AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2012-2013

Meeting Date: November 5, 2012

Department: Human Resources

Title and Brief

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Personnel Distribution

Full-time Equivalency

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

Employee Count

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

Date: 9/25/2012

Administrator Positions

Class	Title	Filled FTE
A010	SUPERINTENDENT	1.00

Date: 9/25/2012

Teacher Positions

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

Date: 9/25/2012

Teacher Positions

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

Date: 9/25/2012

School Nurse Positions

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

Date: 9/25/2012

Professional Technical Salaried Positions

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

Date: 9/25/2012

Professional Technical Hourly Positions

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

Date: 9/25/2012

Professional Technical Hourly Positions

Class	Title	Filled FTE
J713	HS SECURITY GUARD	13.13
J723	HS OUTSIDE SECURITY GUARD	2.00
J800	FOOD SERV BOOKKEEPER/SEC	

Date: 9/25/2012

Educational Para-Professional Positions

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

Date: 9/25/2012

Custodial / Maintenance Positions

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

Date: 9/25/2012

Food Service Positions

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

Date: 9/25/2012

Staffing Substitutes

Elementary Regular Classroom Average

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

Secondary Classroom Averages by Subject Area

2011-2012

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

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

2012-2013

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

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

Certificated Staff Educ Work Experience by School

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

Date: 10/1/2012

Certificated Staff Highest Degree by School

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

Date: 10/1/2012

Certificated Staff Highest Degree by School

Employee Loc. Building Name	RN	BSN

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

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

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

School	College/University

Date: 10/1/2012

Certificated Staff Highest Degree Earned by College/University

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

Date: 9/27/2012

Certificated Staff Gender by School

Date: 9/25/2012

All Staff Gender by School

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

Date: 9/25/2012

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
	28	22	659

Date: 10/1/2012

Certificated Staff Ethnicity by School

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

Date: 10/1/2012

Certificated Staff Ethnicity by School

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

Date: 9/25/2012

Certificated Staff Age by School

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

Date: 10/1/2012

All Staff Age >= 50 by School

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

Potential Retirees in Next Five Years

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

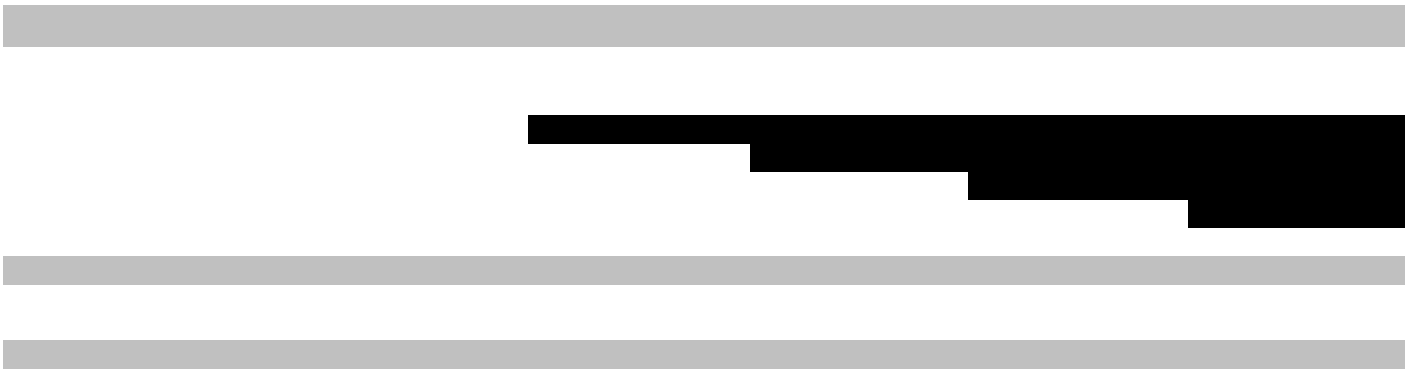
Potential Retirees in Next Five Years

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

Staff Turnover

Staff Terminations September 1, 2011 through August 31, 2012

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education						1	1	
Contract Expired						1		
Deceased		1			1			
Employment Outside Education		2		1	1	7	7	5
Personal / Family Reasons		7			1	4	1	1
Personal Health		2			1			2
Job Dissatisfaction						6		1
Long-term Disability								
Miscellaneous Resignation	1	23			4	9		1
Other Education Job	2	17		1	1	11		
Performance						2	2	
Relocation		18			1	3		
Resigned		9				1	1	
Retired	9	50			7	5	5	6
Sabbatical Leave								
Unpaid Leave of Absence								
Reduction in Force								
Total	12	129	0	2	17	50	17	16
Total as a % of 11-12 Staff	13.8%	7.6%	0.0%	4.1%	9.3%	12.3%	8.8%	9.6%
History								
2010-2011	8.0%	6.8%	6.7%	6.1%	7.7%	9.1%	8.8%	6.6%
2009-2010	3.4%	6.7%	6.7%	4.1%	7.7%	11.9%	5.7%	7.8%
2008-09	6.9%	7.3%	6.7%	10.2%	3.8%	10.9%	9.3%	5.4%
2007-08	4.6%	8.4%	6.7%	8.2%	14.8%	19.0%	9.8%	12.0%
2006-07	10.6%	9.7%	6.8%	17.8%	12.0%	27.7%	6712.0%	27.7%



Date: 9/25/2012

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

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

Date: 9/25/2012

Positions applied for 2011-2012

Class Cd	Title	ACTN

Millard Public Schools
Recruiting Report

2011-12

Our Human Resourc

MIDDLE SCHOOL

Teaching Area	AMS	CMS	KMS	NMS	RMS	BMS	TOTAL
Grade 6							
Art			1				1
Business	1						1
Counseling							
English	1		1	1	3	2	8
World Language				2			2
Health				1			1
Family Con Science							
Industrial Arts							
Math				2	2	1	5
Media							
Music			1				1
Nurse							
Physical Education				1			1
Science			1		1		2

ELEMENTARY

Days Absent by Reason by Employee Group 2011-12

Reason	**Admin**	**Teachers**	**Nurses**	**ProfTechS**	**ProfTechH**	**EdPara**	**CustMaint**	**Food Serv**
[illegible]	122.0	4,865.2	21.0	170.5	720.3	1,322.2	1,592.3	496.4
[illegible]	85.0	3,305.2	20.5	102.5	273.1	532.2	114.3	218.0
[illegible]	39.5	1,280.5	7.5	34.5	157.3	295.9	236.7	156.0
[illegible]	-	623.5	4.0	-	-	-	-	-
[illegible]	10.0	423.5	4.0	16.0	53.1	95.8	64.4	36.1
[illegible]	183.5	4,591.8	42.0	189.0	21.1	17.4	127.6	301.2
Total Days	*440*	*15,089*	*99*	*513*	*1,225*	*2,263*	*2,135*	*1,208*
[illegible]	5.06	8.81	6.60	9.18	7.11	7.25	10.83	8.41
% of Scheduled Work	***2.3%***	***4.6%***	***3.4%***	***4.2%***	***3.2%***	***3.9%***	***4.8%***	***4.6%***
2010-11	2.3%	4.7%	2.1%	3.7%	3.6%	3.8%	4.1%	4.0%
2009-10	2.3%	4.4%	4.0%	3.2%	3.4%	4.2%	4.3%	3.9%
2008-09	1.9%	4.2%	3.5%	4.3%	3.3%	3.6%	3.5%	4.3%
2007-08	1.7%	4.2%	3.0%	3.6%	3.4%			

4.4% 3.8-4.4% 3.3%

PERSONNEL REPORT

Personnel Distribution History

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

Change

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

% Change

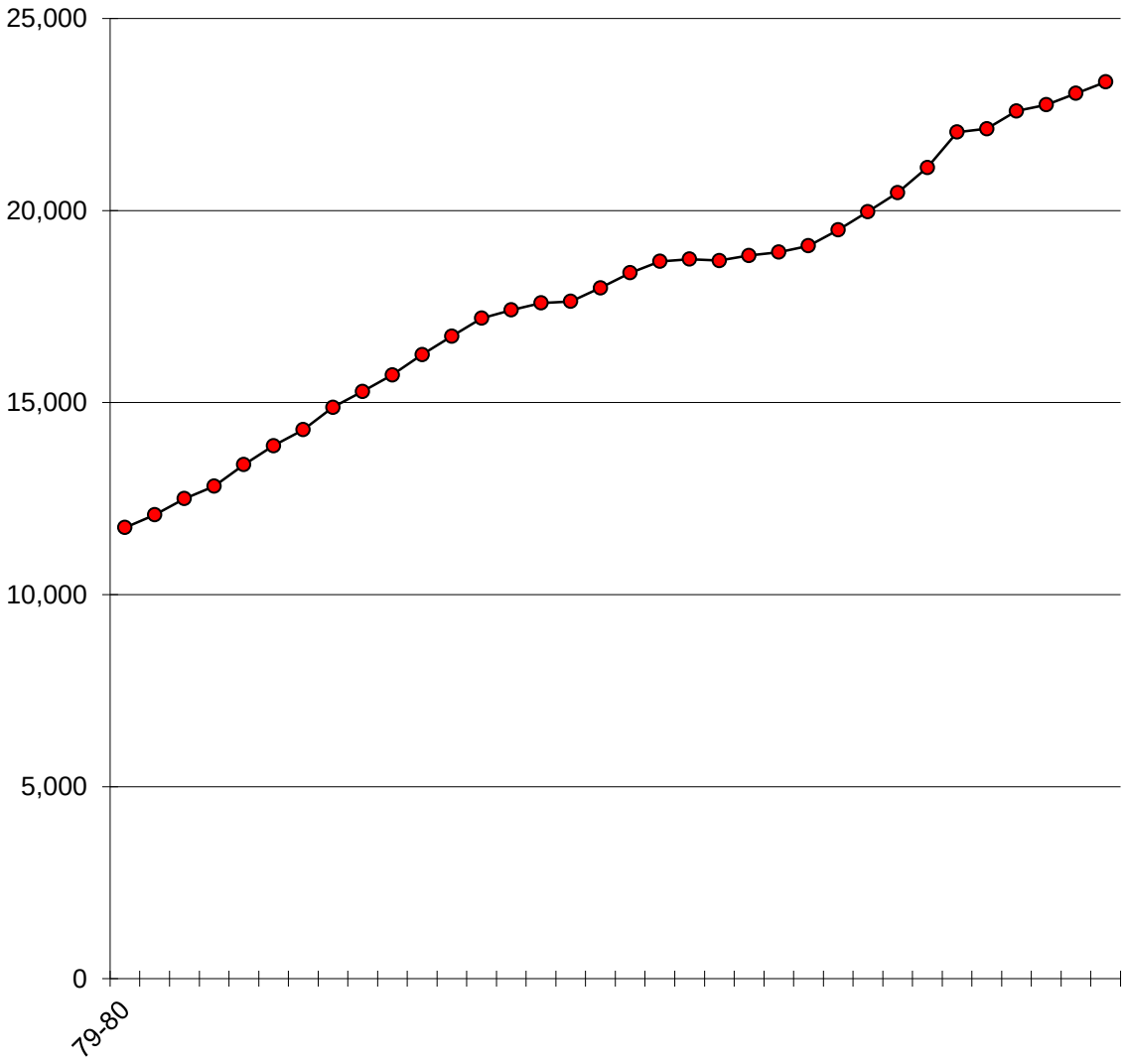
	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1979-12	77%	165%	148%	220%	150%	95%	162%	99%

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

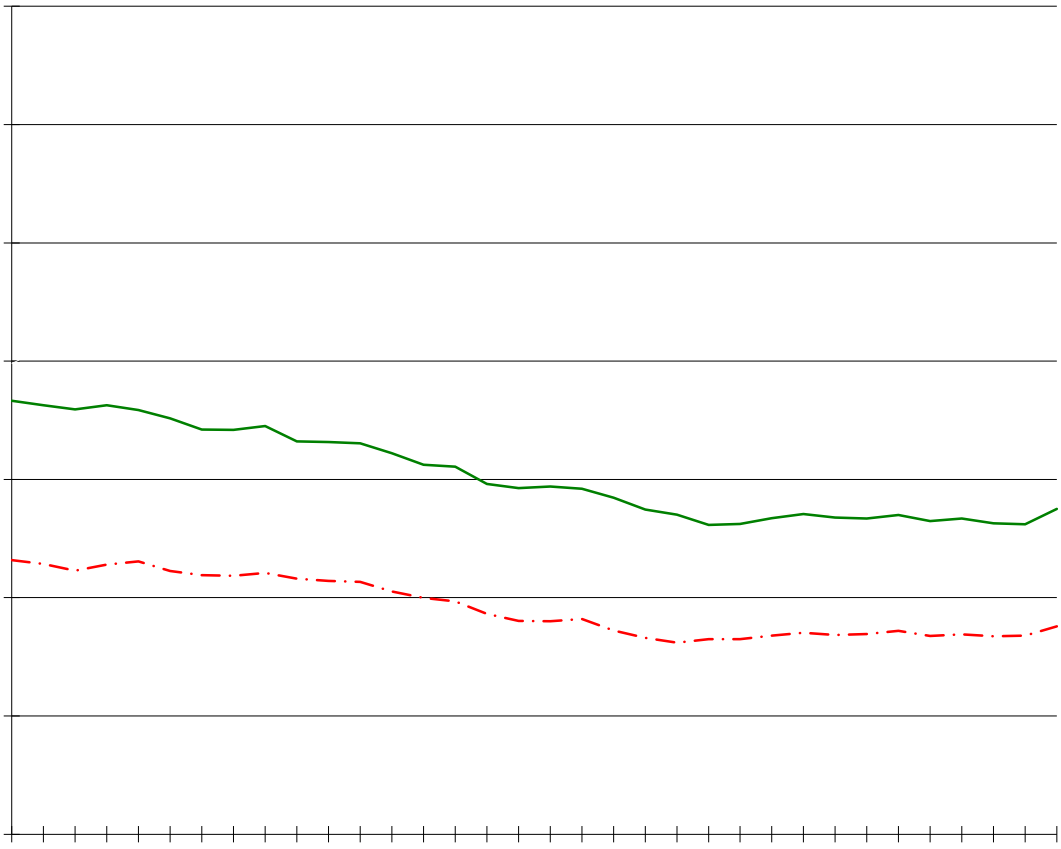
* FTE for food service changed from 6.5 to 8 hours per day = 1 FTE

PERSONNEL REPORT

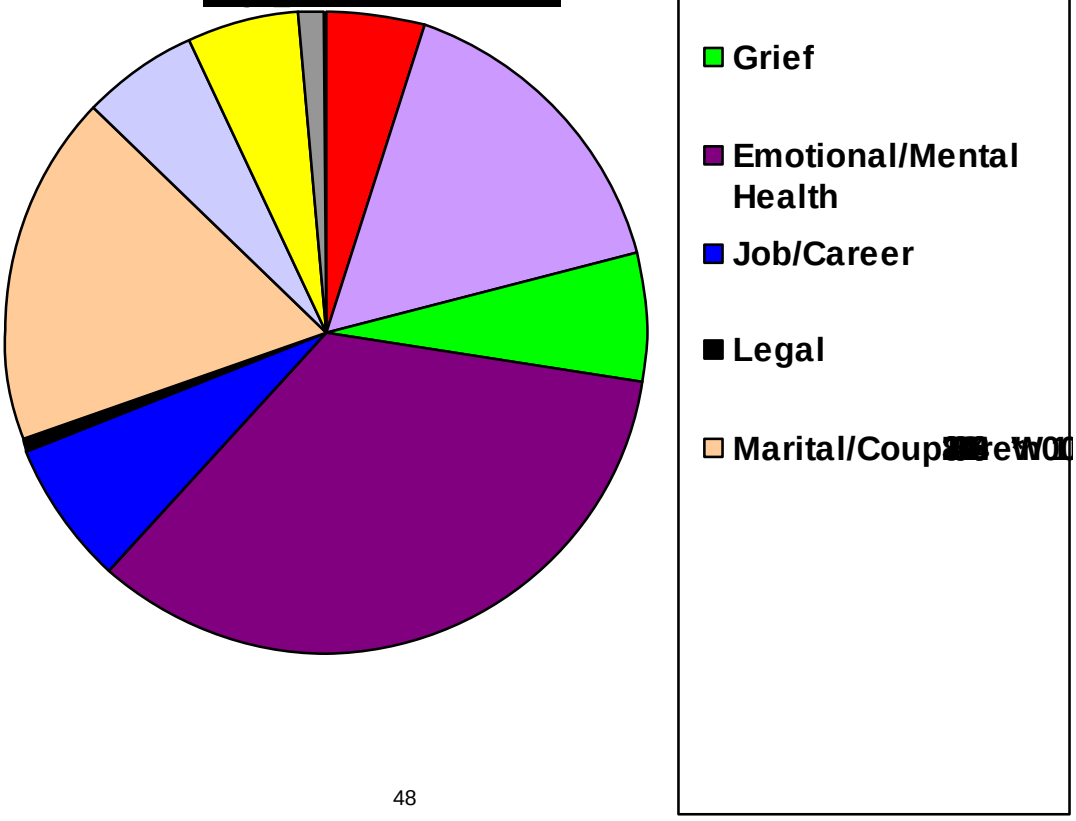
PERSONNEL REPORT



PERSONNEL REPORT



Millard Public Schools
August 1, 2011 July 31, 2012

Utilization

Type of Issue