.45 | 31 | $1,009.74 | 132 | $1,540.18 | 6.0% | $4,298,979 |

## 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 |
| 2022 | 121 | $558.44 | 55 | $1,169.09 | 27 | $1,028.82 | 192 | $1,569.33 | 6.0% | $5,531,528 |

## 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 |
| 2022 | $33,296,493 | $1,271,438 | $1,535,369 | $30,681,809 | $2,719,568** | $33,488,616 | $2,330,375 | $32,224 | $2,106,028 | $8,249,494 |

## 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 |
| 2022 | 67 | $9,568,628 | 18 | $4,321,967 | 1 | $522,972 |

## 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 |
| 2022 | 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 2019, 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. For contract year 2022, the Business Office shows a balance of $7,796,885

** - 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 | 2022 |
|---|---|---|---|
| $26.64 | $28.96 | $31.02 | $32.57 |

## District LTD Rates

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| $0.181 | $0.181 | $0.160 | $0.160 |

## District Life Insurance Rates - Monthly

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| $3.75 | $3.75 | $3.25 | $3.25 |

## District NPERS Rates

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 9.8788% | 9.8788% | 9.8788% | 9.8788% |

## District Employee Assistance Program Rates

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| $15.10 | $15.10 | $15.10 | $19.10* |

* 2022-23 School Year – EAP Covered Sessions Expanded from 5 to 10

# Millard Public Schools

August 01, 2022 - July 31, 2023 on New and Open Cases

## PROGRAM ENGAGEMENT

| | TOTAL ENGAGEMENT (# of People Served) | CLINICAL ENGAGEMENT |
|---|---|---|
| Self-Referral Cases | 278 | 234 |
| Employer Referral Cases | 8 | 8 |
| Additional Requests for Information or Clinical Support | 22 | 22 |
| Organizational Services/Training/CIRS | 158 | 28 |
| Web Site Log Ins | 166 | 0 |
| **Total** | **632** | **292** |

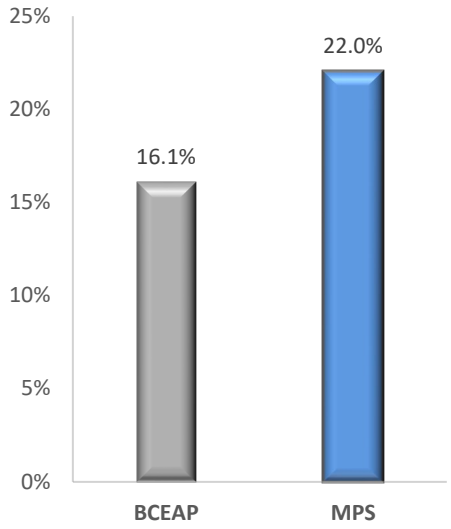
## ENGAGEMENT RATE SUMMARY

| | Weighted Population Of: 2867 |
|---|---|
| Total Engagement Rate - Current | 22.04% |
| Total Engagement Rate - Annualized | 22.04% |
| Clinical Engagement Rate - Current | 10.18% |
| Clinical Engagement Rate - Annualized | 10.18% |

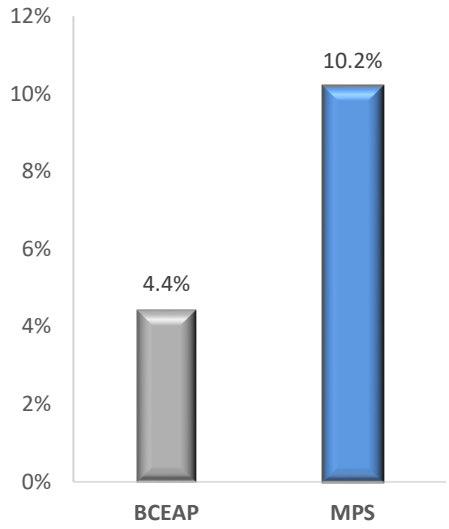
## CLINICAL CASE SUMMARY

| New/Ongoing | | Closed/Referrals | |
|---|---|---|---|
| Total New Cases | 174 | Total Cases Closed | 186 |
| Total Open Cases At 8/1/2022 | 68 | | |
| Total Open Cases At 7/31/2023 | 56 | | |

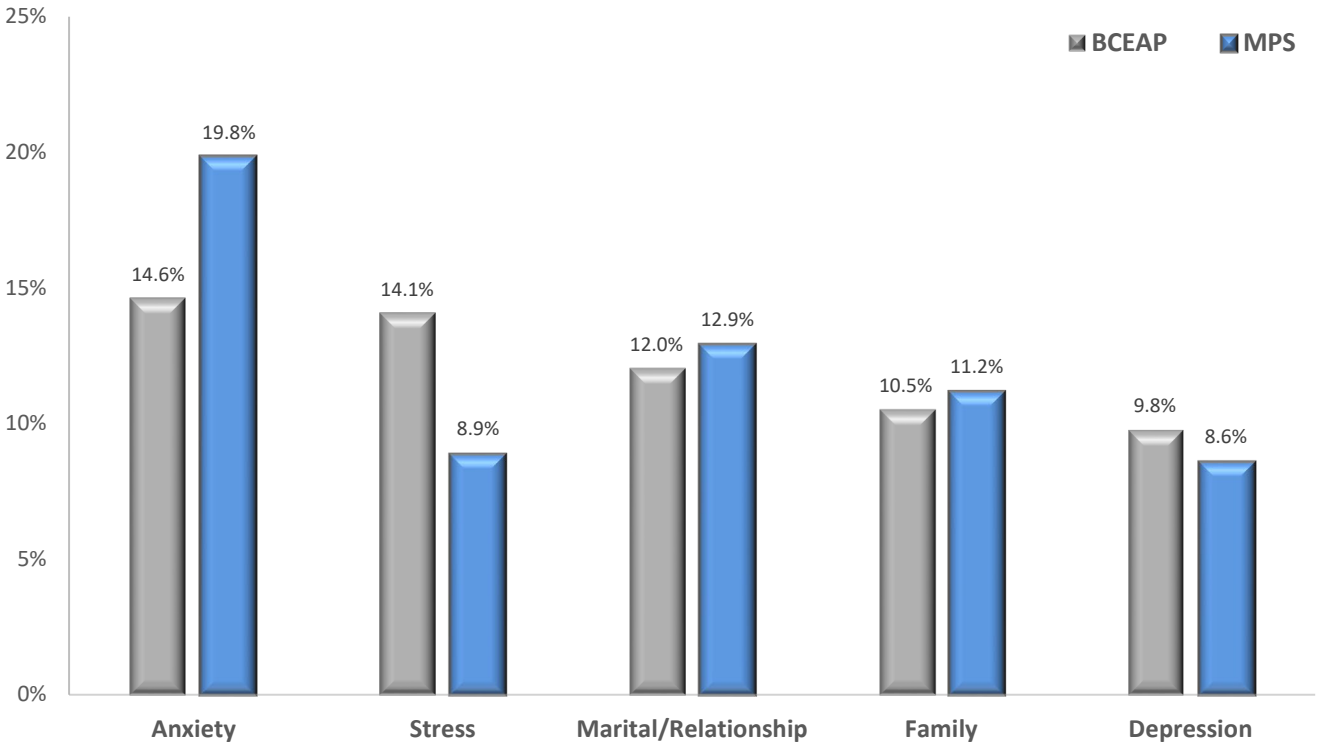
## Total Engagement Rate:




## Clinical Engagement Rate:




## Assessed Problem Types Comparison:



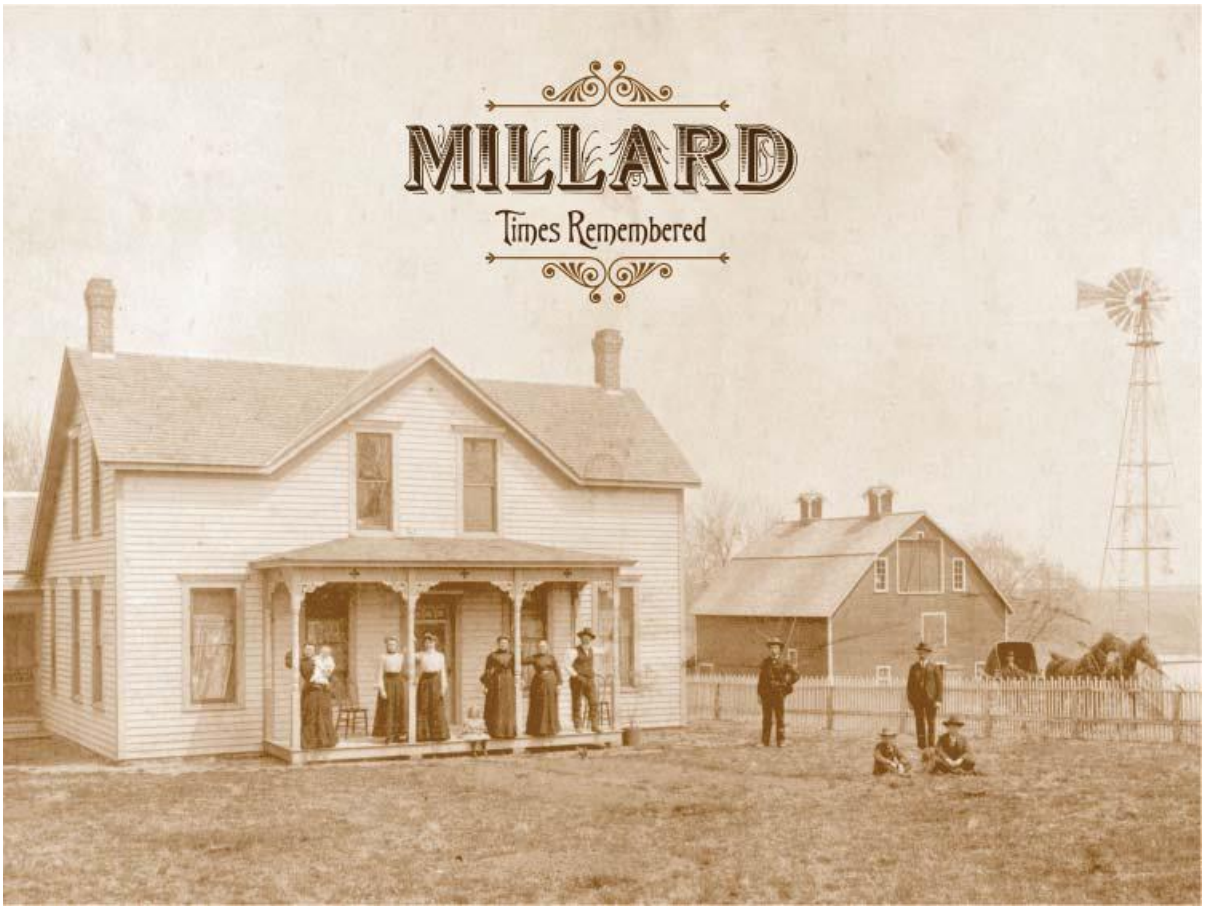
***Days Absent by Reason by Employee Group 2022-23***

| Reason | Admin | Teachers | Nurses | ProfTechS | ProfTechH | EdPara | CustMaint | Food Serv |
|---|---|---|---|---|---|---|---|---|
| Personal Illness | 59.5 | 6,702.9 | 22.0 | 304.0 | 915.0 | 1,685.5 | 843.8 | 510.3 |
| Family Illness | 31.5 | 3,831.3 | 30.5 | 122.5 | 235.2 | 372.5 | 163.3 | 60.2 |
| Business/Emergency | 14.5 | 1,172.2 | 8.0 | 53.0 | 186.9 | 374.5 | 164.9 | 184.7 |
| Personal | - | 775.5 | 3.0 | - | - | - | - | - |
| Bereavement | 15.0 | 420.0 | 6.0 | 18.5 | 74.8 | 65.3 | 87.5 | 21.1 |
| Family Medical Leave | 193.0 | 4,122.1 | 51.0 | 34.0 | 359.7 | 332.0 | 881.7 | 311.8 |
| *Total Days* | *314* | *17,024* | *121* | *532* | *1,772* | *2,830* | *2,141* | *1,088* |
| Mean Avg Days/Employee | 3.65 | 9.97 | 10.95 | 6.84 | 10.49 | 9.01 | 12.49 | 8.14 |
| ***% of Scheduled Work*** | ***1.5%*** | ***5.2%*** | ***5.7%*** | ***2.9%*** | ***4.7%*** | ***4.7%*** | ***4.8%*** | ***4.2%*** |
| *2021-22* | *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% |

| ***Scheduled Absences*** | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Vacation | 825.0 | - | - | 670.0 | 1,107.6 | - | 1,973.6 | 80.9 |
| Military | - | 162.5 | - | - | - | - | | - |
| Union | - | 23.5 | - | - | - | 2.5 | - | - |
| Jury/Election | 7.0 | 47.0 | - | 2.0 | 1.0 | 0.9 | | 0.6 |
| Professional | 61.0 | 2,914.5 | - | 23.5 | | 1.1 | - | - |
| Retirement Seminar | 1.0 | 17.0 | - | 1.0 | 3.4 | 2.3 | | 1.5 |
| Misc/Administrative | 13.5 | 520.5 | | 3.0 | 0.6 | 0.9 | 49.8 | 13.0 |
| *Total Scheduled Days* | *907.5* | *3,685.0* | - | *699.5* | *1,112.6* | *7.7* | *2,023.4* | *96.0* |

| ***Teacher Professional Leave Days*** | | ***Avg*** |
|---|---|---|
| 2022-23 | 2,915 | 1.7 |
| 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 |

# Current Staffing Levels



# Personnel Distribution

## Full-time Equivalency

| Employee Class | F.T.E. Change 22-23 to 23-24 | Staff F.T.E. 23-24 | Staff F.T.E. 22-23 | Staff F.T.E. 21-22 | Staff F.T.E. 20-21 |
|---|---|---|---|---|---|
| Administrators | 1.0 | 87 | 86.0 | 86.0 | 86 |
| Teachers | 13.8 | 1721.2 | 1707.4 | 1701.4 | 1703.1 |
| School Nurses | 1.0 | 12 | 11.0 | 10.0 | 10 |
| Professional Technical Salaried | 3.9 | 81.7 | 77.8 | 66.2 | 63.3 |
| Professional Technical Hourly | 5.7 | 174.55 | 168.9 | 186.4 | 186.8 |
| Educational Paraprofessionals | 16.9 | 330.8 | 313.9 | 313.1 | 322.5 |
| Custodial/Maintenance | 1.0 | 172.5 | 171.5 | 183.5 | 180.5 |
| Food Service | -9.1 | 124.5 | 133.6 | 138.0 | 144.8 |
| **Totals** | 34.2 | **2704.3** | **2670.1** | **2684.6** | **2697.0** |

## Employee Count

| Employee Class | Count Change 22-23 to 23-24 | Staff Count 23-24 | Staff Count 22-23 | Staff Count 21-22 | Staff Count 20-21 |
|---|---|---|---|---|---|
| Administrators | 1 | 87 | 86 | 86 | 86 |
| Teachers | 10 | 1738 | 1728 | 1724 | 1721 |
| School Nurses | 1 | 12 | 11 | 10 | 10 |
| Professional Technical Salaried | 4 | 84 | 80 | 68 | 65 |
| Professional Technical Hourly | 1 | 177 | 176 | 198 | 194 |
| Educational Paraprofessionals | 9 | 432 | 423 | 418 | 425 |
| Custodial/Maintenance | 6 | 174 | 168 | 186 | 181 |
| Food Service | -5 | 155 | 160 | 164 | 173 |
| **Totals** | 27 | **2859** | **2832** | **2854** | **2855** |

# 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 |
| A255 | DIR STRAT PROJ-EX AFFAIR | 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** | | **87.00** |

# Staffing Teacher Positions

| Class | Current Job Class Title | FTE |
|---|---|---|
| C011 | MONTESSORI PRESCHOOL TCHR | 3.00 |
| C081 | MONTESSORI PRE/KDG TCHR | 3.00 |
| C091 | KINDERGARTEN TEACHER | 69.00 |
| C101 | MONTESSORI 1-3 TEACHER | 9.00 |
| C111 | GRADE 1 TEACHER | 71.00 |
| C121 | GRADE 2 TEACHER | 73.00 |
| C131 | GRADE 3 TEACHER | 75.00 |
| C141 | GRADE 4 TEACHER | 74.00 |
| C151 | GRADE 5 TEACHER | 73.00 |
| C162 | GRADE 6 TEACHER | 64.00 |
| C223 | CERTIFIED NURSING ASST | 1.00 |
| C301 | CORE TEACHER ELEM | 23.00 |
| 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 | 71.67 |
| C362 | READING TEACHER MS | 2.00 |
| C363 | READING TEACHER HS | 1.00 |
| C381 | WORLD LANGUAGE TEACHER EL | 2.00 |
| C382 | WORLD LANGUAGE TEACHER MS | 16.00 |
| C383 | WORLD LANGUAGE TEACHER HS | 39.00 |
| C412 | FCS MS | 7.00 |
| C413 | FCS HS | 18.16 |
| C432 | INDUSTRIAL TECH TEACHER M | 6.00 |
| C433 | INDUSTRIAL TECH TEACHER H | 12.00 |
| C452 | COMPUTER TEACHER MS | 6.00 |
| C461 | MATH INTERVENTIONIST | 3.78 |
| C462 | MATH TEACHER MS | 33.50 |
| C463 | MATH TEACHER HS | 62.00 |
| C472 | SCIENCE TEACHER MS | 33.50 |
| C473 | SCIENCE TEACHER HS | 57.00 |
| C492 | SOCIAL STUDIES TEACHER MS | 35.50 |
| C493 | SOCIAL STUDIES TEACHER HS | 60.66 |
| C503 | ACADEMY LEAD TEACHER | 0.50 |
| C531 | VOCAL MUSIC TEACHER ELEM | 25.48 |
| C532 | VOCAL MUSIC TEACHER MS | 7.00 |
| C533 | VOCAL MUSIC TEACHER HS | 5.50 |
| C54I | INSTR MUSIC TEACHER | 14.13 |
| C55I | ORCHESTRA TEACHER | 10.00 |
| C572 | HEALTH TEACHER | 5.00 |
| C591 | PHYSICAL ED TEACHER ELEM | 26.60 |
| C592 | PHYSICAL ED TEACHER MS | 14.00 |
| C593 | PHYSICAL ED TEACHER HS | 22.00 |
| C611 | ELEM COUNSELOR | 12.60 |
| C612 | MDL SCH COUNSELOR | 17.00 |
| 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 | 22.10 |
| C640 | LITERACY COACH | 3.00 |
| C641 | EARLY LIT INT (ELI) TCHR | 4.25 |
| C652 | LEARNING CTR TEACHER MS | 3.00 |
| C660 | ELL - DISTRICT TCHR | 1.00 |
| C66I | EL TEACHER | 25.50 |
| C670 | TITLE 1 PRESCHOOL TCHR | 9.00 |
| C671 | TITLE 1 TEACHER | 7.50 |
| C682 | HIGH ABILITY LRNER TCH | 6.00 |
| C710 | MEP TECH FACILITATOR | 2.00 |
| C715 | MEP DARE | 2.00 |
| C721 | INSTR FACILITATOR | 5.60 |
| C731 | INSTRUCTIONAL DEPTHD ELEM | 0.50 |
| C741 | MEP FACILITATOR ELEM | 4.50 |
| C743 | MEP FACILITATOR HS | 4.00 |
| C744 | HAL PROGRAM FACILITATOR | 1.00 |
| C745 | MEP MUSIC FACILITATOR HS | 1.00 |
| C751 | LEADERSHIP/LEARNING FACIL | 4.00 |
| C770 | MEA PRESIDENT | 1.00 |
| C771 | ADMINISTRATIVE INTERN | 15.00 |
| C782 | MIDDLE SCHOOL DEAN | 1.00 |
| C783 | HIGH SCHOOL DEAN | 1.00 |
| C790 | BUILDING BEHAVIOR INTERVE | 1.00 |
| C79I | INTERVENTIONIST | 0.50 |
| C805 | SPED SLP FACILITATOR | 1.00 |
| C811 | SPED PROGRAM FACILITATOR | 6.00 |
| C831 | SPED RESOURCE TEACHER ELE | 48.00 |
| C832 | SPED RESOURCE TEACHER MS | 26.00 |
| C833 | SPED RESOURCE TEACHER HS | 39.50 |
| C854 | SPED ACP TEACHER ELEM | 13.00 |
| C855 | SPED ACP TEACHER MS | 8.00 |
| C856 | SPED ACP TEACHER HS | 17.00 |
| C861 | SPED SBS TEACHER ELEM | 5.00 |
| C862 | SPED SBS TEACHER MS | 4.00 |
| C891 | AUDIOLOGIST | 1.00 |
| C90I | SPEECH PATHOLOGIST | 59.75 |
| C913 | SPED VISION IMPAIRED TCHR | 4.00 |
| C920 | MTSS BEHAVIOR FACILITATOR | 1.00 |
| C922 | BEHAVIOR SPECIALIST | 2.00 |
| C931 | SPED INFANT TEACHER | 3.00 |
| C941 | SPED PRESCHOOL TEACHER | 14.00 |
| C952 | SPED HOMEBOUND TCHR MS | 2.00 |
| C961 | EARLY CHLDHD LITERACY TCH | 1.00 |
| C97I | SCHOOL PSYCHOLOGIST | 24.50 |
| **Overall - Total** | | **1721.20** |

# Staffing Nurse Positions

| Class | Current Job Class Title | FTE |
|---|---|---|
| E20I | SCHOOL NURSE | 12.00 |
| **Overall - Total** | | **12.00** |

# Staffing Professional Technical Salary Positions

| Class | Current Job Class Title | FTE |
|---|---|---|
| G030 | MULTIMEDIA FACILITATOR | 1.00 |
| G100 | HOME VISITOR B | 5.00 |
| G105 | FAMILY FACILITATOR | 1.00 |
| G10S | HOME VISITOR S | 1.00 |
| G110 | HUMAN RESOURCE RECRUITER | 1.00 |
| G120 | HR GENERALIST - RECRUITER | 1.00 |
| G211 | DATA ENGINEER | 4.00 |
| G212 | STUDENT INFO SYSTEM ANAL | 1.00 |
| G213 | STUDENT SERV FACILITATOR | 1.00 |
| G316 | GRANT WRITING & MENTORING | 1.00 |
| G333 | COMMUNITY COUNSELOR | 2.81 |
| G33I | SCHOOL SOCIAL WORKER | 1.00 |
| G341 | SCHOOL SOCIAL WORKER ES | 1.00 |
| G342 | SCHOOL SOCIAL WORKER MS | 4.00 |
| G343 | SCHOOL SOCIAL WORKER HS | 5.00 |
| G351 | OCCUPATIONAL THERAPIST ES | 7.10 |
| G361 | PHYSICAL THERAPIST ES | 3.80 |
| G373 | ATHLETIC TRAINER | 5.00 |
| G401 | TECHNOLOGY MANAGER | 1.00 |
| G403 | JR ROTC INSTRUCTOR I | 1.00 |
| G404 | JR ROTC INSTRUCTOR II | 1.00 |
| G421 | NETWORK SPECIALIST II | 4.00 |
| G422 | NETWORK SPECIALIST I | 2.00 |
| 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 |
| G460 | CADD/GIS ANALYST | 1.00 |
| G474 | TECHNOLOGY SPECIALIST II | 6.00 |
| G500 | ACCOUNTING MANAGER | 1.00 |
| G510 | INTERNAL AUDITOR/SP PROJ | 1.00 |
| G520 | DISTRICT ACCOUNTANT | 1.00 |
| G525 | SR. DATA ENGINEER | 1.00 |
| G600 | GENERAL MANAGER SSC | 1.00 |
| G620 | PURCHASING AGENT | 1.00 |
| G630 | TRANSPORTATION MANAGER | 1.00 |
| G640 | CONSTRUCTION MANAGER | 2.00 |
| **Overall - Total** | | **81.71** |

# 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 | 1.00 |
| J125 | HR SPEC CLASSIFIED SSC | 1.00 |
| J130 | EMPLOYEE RELATIONS SPEC | 1.00 |
| J140 | HR RECORDS SPECIALIST | 1.00 |
| J150 | RECEPTIONIST | 1.13 |
| J160 | HR SPEC SUB TEACHERS | 1.00 |
| J180 | ASSESS/RESEARCH/EVAL SEC | 1.00 |
| J240 | SEC DIR STUDENT SERV | 1.00 |
| J260 | STUDENT SERVICES SEC | 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 | 3.00 |
| 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 |
| J390 | BEHAVIOR SUP SPEC 10 MO | 2.63 |
| 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 |
| J540 | ACCTS PAYABLE ASSISTANT | 1.00 |
| J560 | DUPLICATION CLERK | 0.50 |
| J570 | PAYROLL SPECIALIST HOURLY | 1.00 |
| J580 | PAYROLL SPECIALIST SALARY | 1.00 |
| J600 | SUPPORT SERV SECRETARY II | 1.00 |
| J601 | CNA/CMA | 8.00 |
| J610 | MAINTENANCE SECRETARY | 1.50 |
| J620 | WAREHOUSE/MEDIA SECRETARY | 2.00 |
| J630 | CATALOGER 12MO | 1.00 |
| J712 | MS CAMPUS SECURITY | 1.00 |
| J713 | HS CAMPUS SECURITY | 17.60 |
| J800 | FOOD SERV BOOKKEEPER/SEC | 1.50 |
| J830 | SPED VAN DRIVER | 3.44 |
| J840 | SPED PRESCHOOL VAN DRIVER | 14.31 |
| J850 | TRANSPORTATION SECRETARY | 1.00 |
| J860 | SPED VAN DRIVER/JOB COACH | 4.00 |
| J901 | SECRETARY 12 MO ELEM SCH | 9.00 |
| J902 | SECRETARY 12MO MDL SCH | 6.00 |
| J903 | SECRETARY 12 MO HIGH SCH | 14.00 |
| J912 | MS BOOKKEEPER | 6.00 |

| | | |
|---|---|---|
| J913 | HS ACCOUNTING CLERK | 5.00 |
| J921 | ELEM SECRETARY 10 MO | 16.00 |
| J922 | MDL SCH SECRETARY 10 MO | 6.00 |
| J923 | HS SECRETARY 10 MO | 15.00 |
| J941 | ELEM DIST ACCOMPANIST | 0.75 |
| J942 | MS DIST ACCOMPANIST | 0.50 |
| J943 | HS ACCOMPANIST | 0.70 |
| **Overall - Total** | | **174.55** |

# Staffing Para Ed

| Class | Current Job Class Title | FTE |
|---|---|---|
| K111 | PRESCH MONTESSORI ED PARA | 7.78 |
| K201 | INSTRUCTIONAL PARA ELEM | 25.22 |
| K202 | INSTRUCTIONAL PARA MS | 6.71 |
| K203 | INSTRUCTIONAL PARA HS | 2.38 |
| K211 | ELI ED PARA | 1.35 |
| K241 | RETEACHING PARA ELEM | 7.99 |
| K261 | MEDIA PARA ELEM | 17.55 |
| K262 | MEDIA PARA MS | 4.10 |
| K263 | MEDIA PARA HS | 3.76 |
| K311 | RESOURCE SPED PARA-E | 50.77 |
| K312 | RESOURCE SPED PARA-M | 19.57 |
| K313 | RESOURCE SPED PARA-H | 9.55 |
| K31S | RESOURCE WITH STIPEND | 0.80 |
| K341 | SBS SPED PARA ELEM | 8.47 |
| K342 | SBS SPED PARA MS | 8.38 |
| K351 | ACP SPED ELEM PARA | 32.39 |
| K352 | ACP SPED MS PARA | 16.03 |
| K353 | ACP SPED HS PARA | 17.47 |
| K373 | YOUNG ADULT PARA | 6.96 |
| K400 | PRESCHOOL PARA TITLE 1 | 34.24 |
| K411 | ELL PARA ELEM | 0.28 |
| K412 | ELL PARA MS | 0.88 |
| K601 | HEALTH ROOM PARA ELEM | 16.44 |
| K602 | HEALTH ROOM PARA MS | 3.20 |
| K603 | HEALTH ROOM PARA HS | 1.24 |
| K621 | OFFICE PARA ELEM | 1.07 |
| K622 | OFFICE PARA MS | 3.67 |
| K623 | OFFICE PARA HS | 1.08 |
| K641 | WORKROOM PARA ELEM | 10.18 |
| K642 | WORKROOM PARA MS | 1.56 |
| K661 | FOOD SERVICE PARA ELEM | 9.77 |
| **Overall - Total** | | **330.81** |

# 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 | 27.00 |
| M040 | CUSTODIAN I | 0.50 |
| M042 | DAY CUSTODIAN I MS | 7.00 |
| M043 | DAY CUSTODIAN I HS | 7.00 |
| M050 | NIGHT CUSTODIAN I | 2.00 |
| M051 | NIGHT CUSTODIAN I ELEM | 16.50 |
| M052 | NIGHT CUSTODIAN I MS | 19.00 |
| M053 | NIGHT CUSTODIAN I HS | 27.00 |
| M060 | CUSTODIAN 1 FLOATER | 5.00 |
| M080 | PT CUSTODIAN 12-MO | 3.50 |
| M110 | DELIVERY DRIVER | 3.00 |
| M120 | WAREHOUSE ASSISTANT | 2.00 |
| M130 | GENERAL LABORER | 3.00 |
| M310 | DISTRICT GROUNDS LEADER | 6.00 |
| M315 | DISTRICT GROUNDS ASST II | 6.00 |
| M320 | DIST GROUNDS ASSISTANT I | 3.00 |
| M520 | MECHANICAL TECHNICIAN | 7.00 |
| M530 | ELECTRICIAN | 2.00 |
| 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 | 6.00 |
| M600 | CARPENTER | 7.00 |
| M700 | PAINTER 1 | 1.00 |
| M701 | PAINTER 2 | 1.00 |
| **Overall - Total** | | **172.50** |

# Staffing Food Service Positions

| Class | Current Job Class Title | FTE |
|---|---|---|
| P091 | FS ELM MGR 12MO | 3.00 |
| P092 | FS MS MGR 12MO | 3.00 |
| P093 | FS HS MGR 12MO | 2.00 |
| P101 | FS ELM PRODUCTION MANAGER | 21.00 |
| P102 | FS MS PRODUCTION MANAGER | 5.00 |
| P103 | FS HS PRODUCTION MANAGER | 1.00 |
| P201 | FS ELM HELPER | 30.13 |
| P202 | FS MS HELPER | 22.66 |
| P203 | FS HS HELPER | 25.88 |
| P302 | FS MS PRODUCTION LEAD | 5.81 |
| P303 | FS HS PRODUCTION LEAD I | 2.00 |
| P313 | FS C-STORE MANAGER | 3.00 |
| **Overall - Total** | | **124.48** |

# Staffing Substitute Dept

| Department | Department Title | Employee Number |
|---|---|---|
| SUB CUST | SUB CUSTODIAN | 4 |
| SUB HRLY | SUBSTITUTES HOURLY | 144 |
| SUB TCH | SUBSTITUTE TEACHER | 555 |
| **Overall - Total** | | **703** |

## Elementary Regular Classroom Average

| School | Sections | Students | 23-24 | 22-23 | 21-22 | 20-21 | 19-20 | 18-19 | 17-18 | 16-17 |
|---|---|---|---|---|---|---|---|---|---|---|
| Abbott | 20 | 450 | 22.5 | 22.8 | 22.3 | 22.0 | 23.8 | 23.5 | 23.9 | 22.6 |
| Ackerman | 21 | 468 | 22.3 | 22.2 | 21.1 | 20.9 | 22.3 | 22.4 | 21.7 | 21.5 |
| Aldrich | 19 | 435 | 22.9 | 23.1 | 23.2 | 24.4 | 24.0 | 24.3 | 24.7 | 23.7 |
| Black Elk | 24 | 569 | 23.7 | 23.9 | 24.0 | 22.8 | 23.1 | 23.7 | 22.6 | 22.6 |
| Bryan | 18 | 343 | 19.1 | 18.8 | 19.2 | 17.7 | 18.8 | 18.9 | 19.2 | 21.0 |
| Cather | 18 | 292 | 16.2 | 18.0 | 20.2 | 21.7 | 21.2 | 22.1 | 22.4 | 21.7 |
| Cody | 12 | 200 | 16.7 | 16.1 | 17.5 | 17.3 | 18.3 | 17.7 | 15.6 | 17.0 |
| Cottonwood | 15 | 312 | 20.8 | 23.1 | 21.3 | 22.9 | 22.3 | 21.5 | 21.3 | 22.6 |
| Disney | 18 | 350 | 19.4 | 19.1 | 19.4 | 18.8 | 20.3 | 22.1 | 20.2 | 20.0 |
| Ezra Millard | 21 | 460 | 21.9 | 21.8 | 22.2 | 22.7 | 23.0 | 23.3 | 22.6 | 22.5 |
| Harvey Oaks | 13 | 288 | 22.2 | 22.2 | 21.4 | 21.9 | 21.9 | 23.7 | 23.6 | 24.0 |
| Hitchcock | 12 | 228 | 19.0 | 18.7 | 19.4 | 20.8 | 21.2 | 21.9 | 21.7 | 22.0 |
| Holling Heights | 18 | 301 | 16.7 | 17.2 | 17.4 | 18.5 | 18.0 | 18.9 | 18.3 | 18.4 |
| Montclair | 26 | 529 | 20.3 | 20.2 | 20.1 | 20.8 | 20.8 | 21.6 | 21.5 | 21.2 |
| Morton | 18 | 362 | 20.1 | 21.9 | 22.1 | 21.1 | 21.2 | 20.6 | 18.1 | 18.2 |
| Neihardt | 24 | 416 | 17.3 | 19.8 | 20.8 | 20.3 | 21.0 | 22.2 | 22.1 | 23.0 |
| Norris | 20 | 401 | 20.1 | 19.7 | 19.6 | 18.5 | 18.7 | 18.1 | 18.8 | 20.0 |
| Reagan | 22 | 442 | 20.1 | 21.4 | 22.7 | 22.0 | 22.7 | 23.6 | 22.5 | 21.8 |
| Reeder | 22 | 475 | 21.6 | 20.4 | 21.1 | 22.1 | 21.5 | 21.5 | 22.6 | 22.4 |
| Rockwell | 12 | 217 | 18.1 | 18.4 | 17.7 | 17.3 | 18.7 | 20.2 | 19.0 | 17.9 |
| Rohwer | 20 | 439 | 22.0 | 22.0 | 22.5 | 22.4 | 22.8 | 22.7 | 21.5 | 22.0 |
| Sandoz | 18 | 289 | 16.1 | 16.5 | 16.4 | 17.0 | 17.8 | 18.1 | 17.9 | 19.5 |
| Upchurch | 19 | 393 | 20.7 | 19.4 | 20.4 | 20.6 | 21.4 | 21.4 | 22.5 | 21.8 |
| Wheeler | 27 | 607 | 22.5 | 24.1 | 22.1 | 22.1 | 22.5 | 22.6 | 20.6 | 20.9 |
| Willowdale | 21 | 464 | 22.1 | 23.4 | 23.7 | 22.8 | 24.0 | 22.9 | 22.7 | 23.0 |
| **Average** | | | | | | | | | | |
| | **478** | **9730** | **20.4** | **20.8** | **20.9** | **20.9** | **21.4** | **21.7** | **21.3** | 21.4 |

***Based upon MPS Enrollment Counts 8/29/2023**

## Number of Elementary Students per Section by Grade Level 2023-2024

| Students Per Section<br>Sections by Grade Level | 20 or less | 21-23 | 24-25 | 26 plus |
|---|---|---|---|---|
| Kindergarten | 49 | 23 | 5 | 0 |
| 1st grade | 41 | 30 | 7 | 0 |
| 2nd grade | 36 | 26 | 18 | 0 |
| 3rd grade | 43 | 29 | 9 | 1 |
| 4th grade | 35 | 33 | 12 | 2 |
| 5th grade | 31 | 23 | 18 | 7 |
| TOTALS | 235 | 164 | 69 | 10 |

**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 |

**Secondary Classroom Averages by Subject Area**

| **2023-2024** | North | South | West | AMS | BMS | CMS | KMS | NMS | RMS |
|---|---|---|---|---|---|---|---|---|---|
| Grade 6 | | | | 25.9 | 25.8 | 21.1 | 28.2 | 26.5 | 24.3 |
| Art | 19.8 | 24.1 | 22.3 | 19.4 | 22.2 | 18.4 | 20.9 | 18.5 | 18.2 |
| Family Consumer Science | 25.1 | 22.7 | 25.4 | 20.8 | 23.4 | 16.5 | 23.2 | 20.3 | 18.9 |
| Industrial Technology | 18.0 | 19.4 | 24.2 | 18.1 | 22.3 | 15.8 | 20.8 | 22.9 | 17.1 |
| P.E. | 28.6 | 24.4 | 30.2 | 38.0 | 28.2 | 32.3 | 27.4 | 34.5 | 30.9 |
| Health/KnowYrslf | | | | 24.3 | 27.7 | 21.5 | 27.0 | 26.3 | 24.7 |
| Business | 21.6 | 22.8 | 22.1 | | | | | | |
| Vocal Music | 40.5 | 38.1 | 43.5 | 47.0 | 28.2 | 12.2 | 82.0 | 34.7 | 73.3 |
| Instr. Music | 76.3 | 37.1 | 30.2 | 35.3 | 29.0 | 34.0 | 71.0 | 42.5 | 32.2 |
| Computers | | | | 15.6 | 19.8 | 14.8 | 18.3 | 18.8 | 16.7 |
| Electives(HAL,STEM, etc.) | | | | 17.8 | 21.0 | 13.5 | 18.3 | 20.1 | 14.5 |
| Math | 22.7 | 19.5 | 19.3 | 25.3 | 23.3 | 21.1 | 24.3 | 26.3 | 22.1 |
| English | 23.8 | 21.1 | 21.2 | 24.4 | 26.0 | 13.5 | 26.2 | 26.3 | 21.1 |
| Science | 22.0 | 21.5 | 21.6 | 25.2 | 27.1 | 21.1 | 27.0 | 26.3 | 22.1 |
| Social Studies | 24.4 | 23.1 | 24.3 | 24.2 | 27.1 | 20.6 | 27.0 | 26.3 | 22.1 |
| World Language | 20.3 | 20.0 | 19.0 | 18.4 | 21.4 | 19.6 | 20.1 | 20.9 | 22.5 |
| Montessori Mini Magnet | | | | | | | | | 27.7 |

# Current Staff Demographics

# Certificated Staff Educ Work Experience by School

| Base Location Building Name | Years in Total | Years in District |
|---|---|---|
| ABBOTT ELEMENTARY | 16.2 | 13.3 |
| ACKERMAN ELEMENTARY | 17.2 | 14.4 |
| ALDRICH ELEMENTARY | 15.8 | 12.4 |
| ANDERSEN MIDDLE SCHOOL | 17.0 | 14.0 |
| BEADLE MIDDLE SCHOOL | 15.4 | 11.8 |
| BLACK ELK ELEMENTARY | 15.1 | 12.6 |
| BRYAN ELEMENTARY | 12.7 | 9.4 |
| CATHER ELEMENTARY | 12.1 | 9.0 |
| CENTRAL MIDDLE SCHOOL | 13.9 | 10.2 |
| CODY ELEMENTARY | 14.8 | 9.9 |
| COTTONWOOD ELEMENTARY | 16.1 | 11.3 |
| DISNEY ELEMENTARY | 13.4 | 8.7 |
| DON STROH ADMIN CTR | 23.0 | 18.3 |
| EZRA MILLARD ELEMENTARY | 14.7 | 10.9 |
| HARVEY OAKS ELEMENTARY | 14.6 | 10.6 |
| HITCHCOCK ELEMENTARY | 10.9 | 7.4 |
| HOLLINGHEIGHTS ELEMENTARY | 15.1 | 11.9 |
| KEITH LUTZ HORIZON HS | 11.1 | 8.0 |
| KIEWIT MIDDLE SCHOOL | 15.8 | 11.3 |
| MISC LOCATION | 17.0 | 17.0 |
| MONTCLAIR ELEMENTARY | 13.4 | 10.0 |
| MORTON ELEMENTARY | 9.4 | 8.0 |
| NEIHARDT ELEMENTARY | 14.3 | 10.3 |
| NORRIS ELEMENTARY | 14.2 | 10.1 |
| NORTH HIGH SCHOOL | 16.5 | 12.1 |
| NORTH MIDDLE SCHOOL | 15.5 | 11.4 |
| REAGAN ELEMENTARY | 12.1 | 10.4 |
| REEDER ELEMENTARY | 17.2 | 14.3 |
| ROCKWELL ELEMENTARY | 13.8 | 11.8 |
| ROHWER ELEMENTARY | 15.9 | 13.5 |
| RON WITT SSC | 22.9 | 18.2 |
| RUSSELL MIDDLE SCHOOL | 16.7 | 11.8 |
| SANDOZ ELEMENTARY | 16.4 | 13.4 |
| SOUTH HIGH SCHOOL | 15.7 | 11.8 |
| UPCHURCH ELEMENTARY | 15.6 | 11.6 |
| WEST HIGH SCHOOL | 16.9 | 12.8 |
| WHEELER ELEMENTARY | 13.4 | 10.0 |
| WILLOWDALE ELEMENTARY | 15.7 | 11.6 |
| YOUNG ADULT PRG-CMS ANNEX | 16.7 | 12.8 |
| **Overall - Average** | **15.2** | **11.8** |

# Certificated Staff Highest Degree by Building

| Base Location Building Name | RN | BSN | BA | MA | DR | EDS | Total |
|---|---|---|---|---|---|---|---|
| ABBOTT ELEMENTARY | 0 | 0 | 5 | 24 | 0 | 1 | 30 |
| ACKERMAN ELEMENTARY | 0 | 0 | 10 | 22 | 0 | 1 | 33 |
| ALDRICH ELEMENTARY | 0 | 0 | 4 | 22 | 1 | 0 | 27 |
| ANDERSEN MIDDLE SCHOOL | 0 | 1 | 14 | 53 | 0 | 0 | 68 |
| BEADLE MIDDLE SCHOOL | 0 | 1 | 17 | 51 | 3 | 1 | 73 |
| BLACK ELK ELEMENTARY | 0 | 0 | 11 | 25 | 2 | 2 | 40 |
| BRYAN ELEMENTARY | 0 | 0 | 13 | 22 | 0 | 1 | 36 |
| CATHER ELEMENTARY | 0 | 0 | 6 | 20 | 0 | 0 | 26 |
| CENTRAL MIDDLE SCHOOL | 0 | 1 | 17 | 53 | 1 | 3 | 75 |
| CODY ELEMENTARY | 0 | 0 | 7 | 25 | 0 | 1 | 33 |
| COTTONWOOD ELEMENTARY | 0 | 0 | 6 | 28 | 0 | 1 | 35 |
| DISNEY ELEMENTARY | 0 | 0 | 12 | 21 | 1 | 0 | 34 |
| DON STROH ADMIN CTR | 0 | 2 | 1 | 5 | 13 | 1 | 22 |
| EZRA MILLARD ELEMENTARY | 0 | 0 | 8 | 22 | 0 | 0 | 30 |
| HARVEY OAKS ELEMENTARY | 0 | 0 | 1 | 25 | 0 | 1 | 27 |
| HITCHCOCK ELEMENTARY | 0 | 0 | 10 | 10 | 1 | 1 | 22 |
| HOLLINGHEIGHTS ELEMENTARY | 0 | 1 | 3 | 32 | 2 | 1 | 39 |
| KEITH LUTZ HORIZON HS | 0 | 0 | 10 | 12 | 1 | 1 | 24 |
| KIEWIT MIDDLE SCHOOL | 0 | 0 | 15 | 49 | 2 | 0 | 66 |
| MISC LOCATION | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| MONTCLAIR ELEMENTARY | 0 | 0 | 13 | 27 | 1 | 0 | 41 |
| MORTON ELEMENTARY | 0 | 0 | 13 | 16 | 0 | 1 | 30 |
| NEIHARDT ELEMENTARY | 0 | 0 | 11 | 28 | 2 | 0 | 41 |
| NORRIS ELEMENTARY | 0 | 0 | 12 | 22 | 0 | 1 | 35 |
| NORTH HIGH SCHOOL | 0 | 0 | 37 | 126 | 4 | 2 | 169 |
| NORTH MIDDLE SCHOOL | 0 | 1 | 16 | 40 | 2 | 0 | 59 |
| REAGAN ELEMENTARY | 0 | 0 | 13 | 23 | 0 | 0 | 36 |
| REEDER ELEMENTARY | 0 | 0 | 9 | 26 | 0 | 1 | 36 |
| ROCKWELL ELEMENTARY | 0 | 0 | 6 | 26 | 0 | 0 | 32 |
| ROHWER ELEMENTARY | 0 | 0 | 7 | 27 | 0 | 1 | 35 |
| RON WITT SSC | 0 | 0 | 1 | 23 | 5 | 7 | 36 |
| RUSSELL MIDDLE SCHOOL | 0 | 1 | 11 | 45 | 1 | 0 | 58 |
| SANDOZ ELEMENTARY | 0 | 0 | 9 | 27 | 0 | 0 | 36 |
| SOUTH HIGH SCHOOL | 1 | 0 | 22 | 150 | 1 | 3 | 177 |
| UPCHURCH ELEMENTARY | 0 | 0 | 7 | 25 | 2 | 1 | 35 |
| WEST HIGH SCHOOL | 1 | 0 | 21 | 123 | 4 | 0 | 149 |
| WHEELER ELEMENTARY | 0 | 0 | 12 | 30 | 1 | 1 | 44 |
| WILLOWDALE ELEMENTARY | 0 | 0 | 5 | 28 | 0 | 1 | 34 |
| YOUNG ADULT PRG-CMS ANNEX | 0 | 0 | 1 | 7 | 1 | 0 | 9 |
| **Overall - Total** | **2** | **8** | **396** | **1341** | **51** | **35** | **1833** |

## Staff Turnover

| Staff Terminations September 1, 2022 through August 31, 2023 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Reason** | **Admin** | **Tchr** | **Nurse** | **PTS** | **PTH** | **Para** | **Cust** | **Fd Srv** |
| Continuing Education | | | | | | 5 | 1 | 1 |
| Contract Expired | | | | | | 2 | | |
| Deceased | | 2 | | | | | | |
| Employment Outside Education | | 16 | | 2 | 10 | 25 | 8 | 7 |
| Personal / Family Reasons | 1 | 25 | | 1 | 8 | 32 | 11 | 8 |
| Personal Health | | | | | 1 | 6 | 9 | 2 |
| Job Dissatisfaction | | 1 | | | 1 | 1 | 4 | 2 |
| Long-term Disability | | 4 | | | 1 | | | |
| Miscellaneous Resignation | | 4 | | 1 | 2 | 6 | 7 | 7 |
| Other Education Job | | 36 | | 1 | 2 | 4 | | 3 |
| Performance | | | | | | | | |
| Relocation | 1 | 18 | 1 | 1 | 2 | 5 | 2 | 3 |
| Resigned | | 2 | | | | | 3 | 1 |
| Retired | 4 | 38 | | 2 | 7 | 11 | 7 | 6 |
| Sabbatical Leave | | | | | | | | |
| Unpaid Leave of Absence | | 14 | | | | | | |
| Reduction in Force | | | | | | | | |
| ***Total*** | ***6*** | ***160*** | ***1*** | ***8*** | ***34*** | ***97*** | ***52*** | ***40*** |
| *Total as a % of 22-23 Staff* | *7.0%* | *9.4%* | *20.0%* | *12.1%* | *18.2%* | *23.1%* | *28.3%* | *29.0%* |
| ***History*** | | | | | | | | |
| *2021-2022* | *8.1%* | *8.7%* | *20.0%* | *4.5%* | *25.7%* | *23.8%* | *30.5%* | *40.6%* |
| *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% |

# Staff Distribution History

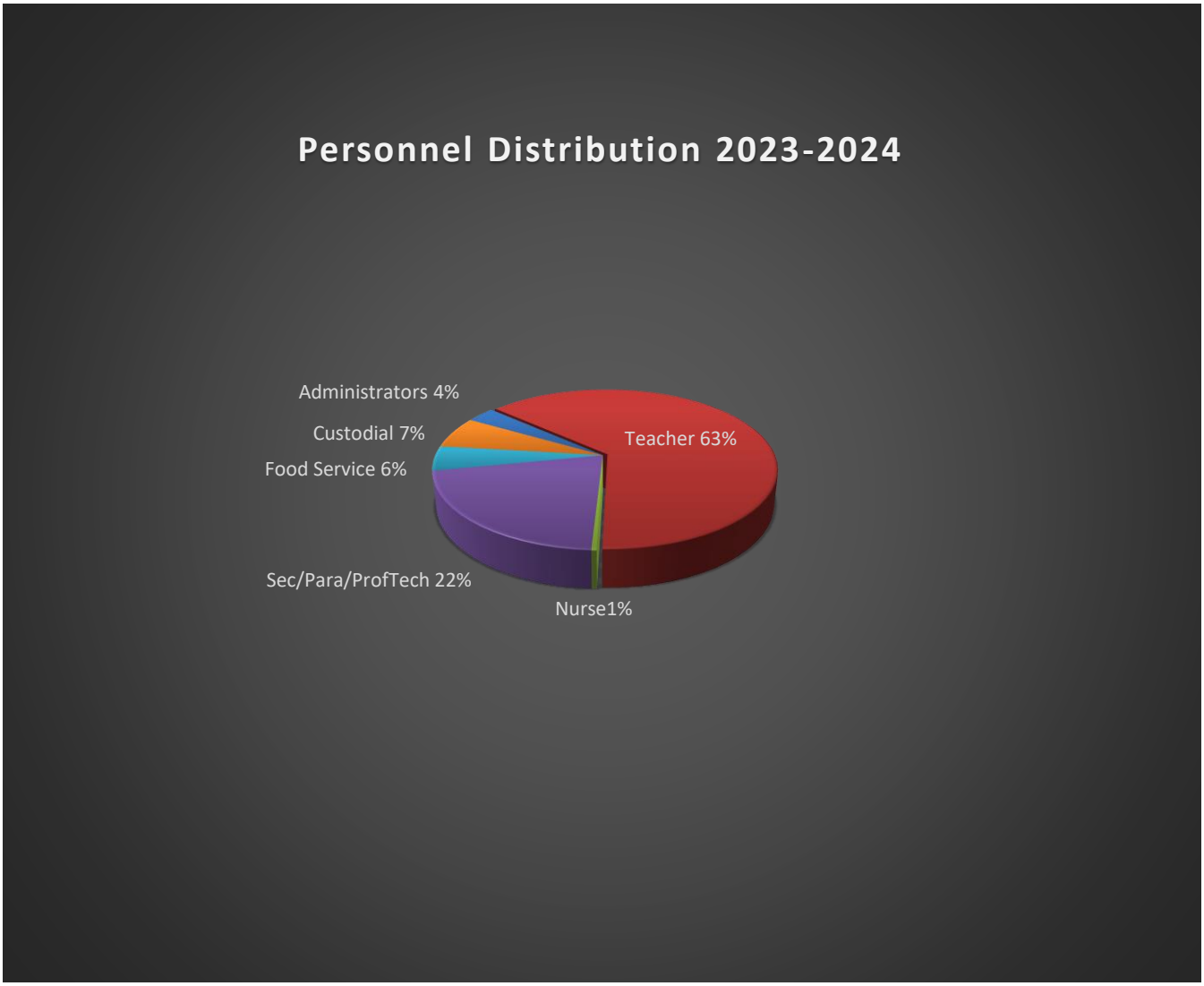
## PERSONNEL REPORT

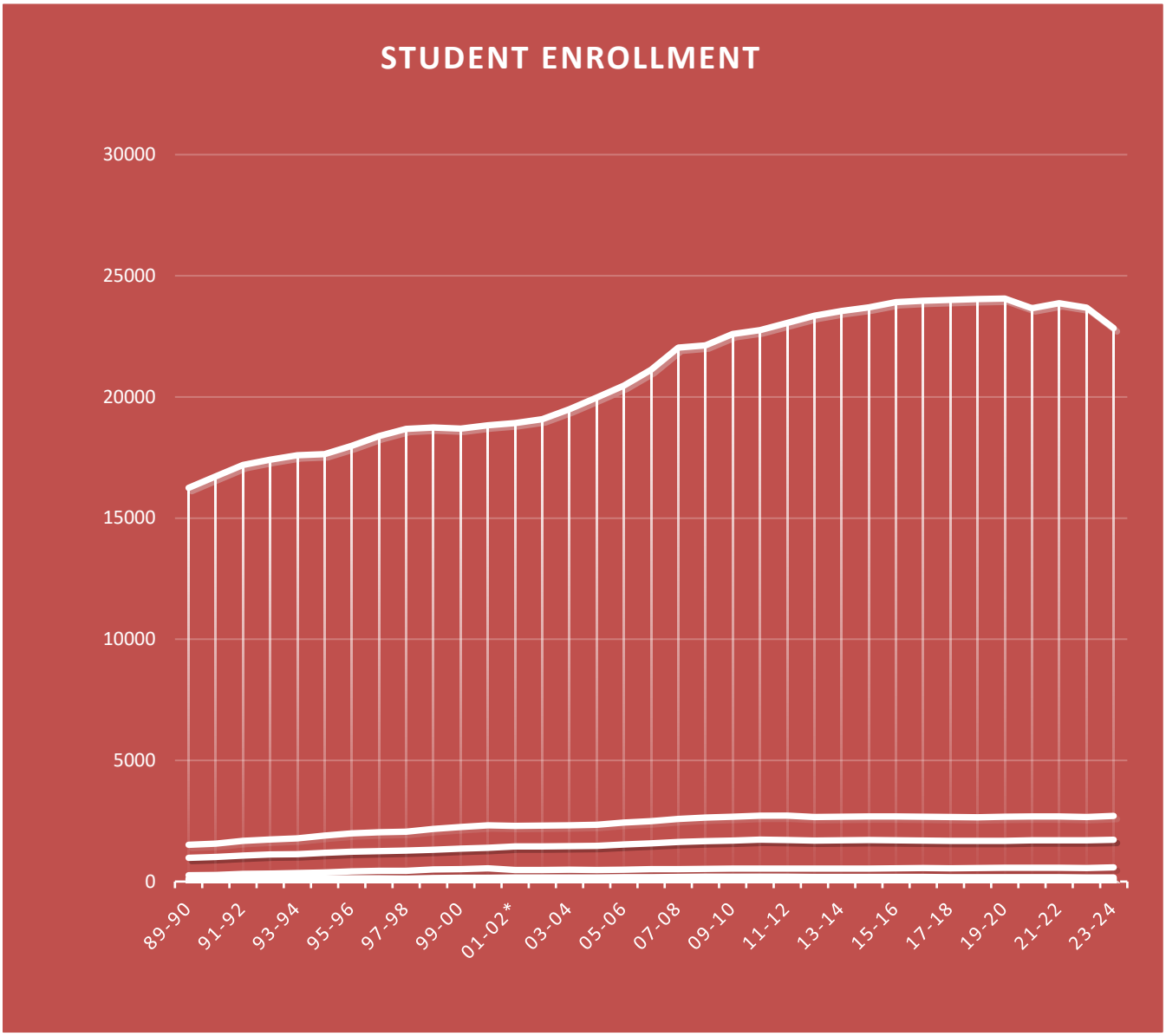
### Personnel Distribution History

| 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 |
| 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 |
| 23-24 | 87 | 1721 | 12 | 587 | 125 | 173 | 2,705 | 22,839 | 8.4 | 13.3 | 30.1 | 19.8 |

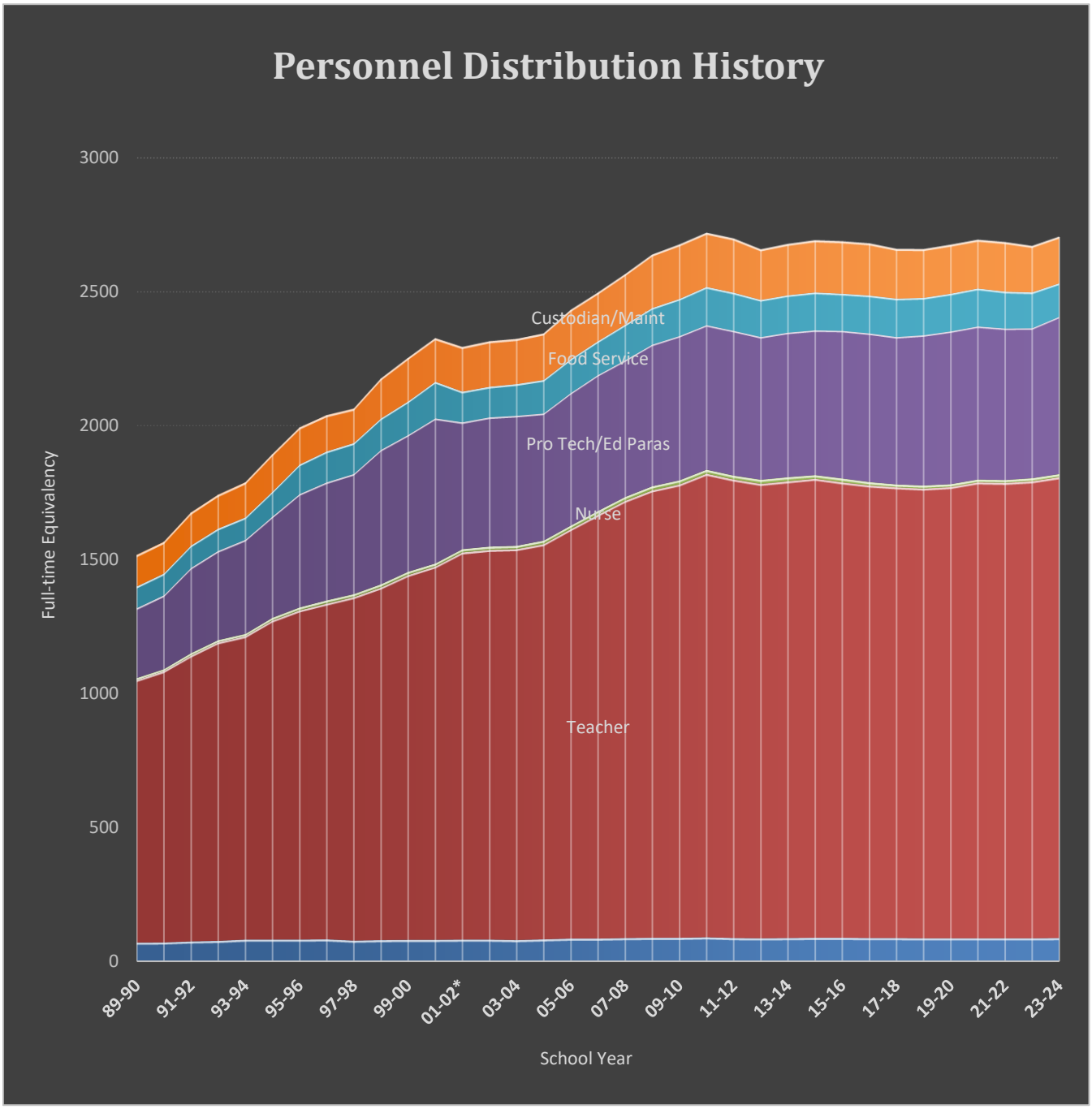
* FTE for paras changed from 5.5 to 8 hours per day = 1 FTE

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

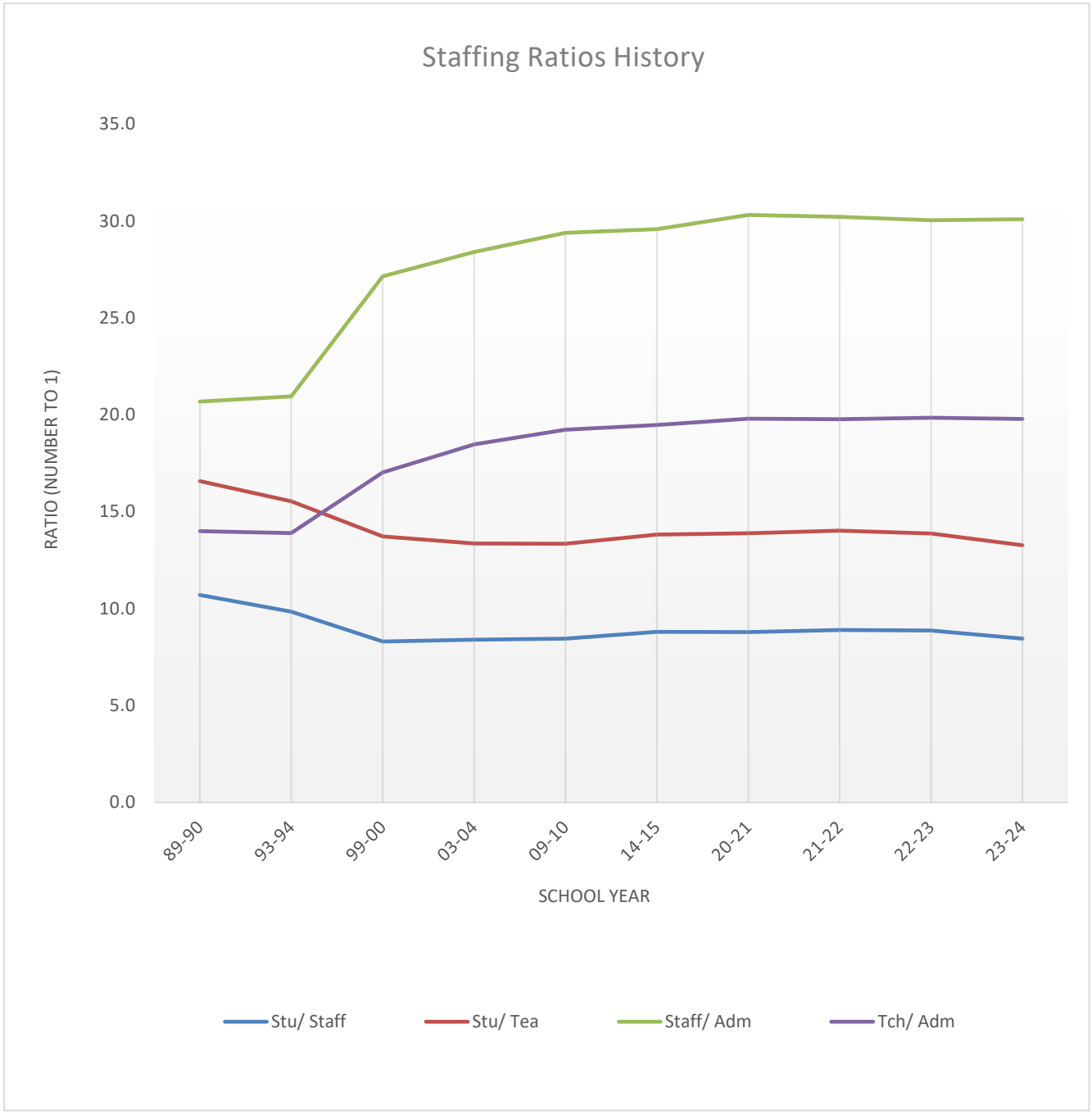

Personnel Distribution 2023-2024
Administrators 4%
Custodial 7%
Food Service 6%
Sec/Para/ProfTech 22%
Nurse1%
Teacher 63%


STUDENT ENROLLMENT
30000
25000
20000
15000
10000
5000
0
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
23-24

**PERSONNEL REPORT**



**PERSONNEL REPORT**



## Teacher Retention for the Last 5 Years

| Year | 2018-2019 | | 2019-2020 | | 2020-2021 | | 2021-2022 | | 2022-2023 | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Description** | **Rookie** | **All** | **Rookie** | **All** | **Rookie** | **All** | **Rookie** | **All** | **Rookie** | **All** |
| # of New Hires | 59 | 117 | 35 | 107 | 49 | 137 | 46 | 163 | 52 | 155 |
| # leaving end of 18-19 | 1 | 1 | | | | | | | | |
| # leaving end of 19-20 | 3 | 4 | 5 | 12 | | | | | | |
| # leaving end of 20-21 | 5 | 9 | 3 | 9 | 3 | 4 | | | | |
| # leaving end of 21-22 | 3 | 10 | 3 | 11 | 10 | 9 | 5 | 11 | | |
| # leaving end of 22-23 | 0 | 1 | 0 | 0 | 8 | 20 | 8 | 15 | 6 | 18 |
| First Year Retention Percent | 98% | 99% | 86% | 89% | 84% | 85% | 89% | 93% | 88% | 88% |
| # Still on Contract Current | 47 | 92 | 24 | 75 | 28 | 104 | 33 | 137 | 46 | 137 |
| Total Resignations Current | 12 | 25 | 11 | 32 | 21 | 33 | 13 | 26 | 6 | 18 |
| Percent Retained Current | 80% | 79% | 69% | 70% | 57% | 76% | 72% | 84% | 88% | 88% |

**One Year Retention Glance (Hired and Resigned in 2022-2023)**

| Description | Number |
|---|---|
| Resigned Personal Reasons | 5 |
| Relocation | 3 |
| Miscellaneous | 3 |
| Other Education Job | 7 |
| Family Reasons | 0 |
| **Total Leaving** | 18 |