

AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2021-2022

Meeting Date: November 1, 2021

Department: Human Resources

Title and Brief

Description: Human Resource Personnel Report 2021-2022

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 12 university teacher-recruiting (virtual) events in Nebraska, Missouri, Kansas, and South Dakota.
- MPS hosted 84 student teachers from 17 universities.
- Certificated staff members have worked for Millard for an average of 12 years and an average of 15.4 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.
- 1,323 MPS employees have a Master's degree and 52 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 2020 to October 2021.

Recommendations: Report Only

Responsible

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

Superintendent's Signature: _____

Recruiting Report



Join Our Team Today!

**Millard
Public
Schools
is hiring!**

**Apply
Now!**

www.mpsomaha.org

**Student Teacher Placement
by University 2020-21**

| University | # of Student Teachers |
|--------------------------------|------------------------------|
| University of Nebraska-Omaha | 41 |
| University of Nebraska-Lincoln | 11 |
| College of St. Mary | 6 |
| Northwest Missouri State | 3 |
| Wayne State | 4 |
| Doane | 1 |
| University of Nebraska-Kearney | 5 |
| Creighton University | 2 |
| Augustana | 2 |
| Hastings | 1 |
| Midland University | 1 |
| Kansas State | 1 |
| Northern Arizona University | 1 |
| University of Phoenix | 1 |
| Nebraska Wesleyan | 2 |
| Peru State | 1 |
| Western Governors University | 1 |
| TOTAL | 84 |

**Middle School Student Teacher Placement
2020-21**

| Teaching Area | AMS | CMS | KMS | NMS | RMS | BMS | TOTAL |
|-------------------------|-----|-----|-----|-----|-----|-----|-------|
| 6th Grade | | | | | | | 0 |
| Art | | | | | | | 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 |
| Media | | | | | | | 0 |
| Music | | | | 1 | | | 1 |
| Physical Education | | | | | | | 0 |
| Science | 1 | | | 2 | 1 | | 4 |
| Social Studies | | | | 4 | 2 | | 6 |
| Special Education | | | | 1 | | | 1 |
| Counseling | | | | | | | 0 |
| Speech Pathologist | | | | | | | 0 |
| | | | | | | | 0 |
| TOTAL PER SCHOOL | 1 | 1 | 0 | 9 | 3 | 0 | 14 |

**High School Student Teacher Placement
2020-21**

| Teaching Area | South | North | West | Horizon | TOTAL |
|-------------------------|--------------|--------------|-------------|----------------|--------------|
| Art | | | | | 0 |
| Business | | 1 | 2 | | 3 |
| English/Language Arts | 1 | | | | 1 |
| World Language | | | | | 0 |
| ELL | | | | | 0 |
| Health | | | | | 0 |
| Family/Consumer Science | | | | | 0 |
| Industrial Technology | | | | | 0 |
| Math | | 1 | | | 1 |
| Media | | | | | 0 |
| Music | | 2 | 1 | | 3 |
| Physical Education | 2 | | 1 | | 3 |
| Science | 1 | | 1 | | 2 |
| Social Studies | | | 2 | | 2 |
| Special Education | 1 | 1 | | | 2 |
| Counseling | 1 | 1 | | | 2 |
| Speech Pathologist | | | | | 0 |
| TOTAL PER SCHOOL | 6 | 6 | 7 | 0 | 19 |

Elementary Student Teacher Placement
2020-21

| | Pre -K | K | 1st- 3rd | 4th - 5th | SPECIALIST | TOTAL PER SCHOOL |
|-----------------|--------|---|----------|-----------|------------|------------------|
| ABBOTT | | | 2 | 2 | 1 | 5 |
| ALDRICH | | | | 1 | | 1 |
| ACKERMAN | | | | | | 0 |
| BLACK ELK | | | 4 | | | 4 |
| BRYAN | | 1 | | 1 | 1 | 3 |
| CATHER | | 1 | | 2 | 1 | 4 |
| CODY | | | | 1 | 1 | 2 |
| COTTONWOOD | | | | | 1 | 1 |
| DISNEY | | | 1 | | | 1 |
| HARVEY OAKS | | | | 1 | | 1 |
| HITCHCOCK | | | 1 | | | 1 |
| HOLLING HEIGHTS | | 1 | | | | 1 |
| EZRA MILLARD | | 2 | 3 | 1 | 1 | 7 |
| MONTCLAIR | | | 1 | | | 1 |
| MORTON | | | 1 | | | 1 |
| NEIHARDT | 1 | | 1 | 1 | | 3 |
| NORRIS | | | 4 | 1 | 1 | 6 |
| REAGAN | | | 2 | 2 | | 4 |
| REEDER | | 1 | 2 | | 5 | 8 |
| ROCKWELL | | | | | 2 | 2 |
| ROHWER | | 1 | | | | 1 |
| SANDOZ | | | 1 | 1 | 1 | 3 |
| UPCHURCH | | | 1 | | 1 | 2 |
| WHEELER | | 1 | 1 | | | 2 |
| WILLOWDALE | | | 1 | 1 | 2 | 4 |
| | | | | | | |
| TOTAL | 1 | 8 | 26 | 15 | 18 | 68 |

**Student Teacher Placement
by University 2020-21**

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| Augustana | 2 |
| Hastings | 1 |
| Midland University | 1 |
| Kansas State | 1 |
| Northern Arizona University | 1 |
| University of Phoenix | 1 |
| Nebraska Wesleyan | 2 |
| Peru State | 1 |
| Western Governors University | 1 |
| TOTAL | 84 |



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Fax: 402.354.8046
www.BestCareEAP.org

IMPACT REPORT

FOR

Millard Public Schools



August 01, 2020 - July 31, 2021

Millard Public Schools

IMPACT REPORT

August 01, 2020 - July 31, 2021 on New Cases

| EAP IMPACT ON COMPANY | | | | | | | |
|---------------------------------------|------------|-------------|-------------|-------------|------------|-------------|---------------|
| | Impact | % | Served | % | Activities | % | Hours |
| Self-Referral Cases | 108 | 68.8% | 131 | 12.9% | 642 | 85.8% | 497.75 |
| Employer Referral Cases | 4 | 02.5% | 4 | 00.4% | 40 | 05.3% | 36.92 |
| Information/Service Requests | 30 | 19.1% | 30 | 03.0% | 30 | 04.0% | 2.42 |
| Organizational Services/Training/CIRS | 15 | 09.6% | 802 | 79.2% | 23 | 03.1% | 17.5 |
| Account Management | 0 | 00.0% | 0 | 00.0% | 13 | 01.7% | 8.17 |
| Web Site Log Ins | N/A | N/A | 45 | 04.4% | 0 | 00.0% | 0 |
| Total | 157 | 100% | 1012 | 100% | 748 | 100% | 562.75 |

| UTILIZATION RATE SUMMARY | |
|--------------------------------------|--------|
| Weighted Population Of: 2851 | |
| Impact Rate - Current | 5.51% |
| Impact Rate - Annualized | 5.51% |
| Individuals Served Rate - Current | 35.50% |
| Individuals Served Rate - Annualized | 35.50% |
| Activity Rate - Current | 26.24% |
| Activity Rate - Annualized | 26.24% |

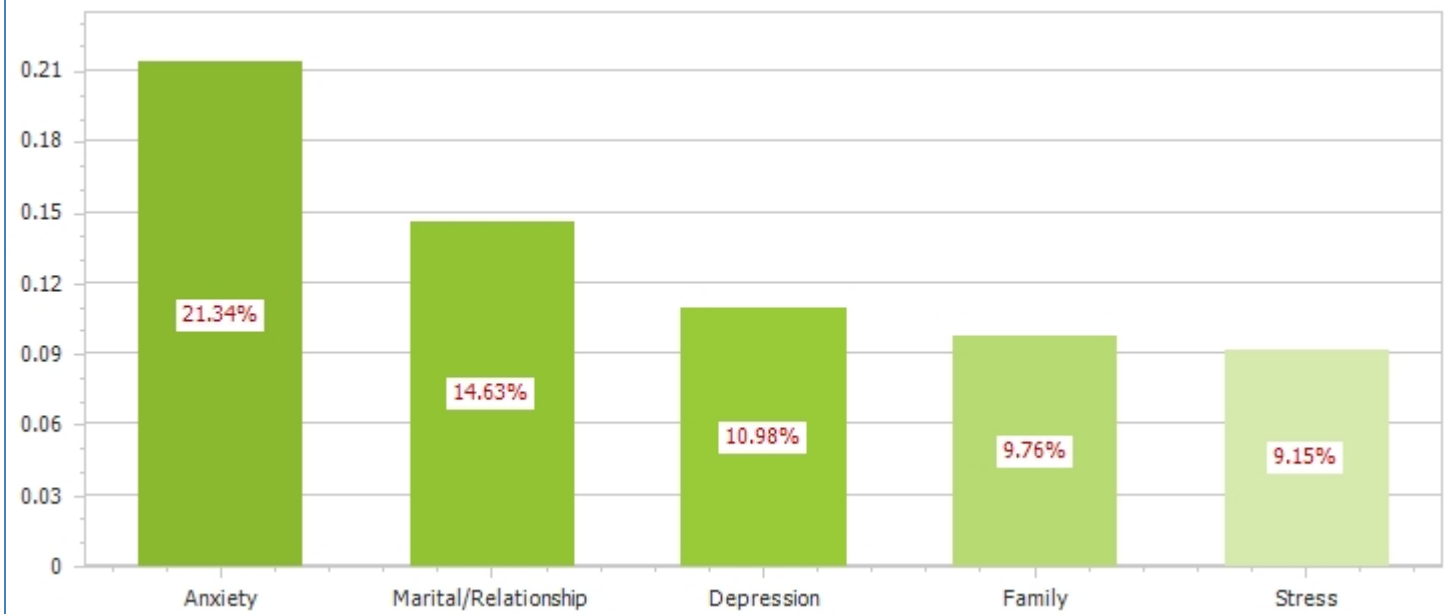
| CASE SUMMARY | | | |
|-------------------------------|-----|--------------------|-----|
| New/Ongoing | | Closed/Referrals | |
| Total New Cases | 112 | Total Cases Closed | 104 |
| Total Open Cases At 8/1/2020 | 13 | Total Referred | 5 |
| Total Open Cases At 7/31/2021 | 21 | | |

Millard Public Schools

IMPACT REPORT

August 01, 2020 - July 31, 2021

Assessed Problem Summary



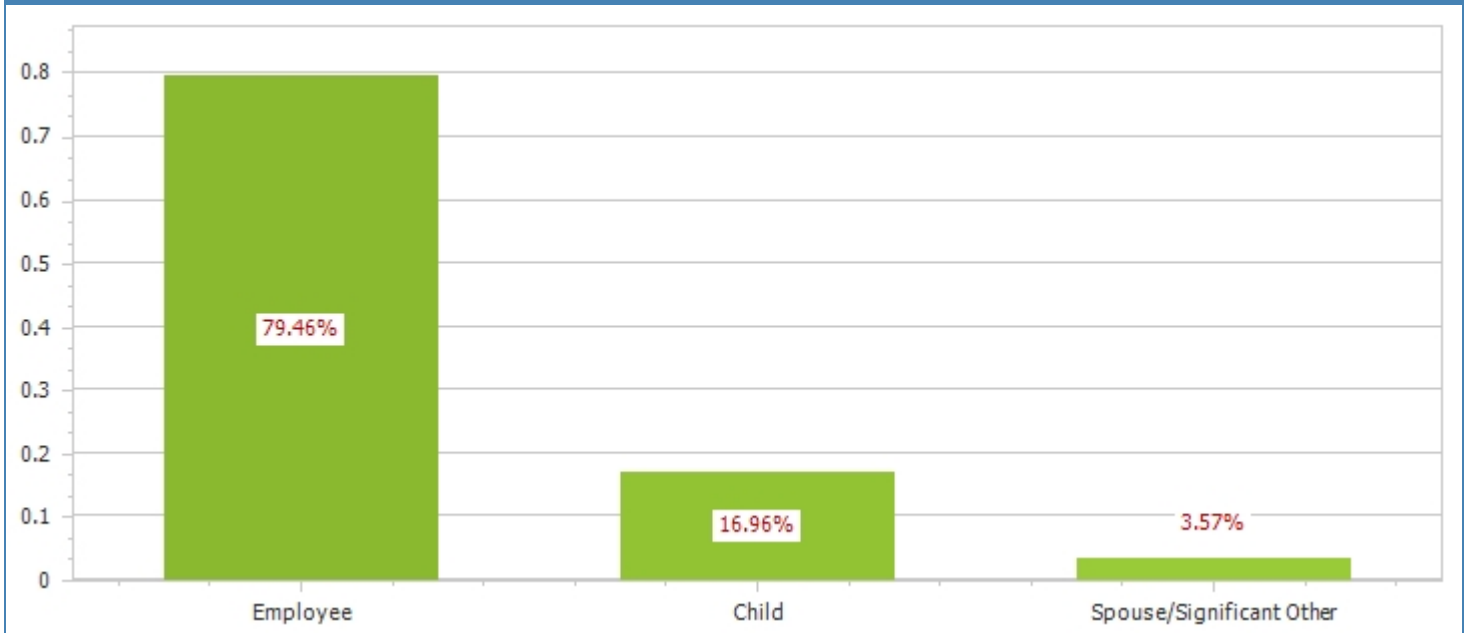
| Assessed Problem Summary | 8/1 - 10/31 | | 11/1 - 1/31 | | 2/1 - 4/30 | | 5/1 - 7/31 | | 8/2020 - 7/2021 | | 8/2019 - 7/2020 | |
|---------------------------|-------------|--------|-------------|--------|------------|--------|------------|--------|-----------------|--------|-----------------|--------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Anxiety | 7 | 17.07% | 11 | 25.00% | 14 | 28.57% | 3 | 10.00% | 35 | 21.34% | 16 | 10.39% |
| Marital/Relationship | 7 | 17.07% | 5 | 11.36% | 3 | 6.12% | 9 | 30.00% | 24 | 14.63% | 27 | 17.53% |
| Depression | 3 | 7.32% | 7 | 15.91% | 6 | 12.24% | 2 | 6.67% | 18 | 10.98% | 10 | 6.49% |
| Family | 3 | 7.32% | 2 | 4.55% | 6 | 12.24% | 5 | 16.67% | 16 | 9.76% | 19 | 12.34% |
| Stress | 6 | 14.63% | 6 | 13.64% | 3 | 6.12% | 0 | 0.00% | 15 | 9.15% | 15 | 9.74% |
| Emotional/Mental Health | 5 | 12.20% | 2 | 4.55% | 3 | 6.12% | 2 | 6.67% | 12 | 7.32% | 5 | 3.25% |
| Covid-19 Concerns | 3 | 7.32% | 6 | 13.64% | 3 | 6.12% | 0 | 0.00% | 12 | 7.32% | 7 | 4.55% |
| Grief/Loss/Bereavement | 1 | 2.44% | 0 | 0.00% | 4 | 8.16% | 3 | 10.00% | 8 | 4.88% | 5 | 3.25% |
| Child/Adolescent Issues | 1 | 2.44% | 1 | 2.27% | 2 | 4.08% | 3 | 10.00% | 7 | 4.27% | 0 | 0.00% |
| Job/Career | 2 | 4.88% | 0 | 0.00% | 3 | 6.12% | 1 | 3.33% | 6 | 3.66% | 18 | 11.69% |
| Life Transitions | 2 | 4.88% | 1 | 2.27% | 0 | 0.00% | 0 | 0.00% | 3 | 1.83% | 5 | 3.25% |
| Anger | 0 | 0.00% | 0 | 0.00% | 1 | 2.04% | 2 | 6.67% | 3 | 1.83% | 3 | 1.95% |
| Physical Health | 1 | 2.44% | 1 | 2.27% | 0 | 0.00% | 0 | 0.00% | 2 | 1.22% | 2 | 1.30% |
| Wellness | 0 | 0.00% | 1 | 2.27% | 0 | 0.00% | 0 | 0.00% | 1 | 0.61% | 3 | 1.95% |
| Trauma | 0 | 0.00% | 0 | 0.00% | 1 | 2.04% | 0 | 0.00% | 1 | 0.61% | 2 | 1.30% |
| Substance Use/Addiction | 0 | 0.00% | 1 | 2.27% | 0 | 0.00% | 0 | 0.00% | 1 | 0.61% | 0 | 0.00% |
| Substance Abuse/Addiction | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 1.95% |
| Financial | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 2 | 1.30% |
| Child/Adolescent | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 12 | 7.79% |
| Total | 41 | 100 % | 44 | 100 % | 49 | 100 % | 30 | 100 % | 164 | 100 % | 154 | 100 % |

Millard Public Schools

IMPACT REPORT

August 01, 2020 - July 31, 2021

Primary Client



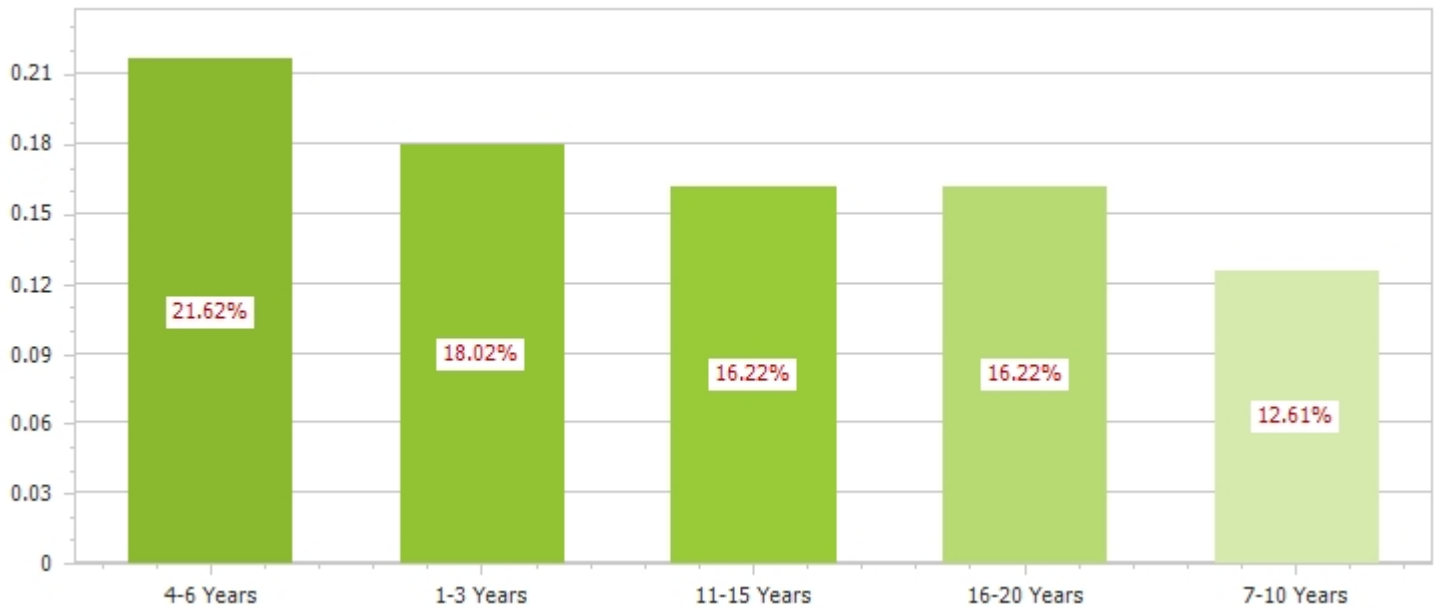
| Primary Client | 8/1 - 10/31 | | 11/1 - 1/31 | | 2/1 - 4/30 | | 5/1 - 7/31 | | 8/2020 - 7/2021 | | 8/2019 - 7/2020 | |
|--------------------------|-------------|--------|-------------|--------|------------|--------|------------|--------|-----------------|--------|-----------------|--------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Employee | 25 | 83.33% | 15 | 65.22% | 26 | 76.47% | 23 | 92.00% | 89 | 79.46% | 79 | 73.83% |
| Child | 4 | 13.33% | 6 | 26.09% | 7 | 20.59% | 2 | 8.00% | 19 | 16.96% | 23 | 21.50% |
| Spouse/Significant Other | 1 | 3.33% | 2 | 8.70% | 1 | 2.94% | 0 | 0.00% | 4 | 3.57% | 5 | 4.67% |
| Total | 30 | 100 % | 23 | 100 % | 34 | 100 % | 25 | 100 % | 112 | 100 % | 107 | 100 % |

Millard Public Schools

IMPACT REPORT

August 01, 2020 - July 31, 2021

Employee Years at Company?



| Employee Years at Company? | 8/1 - 10/31 | | 11/1 - 1/31 | | 2/1 - 4/30 | | 5/1 - 7/31 | | 8/2020 - 7/2021 | | 8/2019 - 7/2020 | |
|----------------------------|-------------|--------|-------------|--------|------------|--------|------------|--------|-----------------|--------|-----------------|--------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 4-6 Years | 9 | 30.00% | 6 | 26.09% | 6 | 17.65% | 3 | 12.00% | 24 | 21.62% | 18 | 16.82% |
| 1-3 Years | 7 | 23.33% | 0 | 0.00% | 9 | 26.47% | 4 | 16.00% | 20 | 18.02% | 20 | 18.69% |
| 16-20 Years | 4 | 13.33% | 3 | 13.04% | 4 | 11.76% | 7 | 28.00% | 18 | 16.22% | 10 | 9.35% |
| 11-15 Years | 3 | 10.00% | 6 | 26.09% | 4 | 11.76% | 5 | 20.00% | 18 | 16.22% | 21 | 19.63% |
| 7-10 Years | 3 | 10.00% | 4 | 17.39% | 7 | 20.59% | 0 | 0.00% | 14 | 12.61% | 17 | 15.89% |
| Unknown | 2 | 6.67% | 1 | 4.35% | 2 | 5.88% | 4 | 16.00% | 8 | 7.21% | 0 | 0.00% |
| Over 25 Years | 1 | 3.33% | 1 | 4.35% | 2 | 5.88% | 1 | 4.00% | 5 | 4.50% | 7 | 6.54% |
| 0-12 Months | 1 | 3.33% | 2 | 8.70% | 0 | 0.00% | 1 | 4.00% | 4 | 3.60% | 10 | 9.35% |
| 21-25 Years | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 4 | 3.74% |
| Total | 30 | 100 % | 23 | 100 % | 34 | 100 % | 25 | 100 % | 111 | 100 % | 107 | 100 % |

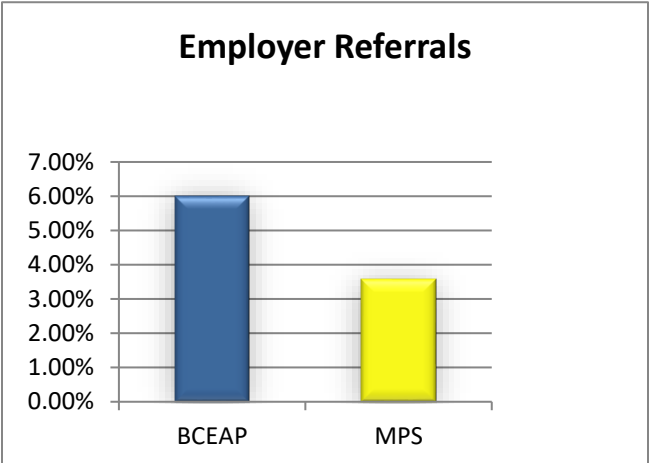
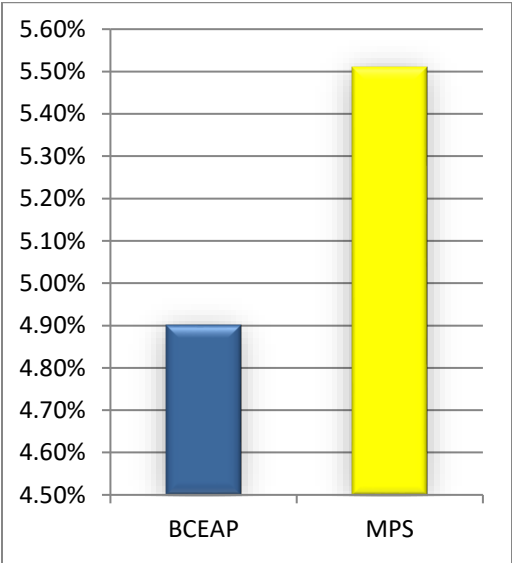
Impact Analysis

Millard Public Schools

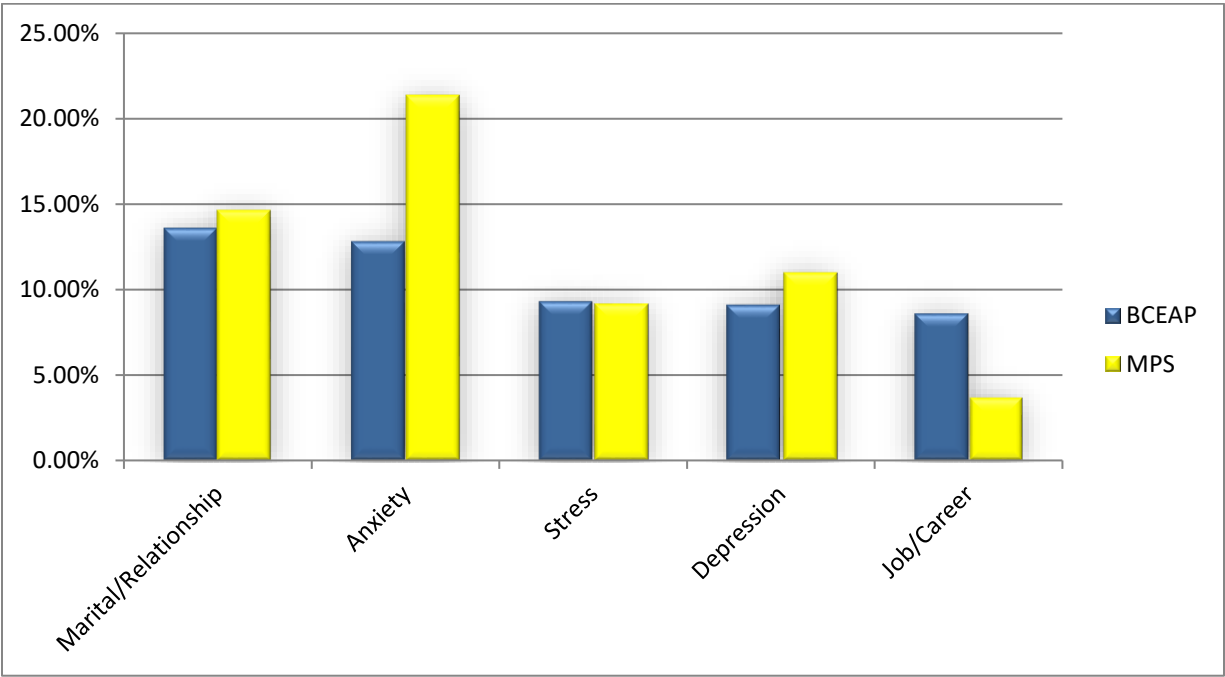
August 1, 2020 – July 31, 2021



Impact Rate:



Assessed Problem Types Comparison:



This report outlines how your organization’s statistics compare to Best Care EAP’s full book of business for 2019.

Days Absent by Reason by Employee Group 2020-21

| Reason | Admin | Teachers | Nurses | ProfTechS | ProfTechH | EdPara | CustMaint | Food Serv |
|----------------------------|-------------|---------------|-------------|-------------|--------------|--------------|--------------|--------------|
| Personal Illness | 22.0 | 4,459.0 | 14.0 | 143.5 | 718.6 | 1,389.1 | 950.4 | 425.7 |
| Family Illness | 11.5 | 2,995.8 | 15.5 | 87.5 | 204.0 | 406.8 | 195.4 | 113.6 |
| Business/Emergency | 1.0 | 905.6 | 7.0 | 42.0 | 292.5 | 714.1 | 135.9 | 436.9 |
| Personal | - | 554.9 | 1.5 | - | - | - | - | - |
| Bereavement | 4.5 | 312.0 | 3.0 | 12.5 | 65.0 | 88.4 | 90.8 | 40.7 |
| Family Medical Leave | 217.5 | 4,714.5 | - | 118.5 | 146.4 | 215.6 | 315.6 | 127.6 |
| Emergency Paid Sick Leave | 17.0 | 2,811.5 | 5.0 | 23.5 | 173.7 | 730.8 | 405.9 | 265.0 |
| Emergency FMLA | - | 54.0 | - | - | - | - | 9.3 | 2.5 |
| <i>Total Days</i> | <i>274</i> | <i>16,807</i> | <i>46</i> | <i>428</i> | <i>1,600</i> | <i>3,545</i> | <i>2,103</i> | <i>1,412</i> |
| Mean Avg Days/Employee | 3.18 | 9.87 | 4.60 | 6.75 | 8.57 | 10.99 | 11.65 | 9.75 |
| % of Scheduled Work | 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% |

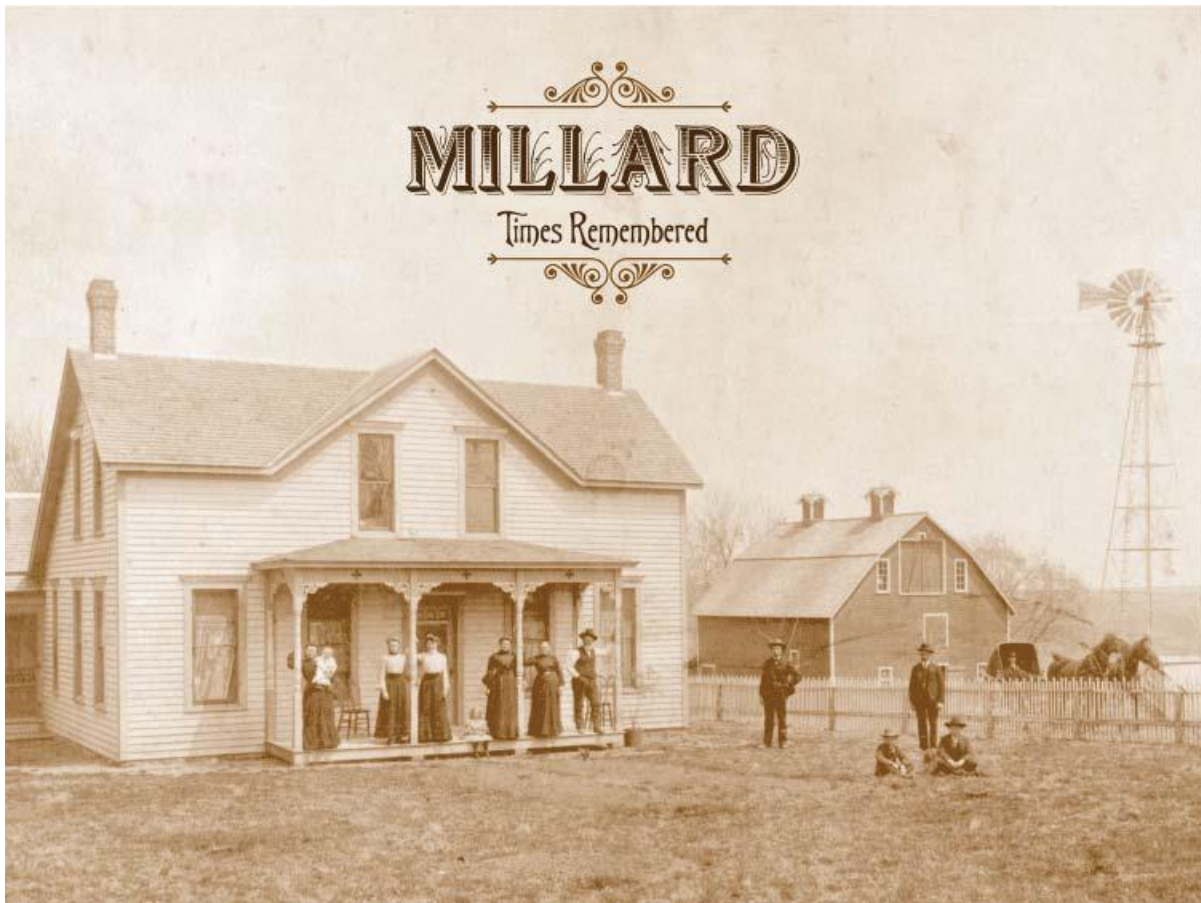
Scheduled Absences

| | | | | | | | | |
|-----------------------------|--------------|----------------|------------|--------------|----------------|-------------|----------------|------------|
| Vacation | 868.5 | - | - | 416.5 | 1,025.6 | - | 2,300.0 | - |
| Military | - | 83.0 | - | - | - | 10.2 | - | - |
| Union | - | 1.0 | - | - | - | - | - | - |
| Jury/Election | 1.0 | 45.5 | - | 0.5 | 2.0 | 6.7 | 2.0 | 2.4 |
| Professional | 18.0 | 808.5 | 1.0 | - | - | - | - | - |
| Retirement Seminar | - | 8.5 | - | - | 1.0 | 0.4 | 1.0 | - |
| Misc/Administrative | 16.5 | 310.0 | 2.0 | - | - | 4.4 | - | 0.5 |
| <i>Total Scheduled Days</i> | <i>904.0</i> | <i>1,256.5</i> | <i>3.0</i> | <i>417.0</i> | <i>1,028.6</i> | <i>21.7</i> | <i>2,303.0</i> | <i>2.9</i> |

Teacher Professional Leave Days

| | | Avg |
|---------|-------|------------|
| 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 |
| 2011-12 | 6,188 | 3.6 |

Current Staffing Levels



Personnel Distribution

Full-time Equivalency

| Employee Class | F.T.E. Change 20-21 to 21-22 | Staff F.T.E. 21-22 | Staff F.T.E. 20-21 | Staff F.T.E. 19-20 | Staff F.T.E. 18-19 |
|---------------------------------|---------------------------------|--------------------|--------------------|--------------------|--------------------|
| Administrators | 0.0 | 86 | 86 | 86.0 | 86 |
| Teachers | -1.7 | 1701.36 | 1703.1 | 1685.0 | 1679.2 |
| School Nurses | 0.0 | 10 | 10 | 11.0 | 12 |
| Professional Technical Salaried | 2.9 | 66.2 | 63.3 | 56.2 | 55 |
| Professional Technical Hourly | -0.4 | 186.4 | 186.8 | 186.0 | 186.8 |
| Educational Paraprofessionals | -9.4 | 313.1 | 322.5 | 328.5 | 319.5 |
| Custodial/Maintenance | 3.0 | 183.5 | 180.5 | 180.5 | 179.5 |
| Food Service | -6.8 | 138 | 144.8 | 140.6 | 139.9 |
| Totals | -12.4 | 2684.56 | 2697 | 2673.8 | 2657.9 |

Employee Count

| Employee Class | Count Change 20-21 to 21-22 | Staff Count 21-22 | Staff Count 20-21 | Staff Count 19-20 | Staff Count 18-19 |
|---------------------------------|--------------------------------|-------------------|-------------------|-------------------|-------------------|
| Administrators | 0 | 86 | 86 | 86 | 86 |
| Teachers | 3 | 1724 | 1721 | 1708 | 1703 |
| School Nurses | 0 | 10 | 10 | 11 | 11 |
| Professional Technical Salaried | 3 | 68 | 65 | 59 | 57 |
| Professional Technical Hourly | 4 | 198 | 194 | 198 | 199 |
| Educational Paraprofessionals | -7 | 418 | 425 | 434 | 426 |
| Custodial/Maintenance | 5 | 186 | 181 | 181 | 180 |
| Food Service | -9 | 164 | 173 | 173 | 172 |
| Totals | -1 | 2854 | 2855 | 2850 | 2834 |

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 | 2.00 |
| C011 | MONTESSORI PRESCHOOL TCHR | 3.00 |
| C051 | PRESCHOOL TEACHER | 1.00 |
| C081 | MONTESSORI PRE/KDG TCHR | 3.00 |
| C091 | KINDERGARTEN TEACHER | 72.00 |
| C101 | MONTESSORI 1-3 TEACHER | 9.00 |
| C111 | GRADE 1 TEACHER | 76.00 |
| C121 | GRADE 2 TEACHER | 71.00 |
| C131 | GRADE 3 TEACHER | 73.00 |
| C141 | GRADE 4 TEACHER | 73.00 |
| 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 | 1.50 |
| C322 | ART TEACHER MS | 7.50 |
| C323 | ART TEACHER HS | 14.00 |
| C333 | BUSINESS TEACHER | 24.00 |
| C352 | LANGUAGE ARTS TEACHER MS | 37.00 |
| C353 | LANGUAGE ARTS TEACHER HS | 70.50 |
| C362 | READING TEACHER MS | 3.00 |
| 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 | 36.17 |
| C412 | FCS MS | 7.00 |
| C413 | FCS HS | 14.66 |
| C432 | INDUSTRIAL TECH TEACHER M | 6.00 |
| C433 | INDUSTRIAL TECH TEACHER H | 13.00 |
| C452 | COMPUTER TEACHER MS | 6.00 |
| C461 | MATH INTERVENTIONIST | 3.18 |
| C462 | MATH TEACHER MS | 33.50 |
| C463 | MATH TEACHER HS | 64.00 |
| C472 | SCIENCE TEACHER MS | 33.50 |
| C473 | SCIENCE TEACHER HS | 58.00 |
| C492 | SOCIAL STUDIES TEACHER MS | 33.00 |
| C493 | SOCIAL STUDIES TEACHER HS | 59.00 |
| 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 | 14.25 |
| 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 | 21.50 |
| 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 | 24.60 |
| C622 | MEDIA SPECIALIST MS | 6.00 |
| C623 | MEDIA SPECIALIST HS | 4.00 |
| C631 | READ TEACHER ELEM | 23.00 |
| C640 | LITERACY COACH | 3.00 |
| C641 | EARLY LIT INT (ELI) TCHR | 2.25 |
| C652 | LEARNING CTR TEACHER MS | 3.00 |
| C660 | ELL - DISTRICT TCHR | 1.00 |
| C66I | ELL TEACHER | 18.00 |
| C670 | TITLE 1 PRESCHOOL TCHR | 9.50 |
| C671 | TITLE 1 TEACHER | 7.50 |
| C682 | HIGH ABILITY LRNER TCH | 5.00 |
| C710 | MEP TECH FACILITATOR | 4.00 |
| C711 | TECHNOLOGY LEADER ELEM | 0.50 |
| C715 | MEP DARE | 2.00 |
| C721 | INSTR FACILITATOR | 6.20 |
| C731 | INSTRUCTIONAL DEPTHD ELEM | 0.50 |
| C741 | MEP FACILITATOR ELEM | 4.50 |
| C743 | MEP FACILITATOR HS | 7.00 |
| 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 |
| C79I | INTERVENTIONIST | 0.50 |
| C805 | SPED SLP FACILITATOR | 1.00 |
| C811 | SPED PROGRAM FACILITATOR | 5.00 |
| C831 | SPED RESOURCE TEACHER ELE | 47.00 |
| C832 | SPED RESOURCE TEACHER MS | 28.50 |
| C833 | SPED RESOURCE TEACHER HS | 38.50 |
| C842 | MULTI CAT SPED TCHR MS | 1.00 |
| C851 | SPED MH TEACHER ELEM | 12.00 |
| C852 | SPED MH TEACHER MS | 5.00 |
| C853 | SPED MH TEACHER HS | 17.00 |
| C861 | SPED BD TEACHER ELEM | 5.50 |
| C862 | SPED BD TEACHER MS | 4.00 |
| C883 | SPED MLC TEACHER | 1.00 |
| C891 | AUDIOLOGIST | 1.00 |
| C90I | SPEECH PATHOLOGIST | 60.00 |
| C913 | SPED VISION IMPAIRED TCHR | 3.00 |
| C922 | BEHAVIOR SPECIALIST | 1.00 |
| C931 | SPED INFANT TEACHER | 3.00 |
| C941 | SPED PRESCHOOL TEACHER | 13.00 |
| C952 | SPED HOMEBOUND TCHR MS | 1.00 |
| C961 | EARLY CHLDHD LITERACY TCH | 1.00 |
| C97I | SCHOOL PSYCHOLOGIST | 19.50 |
| Overall - Total | | 1701.36 |

Staffing Professional Technical Salary Positions

| Class | Current Job Class Title | FTE |
|------------------------|---------------------------|--------------|
| G030 | MULTIMEDIA FACILITATOR | 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 | 4.00 |
| G431 | TECH FACILITATOR 1A ELEM | 4.00 |
| G433 | TECH FACILITATOR 1A HS | 3.00 |
| 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 |
| G500 | ACCOUNTING MANAGER | 1.00 |
| G510 | INTERNAL AUDITOR/SP PROJ | 1.00 |
| G520 | DISTRICT ACCOUNTANT | 1.00 |
| G550 | DATABASE WAREHOUSE SPEC | 2.00 |
| G600 | GENERAL MANAGER SSC | 0.50 |
| G620 | PURCHASING AGENT | 1.00 |
| G630 | TRANSPORTATION MANAGER | 1.00 |
| G640 | PROJECT MANAGER | 2.00 |
| Overall - Total | | 66.20 |

Staffing Professional Technical Hourly Positions

| Class | Current Job Class Title | FTE |
|-------|---------------------------|-------|
| J010 | EX SEC TO SUPERINTENDENT | 1.00 |
| J030 | COMMUNICATIONS SPECIALIST | 1.00 |
| J100 | HOME VISITOR B | 4.00 |
| J105 | FAMILY FACILITATOR | 1.00 |
| J10S | HOME VISITOR S | 1.00 |
| J110 | HR SPECIALIST CERT STAFF | 1.00 |
| J120 | HR SPEC CLASSIFIED STAFF | 5.00 |
| 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 | 0.78 |
| 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 | 2.00 |
| J380 | SPED PRE-SCH SECRETARY I | 1.00 |
| J400 | SEC-ASST SUPT TECHNOLOGY | 1.00 |
| J410 | TECH HELP DESK SPECIALIST | 1.00 |
| J474 | TECHNOLOGY SPECIALIST II | 7.00 |
| 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 | 10.00 |
| J610 | MAINTENANCE SECRETARY | 2.00 |
| J620 | WAREHOUSE/MEDIA SECRETARY | 2.00 |
| J630 | CATALOGER 12MO | 1.00 |
| J713 | HS SECURITY GUARD | 14.00 |
| J714 | HS SECURITY GUARD BLG PAY | 1.00 |
| J723 | HS OUTSIDE SECURITY GUARD | 1.50 |
| J800 | FOOD SERV BOOKKEEPER/SEC | 1.00 |
| J830 | SPED VAN DRIVER | 3.09 |
| J840 | SPED PRESCHOOL VAN DRIVER | 15.13 |
| J850 | TRANSPORTATION SECRETARY | 1.00 |
| J860 | SPED VAN DRIVER/JOB COACH | 4.00 |
| J902 | SECRETARY 12MO MDL SCH | 6.00 |
| J903 | SECRETARY 12 MO HIGH SCH | 7.00 |
| J913 | HS ACCOUNTING CLERK | 3.00 |
| J921 | ELEM SECRETARY 10 MO | 25.00 |

| | | |
|------------------------|-------------------------|---------------|
| J922 | MDL SCH SECRETARY 10 MO | 12.00 |
| J923 | HS SECRETARY 10 MO | 22.00 |
| J941 | ELEM DIST ACCOMPANIST | 0.75 |
| J942 | MS DIST ACCOMPANIST | 0.50 |
| J943 | HS ACCOMPANIST | 1.58 |
| J982 | TAP INTERN | 1.50 |
| Overall - Total | | 186.44 |

Staffing Para Ed

| Class | Current Job Class Title | FTE |
|------------------------|---------------------------|---------------|
| K111 | PRESCH MONTESSORI ED PARA | 6.94 |
| K201 | INSTRUCTIONAL PARA ELEM | 20.63 |
| K202 | INSTRUCTIONAL PARA MS | 6.28 |
| K203 | INSTRUCTIONAL PARA HS | 1.56 |
| K211 | ELI ED PARA | 1.87 |
| K241 | RETEACHING PARA ELEM | 9.67 |
| K261 | MEDIA PARA ELEM | 17.03 |
| K262 | MEDIA PARA MS | 4.50 |
| K263 | MEDIA PARA HS | 3.76 |
| K311 | RESOURCE SPED PARA-E | 41.14 |
| K312 | RESOURCE SPED PARA-M | 21.51 |
| K313 | RESOURCE SPED PARA-H | 10.24 |
| K31S | RESOURCE WITH STIPEND | 0.80 |
| K341 | BD SPED PARA ELEM | 10.26 |
| K342 | BD SPED PARA MS | 9.45 |
| K343 | BD SPED PARA HS | 0.81 |
| K351 | ACP SPED ELEM PARA | 24.84 |
| K352 | ACP SPED MS PARA | 15.60 |
| K353 | ACP SPED HS PARA | 18.83 |
| K363 | VI SPED ED PARA HS | 0.91 |
| K373 | YOUNG ADULT PARA | 4.69 |
| K400 | PRESCHOOL PARA TITLE 1 | 32.13 |
| K411 | ELL PARA ELEM | 0.28 |
| K601 | HEALTH ROOM PARA ELEM | 15.83 |
| K602 | HEALTH ROOM PARA MS | 1.86 |
| K603 | HEALTH ROOM PARA HS | 2.17 |
| K621 | OFFICE PARA ELEM | 1.44 |
| K622 | OFFICE PARA MS | 4.63 |
| K623 | OFFICE PARA HS | 1.58 |
| K641 | WORKROOM PARA ELEM | 9.69 |
| K642 | WORKROOM PARA MS | 1.50 |
| K661 | FOOD SERVICE PARA ELEM | 10.62 |
| Overall - Total | | 313.05 |

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 | 1.00 |
| M051 | NIGHT CUSTODIAN I ELEM | 27.50 |
| M052 | NIGHT CUSTODIAN I MS | 19.00 |
| M053 | NIGHT CUSTODIAN I HS | 33.00 |
| 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 | 3.00 |
| M310 | DISTRICT GROUNDS LEADER | 6.00 |
| M315 | DISTRICT GROUNDS ASST II | 7.00 |
| M320 | DIST GROUNDS ASSISTANT I | 3.00 |
| M520 | MECHANICAL TECHNICIAN | 5.00 |
| M530 | ELECTRICIAN | 2.00 |
| M540 | MASTER MECH TECHICIAN | 1.00 |
| M543 | SR HI DAY ENGINEER | 3.00 |
| M553 | SR HI NIGHT ENGINEER | 3.00 |
| M560 | PREV MAINTENANCE ENGINEER | 1.00 |
| M570 | PM TECH 1 | 1.00 |
| M572 | MS DAY ENGINEER/CUST III | 5.00 |
| M582 | CMS DAY ENGINEER/CUST IV | 1.00 |
| M592 | CUSTODIAN ENGINEER | 1.00 |
| M600 | CARPENTER | 7.00 |
| M700 | PAINTER 1 | 1.00 |
| M701 | PAINTER 2 | 1.00 |
| Overall - Total | | 183.50 |

Staffing Food Service Positions

| Class | Current Job Class Title | FTE |
|------------------------|---------------------------|---------------|
| P101 | FS ELM PRODUCTION MANAGER | 25.00 |
| P102 | FS MS PRODUCTION MANAGER | 7.00 |
| P103 | FS HS PRODUCTION MANAGER | 3.00 |
| P201 | FS ELM HELPER | 34.57 |
| P202 | FS MS HELPER | 29.54 |
| P203 | FS HS HELPER | 26.32 |
| P302 | FS MS PRODUCTION LEAD | 6.57 |
| P303 | FS HS PRODUCTION LEAD I | 3.00 |
| P313 | FS C-STORE MANAGER | 3.00 |
| Overall - Total | | 137.99 |

Elementary Regular Classroom Average

| School | Sections | Students | 21-22 | 20-21 | 19-20 | 18-19 | 17-18 | 16-17 | 15-16 | 14-15 |
|-----------------|----------|----------|-------|-------|-------|-------|-------|-------|-------|-------|
| Abbott | 20 | 445 | 22.3 | 22.0 | 23.8 | 23.5 | 23.9 | 22.6 | 21.8 | 21.7 |
| Ackerman | 22 | 464 | 21.1 | 20.9 | 22.3 | 22.4 | 21.7 | 21.5 | 21.7 | 21.0 |
| Aldrich | 19 | 440 | 23.2 | 24.4 | 24.0 | 24.3 | 24.7 | 23.7 | 24.3 | 24.5 |
| Black Elk | 24 | 577 | 24.0 | 22.8 | 23.1 | 23.7 | 22.6 | 22.6 | 22.1 | 20.7 |
| Bryan | 18 | 345 | 19.2 | 17.7 | 18.8 | 18.9 | 19.2 | 21.0 | 20.3 | 21.1 |
| Cather | 18 | 364 | 20.2 | 21.7 | 21.2 | 22.1 | 22.4 | 21.7 | 23.4 | 22.9 |
| Cody | 12 | 210 | 17.5 | 17.3 | 18.3 | 17.7 | 15.6 | 17.0 | 18.2 | 17.3 |
| Cottonwood | 15 | 320 | 21.3 | 22.9 | 22.3 | 21.5 | 21.3 | 22.6 | 20.9 | 21.7 |
| Disney | 17 | 329 | 19.4 | 18.8 | 20.3 | 22.1 | 20.2 | 20.0 | 18.5 | 18.6 |
| Ezra Millard | 21 | 466 | 22.2 | 22.7 | 23.0 | 23.3 | 22.6 | 22.5 | 22.5 | 19.6 |
| Harvey Oaks | 14 | 300 | 21.4 | 21.9 | 21.9 | 23.7 | 23.6 | 24.0 | 21.8 | 21.5 |
| Hitchcock | 13 | 252 | 19.4 | 20.8 | 21.2 | 21.9 | 21.7 | 22.0 | 19.0 | 18.6 |
| Holling Heights | 18 | 313 | 17.4 | 18.5 | 18.0 | 18.9 | 18.3 | 18.4 | 20.2 | 19.6 |
| Montclair | 25 | 503 | 20.1 | 20.8 | 20.8 | 21.6 | 21.5 | 21.2 | 22.2 | 21.0 |
| Morton | 16 | 353 | 22.1 | 21.1 | 21.2 | 20.6 | 18.1 | 18.2 | 19.4 | 19.4 |
| Neihardt | 24 | 499 | 20.8 | 20.3 | 21.0 | 22.2 | 22.1 | 23.0 | 22.9 | 22.7 |
| Norris | 19 | 372 | 19.6 | 18.5 | 18.7 | 18.1 | 18.8 | 20.0 | 18.9 | 19.5 |
| Reagan | 23 | 522 | 22.7 | 22.0 | 22.7 | 23.6 | 22.5 | 21.8 | 22.1 | 22.3 |
| Reeder | 22 | 455 | 21.1 | 22.1 | 21.5 | 21.5 | 22.6 | 22.4 | 21.7 | 22.1 |
| Rockwell | 12 | 212 | 17.7 | 17.3 | 18.7 | 20.2 | 19.0 | 17.9 | 18.1 | 19.3 |
| Rohwer | 20 | 449 | 22.5 | 22.4 | 22.8 | 22.7 | 21.5 | 22.0 | 20.9 | 21.7 |
| Sandoz | 18 | 296 | 16.4 | 17.0 | 17.8 | 18.1 | 17.9 | 19.5 | 20.0 | 19.9 |
| Upchurch | 21 | 429 | 20.4 | 20.6 | 21.4 | 21.4 | 22.5 | 21.8 | 20.0 | 21.3 |
| Wheeler | 27 | 598 | 22.1 | 22.1 | 22.5 | 22.6 | 20.6 | 20.9 | 19.8 | 19.5 |
| Willowdale | 21 | 498 | 23.7 | 22.8 | 24.0 | 22.9 | 22.7 | 23.0 | 23.1 | 22.7 |
| Average | | | | | | | | | | |
| | 479 | 10021 | 20.9 | 20.9 | 21.4 | 21.7 | 21.3 | 21.4 | 21.0 | 20.9 |

*Based upon MPS Enrollment Counts 8/26/2021

Number of Elementary Students per Section by Grade Level 2021-2022

| Students Per Section Sections by Grade Level | 20 or less | 21-23 | 24-25 | 26 plus |
|---|------------|------------|-----------|-----------|
| Kindergarten | 38 | 31 | 12 | 0 |
| 1st grade | 40 | 32 | 6 | 3 |
| 2nd grade | 23 | 38 | 16 | 1 |
| 3rd grade | 32 | 30 | 17 | 1 |
| 4th grade | 34 | 28 | 14 | 4 |
| 5th grade | 26 | 35 | 10 | 8 |
| TOTALS | 193 | 194 | 75 | 17 |

Secondary Classroom Averages by Subject Area

[illegible]

Secondary Classroom Averages by Subject Area

[illegible]

Current Staff Demographics



Certificated Staff Educ Work Experience by School

| Base Location Building Name | Years in Total | Years in District |
|-----------------------------|----------------|-------------------|
| ABBOTT ELEMENTARY | 13.8 | 11.8 |
| ACKERMAN ELEMENTARY | 18.5 | 15.3 |
| ALDRICH ELEMENTARY | 15.6 | 12.6 |
| ANDERSEN MIDDLE SCHOOL | 16.8 | 14.4 |
| BEADLE MIDDLE SCHOOL | 14.6 | 11.0 |
| BLACK ELK ELEMENTARY | 12.8 | 11.0 |
| BRYAN ELEMENTARY | 16.9 | 13.3 |
| CATHER ELEMENTARY | 13.8 | 10.7 |
| CENTRAL MIDDLE SCHOOL | 12.9 | 9.7 |
| CODY ELEMENTARY | 12.9 | 8.6 |
| COTTONWOOD ELEMENTARY | 19.5 | 14.5 |
| DISNEY ELEMENTARY | 12.9 | 8.9 |
| DON STROH ADMIN CTR | 20.7 | 16.7 |
| EZRA MILLARD ELEMENTARY | 14.7 | 10.8 |
| HARVEY OAKS ELEMENTARY | 16.8 | 12.5 |
| HITCHCOCK ELEMENTARY | 10.5 | 7.0 |
| HOLLINGHEIGHTS ELEMENTARY | 15.3 | 12.8 |
| KEITH LUTZ HORIZON HS | 13.9 | 9.4 |
| KIEWIT MIDDLE SCHOOL | 17.2 | 13.2 |
| MISC LOCATION | 15.0 | 15.0 |
| MONTCLAIR ELEMENTARY | 14.0 | 10.6 |
| MORTON ELEMENTARY | 10.0 | 8.7 |
| NEIHARDT ELEMENTARY | 14.1 | 10.6 |
| NORRIS ELEMENTARY | 14.2 | 9.7 |
| NORTH HIGH SCHOOL | 16.2 | 12.0 |
| NORTH MIDDLE SCHOOL | 13.7 | 9.7 |
| REAGAN ELEMENTARY | 11.0 | 9.3 |
| REEDER ELEMENTARY | 16.4 | 13.5 |
| ROCKWELL ELEMENTARY | 14.1 | 12.0 |
| ROHWER ELEMENTARY | 18.8 | 16.1 |
| RON WITT SSC | 22.9 | 17.2 |
| RUSSELL MIDDLE SCHOOL | 15.7 | 11.0 |
| SANDOZ ELEMENTARY | 16.1 | 13.0 |
| SOUTH HIGH SCHOOL | 15.1 | 11.6 |
| UPCHURCH ELEMENTARY | 14.9 | 10.9 |
| WEST HIGH SCHOOL | 16.7 | 12.8 |
| WHEELER ELEMENTARY | 16.0 | 12.7 |
| WILLOWDALE ELEMENTARY | 17.3 | 13.6 |
| YOUNG ADULT PRG-CMS ANNEX | 16.9 | 13.3 |
| Overall - Average | 15.4 | 12.0 |

Certificated Staff Highest Degree by building

| Base Location Building Name | RN | BSN | BA | MA | DR | EDS | Total |
|-----------------------------|----------|----------|------------|-------------|-----------|-----------|-------------|
| ABBOTT ELEMENTARY | 0 | 0 | 5 | 22 | 1 | 0 | 28 |
| ACKERMAN ELEMENTARY | 0 | 0 | 9 | 23 | 0 | 1 | 33 |
| ALDRICH ELEMENTARY | 0 | 0 | 3 | 23 | 1 | 0 | 27 |
| ANDERSEN MIDDLE SCHOOL | 0 | 0 | 12 | 58 | 1 | 0 | 71 |
| BEADLE MIDDLE SCHOOL | 0 | 1 | 21 | 47 | 1 | 1 | 71 |
| BLACK ELK ELEMENTARY | 0 | 0 | 9 | 25 | 2 | 2 | 38 |
| BRYAN ELEMENTARY | 0 | 0 | 9 | 27 | 0 | 0 | 36 |
| CATHER ELEMENTARY | 0 | 0 | 7 | 21 | 0 | 1 | 29 |
| CENTRAL MIDDLE SCHOOL | 0 | 1 | 23 | 47 | 1 | 3 | 75 |
| CODY ELEMENTARY | 0 | 0 | 10 | 21 | 0 | 1 | 32 |
| COTTONWOOD ELEMENTARY | 0 | 0 | 7 | 25 | 0 | 0 | 32 |
| DISNEY ELEMENTARY | 0 | 0 | 11 | 23 | 0 | 0 | 34 |
| DON STROH ADMIN CTR | 0 | 1 | 3 | 5 | 13 | 2 | 24 |
| EZRA MILLARD ELEMENTARY | 0 | 0 | 6 | 23 | 0 | 1 | 30 |
| HARVEY OAKS ELEMENTARY | 0 | 0 | 2 | 24 | 0 | 1 | 27 |
| HITCHCOCK ELEMENTARY | 0 | 0 | 11 | 11 | 1 | 0 | 23 |
| HOLLINGHEIGHTS ELEMENTARY | 0 | 0 | 9 | 25 | 2 | 1 | 37 |
| KEITH LUTZ HORIZON HS | 0 | 0 | 9 | 12 | 1 | 1 | 23 |
| KIEWIT MIDDLE SCHOOL | 0 | 0 | 11 | 51 | 2 | 0 | 65 |
| MISC LOCATION | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| MONTCLAIR ELEMENTARY | 0 | 0 | 14 | 23 | 1 | 0 | 38 |
| MORTON ELEMENTARY | 0 | 0 | 11 | 17 | 0 | 1 | 29 |
| NEIHARDT ELEMENTARY | 0 | 0 | 12 | 27 | 1 | 2 | 42 |
| NORRIS ELEMENTARY | 0 | 0 | 7 | 26 | 0 | 1 | 34 |
| NORTH HIGH SCHOOL | 0 | 0 | 35 | 124 | 6 | 2 | 167 |
| NORTH MIDDLE SCHOOL | 0 | 1 | 16 | 43 | 1 | 0 | 61 |
| REAGAN ELEMENTARY | 0 | 0 | 14 | 24 | 0 | 0 | 38 |
| REEDER ELEMENTARY | 0 | 0 | 9 | 26 | 0 | 0 | 35 |
| ROCKWELL ELEMENTARY | 0 | 0 | 5 | 25 | 0 | 0 | 30 |
| ROHWER ELEMENTARY | 0 | 0 | 5 | 28 | 0 | 1 | 34 |
| RON WITT SSC | 0 | 0 | 2 | 24 | 6 | 4 | 36 |
| RUSSELL MIDDLE SCHOOL | 0 | 1 | 12 | 43 | 3 | 0 | 59 |
| SANDOZ ELEMENTARY | 0 | 0 | 6 | 30 | 0 | 0 | 36 |
| SOUTH HIGH SCHOOL | 1 | 0 | 30 | 135 | 1 | 4 | 171 |
| UPCHURCH ELEMENTARY | 0 | 0 | 6 | 29 | 2 | 1 | 38 |
| WEST HIGH SCHOOL | 0 | 0 | 23 | 124 | 4 | 0 | 151 |
| WHEELER ELEMENTARY | 0 | 0 | 16 | 23 | 1 | 1 | 41 |
| WILLOWDALE ELEMENTARY | 0 | 0 | 4 | 31 | 0 | 0 | 35 |
| YOUNG ADULT PRG-CMS ANNEX | 0 | 0 | 2 | 7 | 0 | 0 | 9 |
| Overall - Total | 1 | 5 | 406 | 1323 | 52 | 32 | 1820 |

Staff Turnover

| Staff Terminations September 1, 2020 through August 31, 2021 | | | | | | | | |
|--|----------|------------|----------|----------|-----------|------------|-----------|-----------|
| Reason | Admin | Tchr | Nurse | PTS | PTH | Para | Cust | Fd Srv |
| Continuing Education | | 1 | 1 | | | 3 | | |
| Contract Expired | | | | | | | | |
| Deceased | | | | | | | | |
| Employment Outside Education | | 6 | | 1 | 4 | 34 | 7 | 9 |
| Personal / Family Reasons | | 1 | | 1 | 2 | 14 | 1 | 6 |
| Personal Health | | | | | | 1 | 2 | 3 |
| Job Dissatisfaction | | | | | 1 | 3 | 1 | |
| Long-term Disability | | | | | | | | |
| Miscellaneous Resignation | | 3 | | 1 | 13 | 33 | 9 | 4 |
| Other Education Job | 1 | 30 | | | 2 | 11 | | 1 |
| Performance | | | | | | | | |
| Relocation | | 21 | | | 1 | 8 | | 1 |
| Resigned | | 14 | | | 1 | 4 | 6 | 2 |
| Retired | | 39 | | 1 | 9 | 20 | 9 | 3 |
| Sabbatical Leave | | | | | | | | |
| Unpaid Leave of Absence | | | | | | | | |
| Reduction in Force | | | | | | | | |
| Total | 1 | 115 | 1 | 4 | 33 | 131 | 35 | 29 |

Total as a % of 20-21 Staff

1.2% 6.8% 20.0% 6.1% 17.7% 31.2% 19.1% 21.0%

History

| | | | | | | | | |
|-----------|-------|------|-------|-------|-------|-------|-------|-------|
| 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% |
| | 3.4% | 6.7% | 6.7% | 4.1% | 7.7% | 11.9% | 5.7% | 7.8% |

Staff Distribution History



PERSONNEL REPORT

Personnel Distribution History

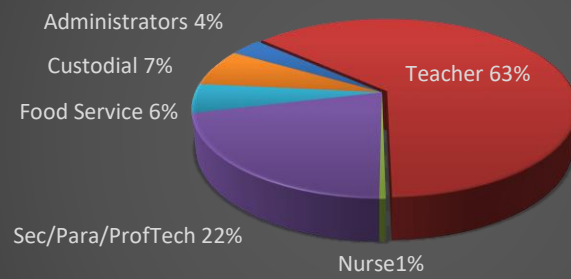
| School Year | F.T.E. | | | | | | Total Staff | Total Students | Ratios | | | |
|----------------|--------|------|-----|-------|-----|-----|----------------|-------------------|---------------|-------------|---------------|-------------|
| | Adm | Tch | Nur | PT/EP | FS | CM | | | Stu/ Staff | Stu/ 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 |

* 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

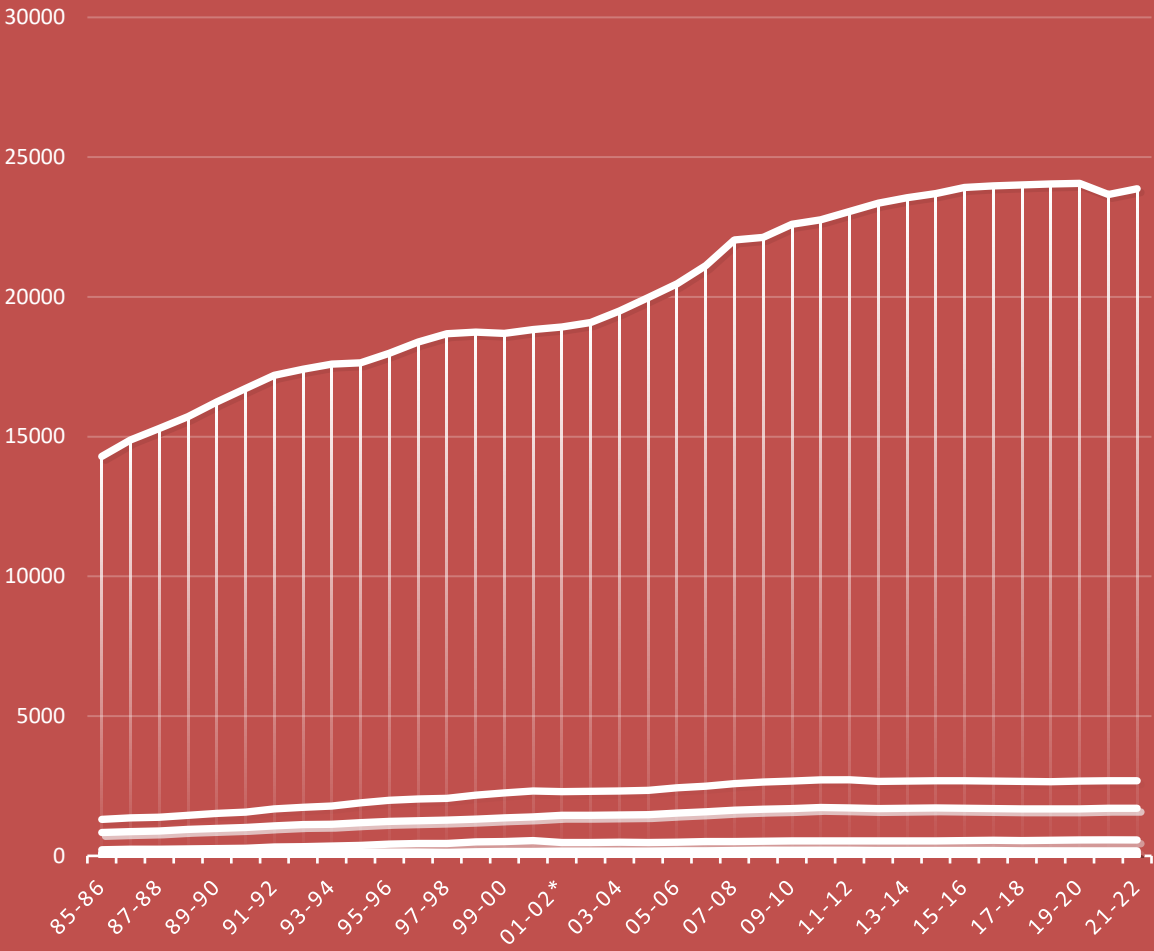
PERSONNEL REPORT

Personnel Distribution 2021-2022

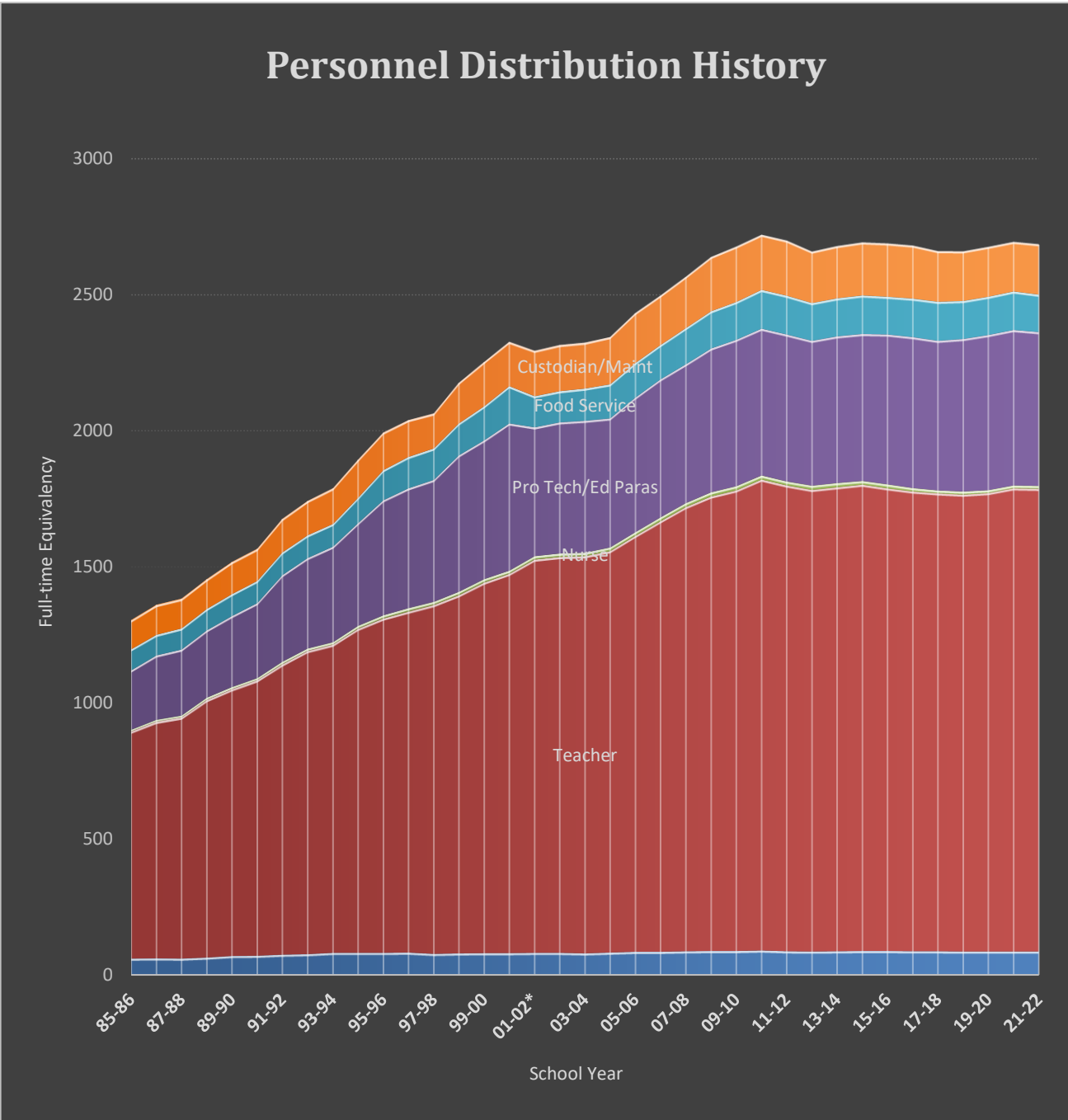


PERSONNEL REPORT

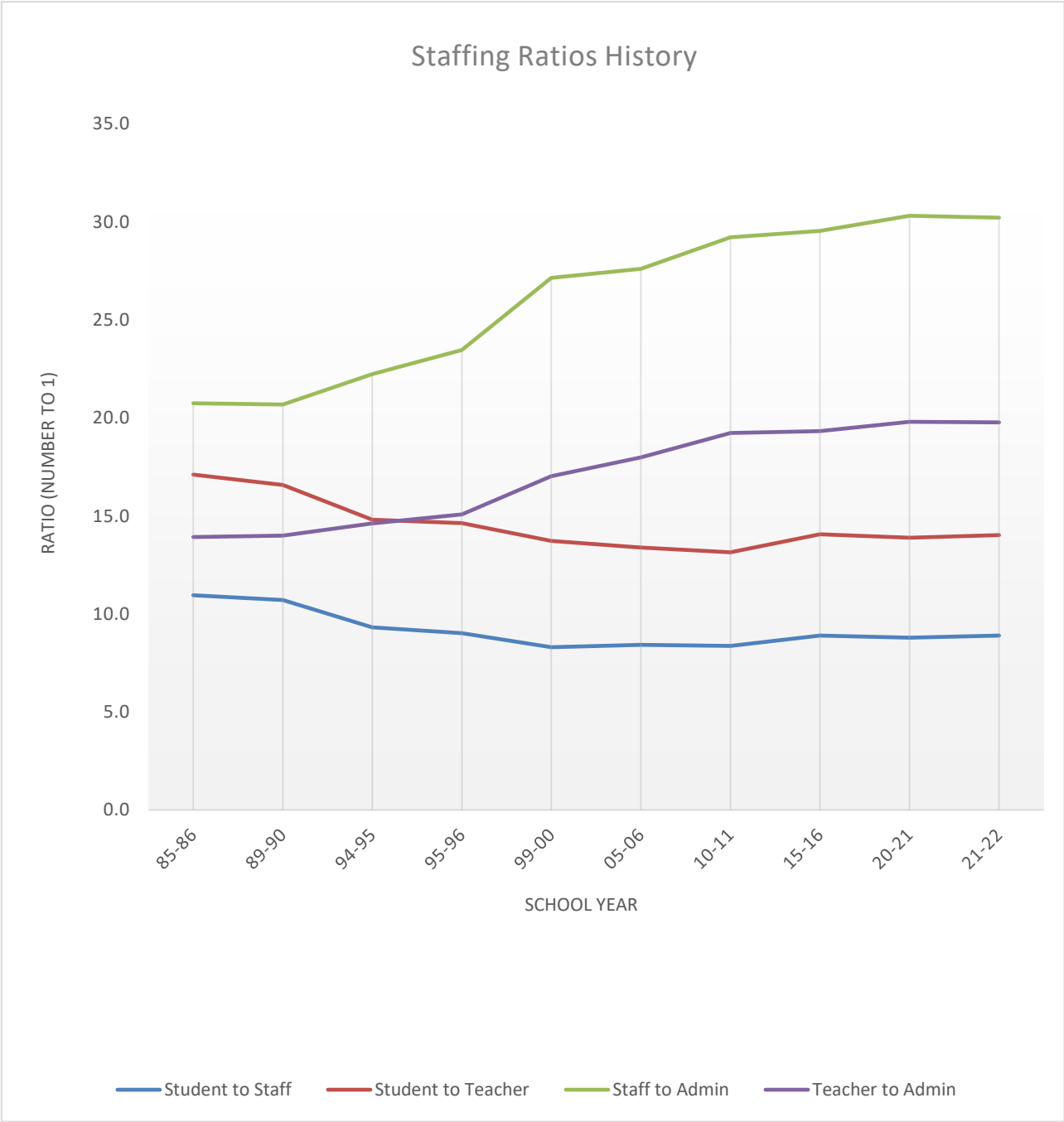
STUDENT ENROLLMENT



PERSONNEL REPORT



PERSONNEL REPORT



Teacher Retention for the Last 5 Years

| Year | 2016-2017 | | 2017-2018 | | 2018-2019 | | 2019-2020 | | 2020-2021 | |
|------------------------------|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|
| Description | Rookie | All | Rookie | All | Rookie | All | Rookie | All | Rookie | All |
| # of New Hires | 62 | 134 | 59 | 117 | 35 | 107 | 49 | 137 | 52 | 133 |
| # leaving end of 16-17 | | | | | | | | | | |
| # leaving end of 17-18 | 5 | 15 | | | | | | | | |
| # leaving end of 18-19 | 3 | 10 | 6 | 7 | | | | | | |
| # leaving end of 19-20 | 1 | 6 | 3 | 10 | 3 | 14 | | | | |
| # leaving end of 20-21 | 1 | 5 | 2 | 8 | 5 | 9 | 3 | 9 | 3 | 10 |
| First Year Retention Percent | 98% | 96% | 97% | 93% | 86% | 92% | 94% | 93% | 94% | 92% |
| # Still on Contract Current | 51 | 109 | 50 | 91 | 28 | 78 | 40 | 110 | 49 | 123 |
| Total Resignations Current | 11 | 25 | 9 | 26 | 7 | 29 | 9 | 27 | 3 | 10 |
| Percent Retained Current | 82% | 81% | 85% | 78% | 80% | 73% | 82% | 80% | 94% | 92% |

One Year Retention Glance (Hired and Resigned in 2019-2020)

| Description | Number |
|---------------------------|-----------|
| Resigned Personal Reasons | 1 |
| Relocation | 2 |
| Miscellaneous | 2 |
| Other Education Job | 2 |
| Family Reasons | 3 |
| Total Leaving | 10 |