AGENDA SUMMARY SHEET

Agenda Item:

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III. Current Staffi 0 g52.02 501.91 Tm [(Curr)6(e)4(n)-3(t Staf)-4(f)-6s

Total Student Teacher Applications	97
Total Student Teachers Placed	60

MIDDLE SCHOOL

Teaching Area	AMS	CMS	KMS	NMS	RMS	BMS	TOTAL
Grade 6	1						1
Art							0
Business							0
Counseling							0
Language Arts	1			2			3
World Language							0
Health							0
Family Con Science						1	1
Industrial Arts							0

Grade 7 Applications (Area)-5(l)-4(th)-5( )-3( )-3( )-3( )-3( )-47

ELEMENTARY	Pre-K	K	1-3	4,5	Spec.	Total
Abbott		1		2		3
Aldrich			3			3
Ackerman						0
Black Elk			3	1	1	5
Bryan			2			2
Cather						0
Cody						0
Cottonwood						0
Disney						0
Harvey Oaks			1	1		2
Hitchcock			1	1	1	

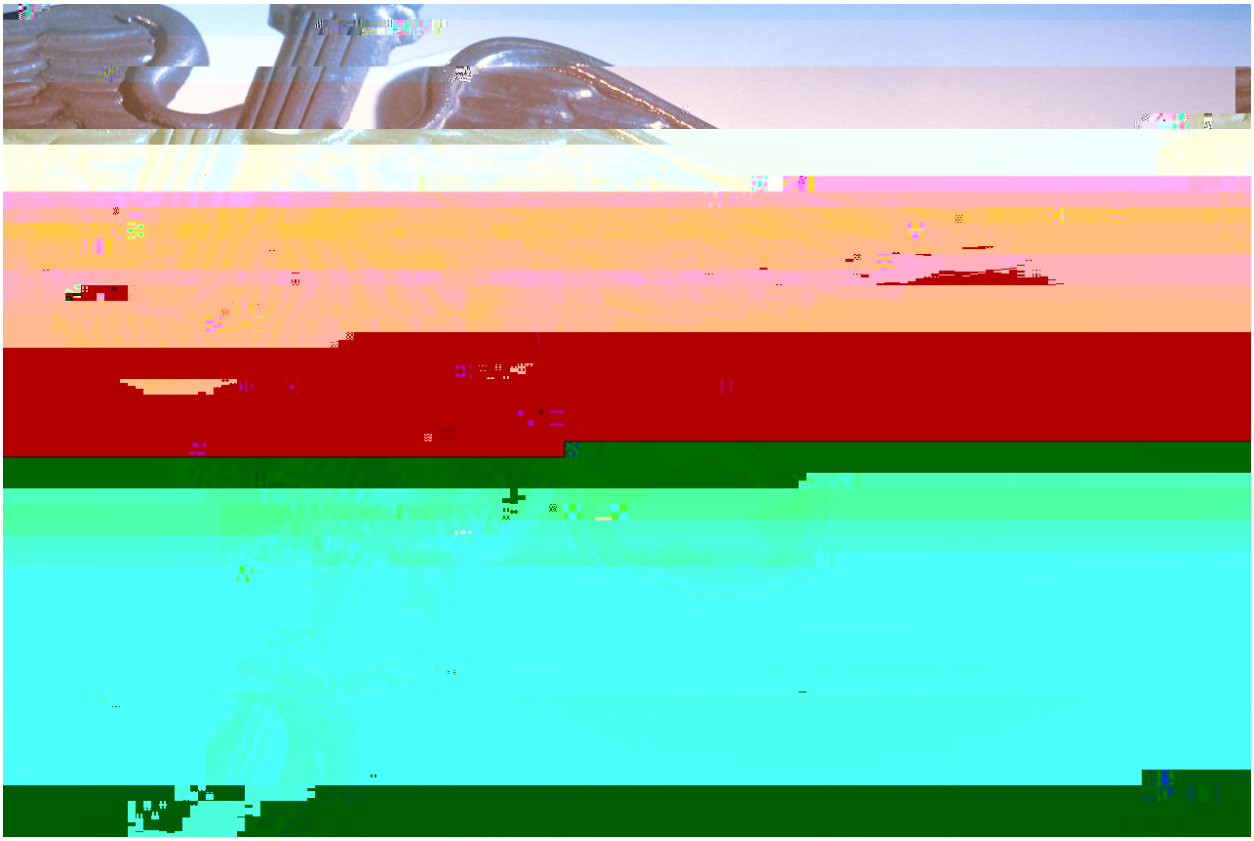
Candidate Applications from 07/31/2013 to 08/01/2014

Applications by Job Category

Administrative	286
Building Facilitator	0
District Level Leader	106
Elementary K-5 Teaching Positions	3067
Middle Level Teacher	851
High School Teacher	958
SPED Teacher	543
Resource Teacher	0
Specialists	73
Counselor	45
Speech Pathologist	43
School Psychologist	21
ELL Teacher	39
Substitute Teacher	95
Social Worker	0
Summer School	589
Classified Job	771
Food Service	1320
Custodial	1384
Professional Technical	1062
Maintenance	126
Coaching	191
Grounds	174
School Nurse	2
Summer Temp Jobs	149
Transportation	46
Totals:	11941

Actual Number of Applicants: 3,848

Health/Benefits Report



(d) - EHA historical rates are posted on the EHA website. See http://www.ehaplan.org/content/coverage-rates. In December of (+$ RIIHUHG D RQH PRQWK SUHPLXP KROLGD\ RQ WKH FRQGLWLRQ WKDW WKH the savings between the employee and the employer. While it is our understanding that most districts did not receive 100% of this premium holiday, we have nonetheless reduced the EHA premiums by one-twelfth in 2014-15 for purposes of this chart.

(e) - Millard 2014-15 rates are reflective of January 1, 2015 adoption of a four tier rate structure.

(f) - Effective January 1, 2015, Millard is adopting a High Deductible Plan option. We anticipate more information after open enrollment, but preliminary estimates are below. For savings estimates, we are assuming a 2/3 participation in the traditional plan and a 1/3 participation on the HDHP.

Health Insurance Rates - High Deductible Health Plan

Benefit	2014-15
Millard Deductibles	$3,100/$6,200
EHA - Closest Equivalent EHA Plan Deductibles	$3,100/$6,200
Millard - Single Premium	$374.54
EHA - SinglePremium	$422.12
Millard - Employee + Children Premium	$692.90
EHA - Employee + Children Premium	$780.95
Millard Employee + Spouse Premium	$786.53
EHA Employee + Spouse Premium	$886.47
Millard Family Premium	$1,056.11
EHA Family Premium	$1,190.29
Estimated Percentage Savings	11%
Estimated $ Savings	$1.0 Mil.

APPENDIX B:
Millard Public Schools Self-Funded Summary

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
2005-06	1,978	$8,915,744	$2,808,235	$11,723,979	($128,952)	$11,595,027
2006-07	2,040	$11,074,333	$3,497,158	$14,571,491	($630,973)	$13,940,518
2007-08	2,178	$12,940,507	$3,649,886	$16,590,393	($236,293)	$16,354,100
2008-09	2,279	$16,357,773	$3,500,826	$19,858,599	($754,855)	$19,103,744
2009-10	2,374	$16,389,942	$3,995,880	$20,385,822	($744,039)	$19,641,783
2010-11	2,462	$19,905,919	$4,507,756	$24,413,675	($1,121,951)	$23,291,724
2011-12	2,448	$21,645,590	$4,849,169	$26,494,759	($197,990)	$26,296,769
2012-13	2,469	$20,941,879	$4,619,095	$25,560,974	$0	$25,560,974
2013-14	2,505	$21,575,942	$4,983,171	$26,559,113	($368,955)	$26,190,158

Contrac(x-n

Ancillary Benefits Rates

District Single Dental Rates - Monthly

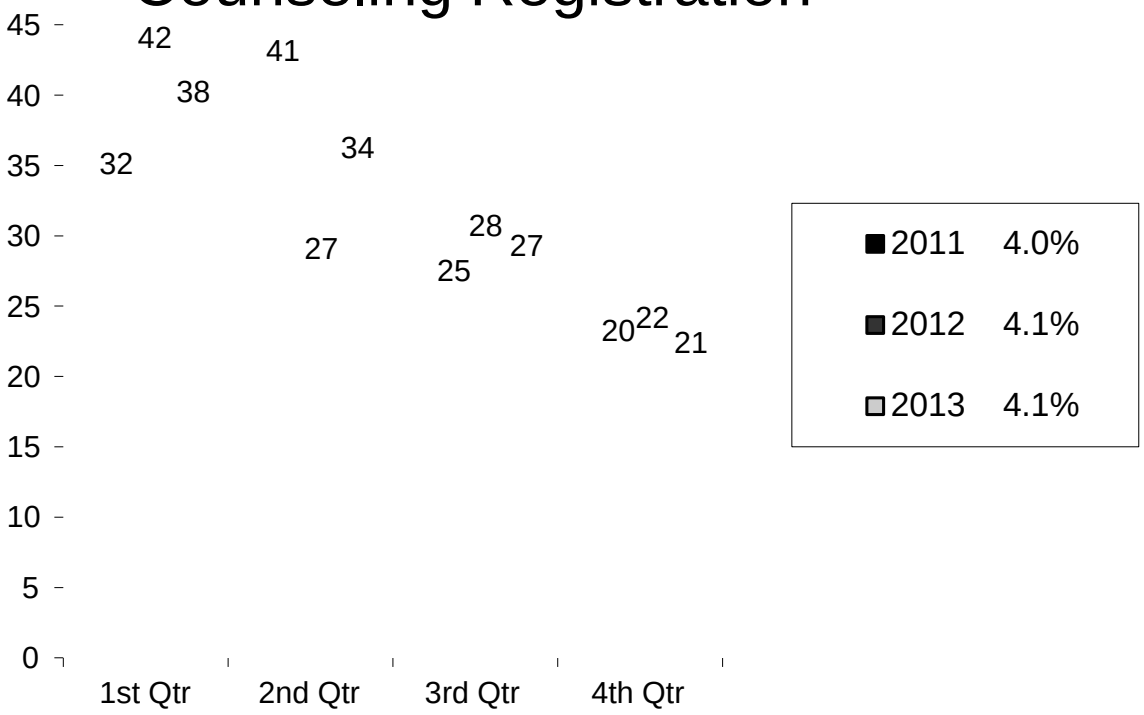
2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
$21.50	$21.50	$25.16	$25.16	$23.90	$23.90	$25.10	$25.10	$22.89

District LTD Rates

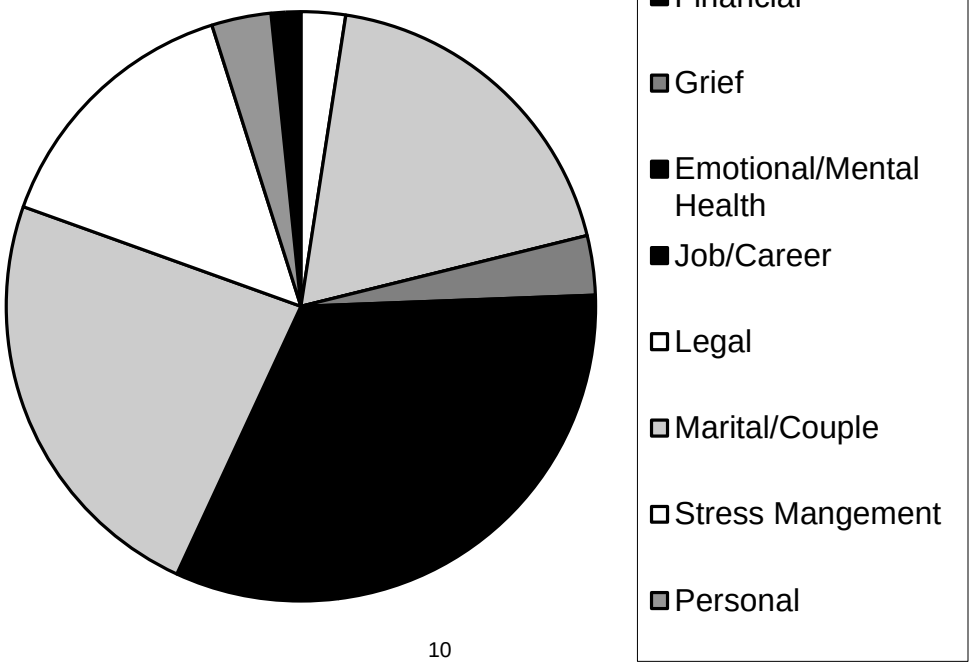
2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13

EAP Best Care
August 1, 2013 – July 31, 2014

Counseling Registration



Problem Types



Days Absent by Reason by Employee Group 2013-2014

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	120.0	5,522.3	25.5	183.5	695.2	1,368.1	1,358.9	556.2
Family Illness	116.5	3,605.8	23.0	110.0	223.6	556.6	253.0	183.1
Business/Emergency	36.5	1,326.5	11.5	34.5	182.9	327.0	206.5	173.4
Personal	-	629.6	3.0	4.5	-	-	-	-
Bereavement	25.5	459.1	6.5	14.0	80.1	82.1	77.0	45.1
Family Medical Lv	11.0	4,097.6	32.5	45.0	76.7	129.8	230.6	75.0
Total Days	310	15,641	102	392	1,259	2,464	2,126	1,033
Mean Avg Days/Employee	3.60	9.12	6.80	7.07	7.49	7.93	11.33	7.40
% of Scheduled Work	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%
2009-10	2.3%	4.4%	4.0%	3.2%	3.4%	4.2%	4.3%	3.9%
2008-09	1.9%	4.2%	3.5%	4.3%	3.3%	3.6%	3.5%	4.3%
2007-08	1.7%	4.2%	3.0%	3.6%	3.4%	3.7%	3.8%	4.4%
2006-07	1.3%	4.2%						

Current Staffing Levels

Staffing Teacher Positions

Class	Current Job Class Title	FTE
C001	NSI ADMINISTRATOR INTERN	1.00
C011	MONTESSORI PRESCHOOL TCHR	3.00
C081	MONTESSORI PRE/KDG TCHR	3.00
C091	KINDERGARTEN TEACHER	77.00
C101	MONTESSORI 1-3 TEACHER	9.00
C111	GRADE 1 TEACHER	75.00
C121	GRADE 2 TEACHER	73.00
C131	GRADE 3 TEACHER	72.00
C141	GRADE 4 TEACHER	74.00
C151	GRADE 5 TEACHER	77.00
C162	GRADE 6 TEACHER	73.50
C223	CERTIFIED NURSING ASST	0.50
C301	CORE TEACHER	14.00
C311	MONTESSORI 4/5 TEACHER	6.00
C312	MONTESSORI TEACHER	3.00
C321	ART TEACHER	1.50
C322	ART TEACHER	9.00
C323	ART TEACHER	13.50
C333	BUSINESS TEACHER	23.66
C352	LANGUAGE ARTS TEACHER	33.60
C353	LANGUAGE ARTS TEACHER	71.00
C362	READING TEACHER	12.00
C363	READING TEACHER	2.00
C381	WORLD LANGUAGE TEACHER	1.00
C382	WORLD LANGUAGE TEACHER	28.25
C383	WORLD LANGUAGE TEACHER	38.90
C412	FAMILY CONSUMER SCI TCHR	10.00
C413	FAMILY CONSUMER SCI TCHR	17.50
C432	INDUSTRIAL TECH TEACHER	7.00
C433	INDUSTRIAL TECH TEACHER	17.00
C452	COMPUTER TEACHER	7.00
C461	MATH INTERVENTIONIST	2.00
C462	MATH TEACHER	32.90
C463	MATH TEACHER	59.50
C472	SCIENCE TEACHER	31.90
C473	SCIENCE TEACHER	55.00
C492	SOCIAL STUDIES TEACHER	28.10
C493	SOCIAL STUDIES TEACHER	55.48
C503	ACADEMY LEAD TEACHER	1.00
C531	VOCAL MUSIC TEACHER	25.50
C532	VOCAL MUSIC TEACHER	8.60
C533	VOCAL MUSIC TEACHER	4.00
C54I	INSTR MUSIC TEACHER	14.75
C55I	ORCHESTRA TEACHER	11.75
C572	HEALTH TEACHER	5.00
C591	PHYSICAL ED TEACHER	26.80
C592	PHYSICAL ED TEACHER	13.50
C593	PHYSICAL ED TEACHER	21.13
C611	ELEM COUNSELOR	13.20

C612	MDL SCH COUNSELOR	17.00
C613	HIGH SCH COUNSELOR	21.00
C620	MEDIA SPECIALIST	1.00
C621	MEDIA SPECIALIST	24.60
C622	MEDIA SPECIALIST	6.00
C623	MEDIA SPECIALIST	4.00
C631	READ TEACHER	28.90
C641	EARLY LIT INT (ELI) TCHR	3.50
C652	LEARNING CTR TEACHER	4.00
C66I	ELL TEACHER	14.00
C670	TITLE 1 PRESCHOOL TCHR	10.00
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	7.05
C733	INSTRUCTIONAL DEPT HEAD	1.00
C741	MEP FACILITATOR	4.00
C743	MEP FACILITATOR	9.00
C751	CADRE ASSOCIATE	4.00
C770	MEA PRESIDENT	1.00
C771	ADMINISTRATIVE INTERN	11.50
C79I	INTERVENTIONIST	3.00
C811	SPED PROGRAM FACILITATOR	5.00
C823	SPED ADAPTIVE PE TEACHER	1.00
C831	SPED RESOURCE TEACHER	43.50
C832	SPED RESOURCE TEACHER	32.00
C833	SPED RESOURCE TEACHER	32.00
C851	SPED MH TEACHER	14.00
C852	SPED MH TEACHER	7.00
C853	SPED MH TEACHER	13.00
C861	SPED BD TEACHER	4.00
C862	SPED BD TEACHER	3.00
C873	SPED VOC SPEC NEEDS TCHR	2.00
C883	SPED MLC TEACHER	2.00
C891	AUDIOLOGIST	1.00
C90I	SPEECH PATHOLOGIST	59.80
C913	SPED VISION IMPAIRED TCHR	3.00
C922	SPED BEHAVIOR SPECIALIST	1.00
C931	SPED INFANT TEACHER	3.00
C941	SPED PRESCHOOL TEACHER	13.50
C952	SPED HOMEBOUND TCHR MS	1.00
C961	EARLY CHLDHD LITERACY TCH	2.00
C97I	SCHOOL PSYCHOLOGIST	17.94
Overall - Total		1714.30

Staffing Nurse Positions

Class	Current Job Class Title	FTE
E100	NURSE DEPT. HEAD	0.40
E20I	SCHOOL NURSE	13.60
Overall - Total		14.00

Class	Current Job Class Title	FTE
G110	HUMAN RESOURCE RECRUITER	1.00
G210	RESEARCH ASSOCIATE	3.00
G310	GRANT/VOLUNTEER COORD	1.00
G315	TEAMMATES COORDINATOR	1.00
G333	COMMUNITY COUNSELOR	6.55
G341	SCHOOL SOCIAL WORKER	2.00
G342	SCHOOL SOCIAL WORKER	3.00
G343	SCHOOL SOCIAL WORKER	1.00
G351	OCCUPATIONAL THERAPIST	7.00
G361	PHYSICAL THERAPIST	3.40
G401	SYSTEMS ANALYST	1.00
G421	NETWORK SUPPORT SPEC	4.00
G431	TECHNOLOGY FACILITATOR 1A	8.00
G441	TECHNOLOGY FACILITATOR 2A	2.00
G450	TELECOMMUNICATIONS SPEC	1.00
G460	CADD/GIS ANALYST	1.00
G473	TECHNOLOGY SPECIALIST	3.00
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	[illegible]	1.00
		92

Class	Current Job Class Title	FTE
J010	EX SEC TO SUPERINTENDENT	1.00
J020	ADMIN AFFAIRS SECRETARY	0.50
J030	COMMUNICATIONS SPECIALIST	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 RECORDS SPECIALIST	1.00
J150	RECEPTIONIST	1.06
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 SECONDARY EDU SEC	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	1.00

STAFF DEV PROGJOGJOG532 EMC /P <</MCID 211 >>BDC -52.567T 467 -1.612 Td [(J)-0
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J933	HS SWIM SUPERVISOR	0.14
J943	HS ACCOMPANIST	2.06
J982	TAP INTERN	1.50
Overall - Total		171.26

Class	Current Job Class Title	FTE
K111	PRESCH MONTESSORI ED PARA	7.90
K201		

Staffing Food Service Positions

Class	Current Job Class Title	FTE
P090	FS FOUNDATION LEAD	1.00
P101	FS ELM PRODUCTION MANAGER	25.94
P102	FS MS PRODUCTION MANAGER	6.00
P103	FS HS PRODUCTION MANAGER	4.00
P201	FS ELM HELPER	28.63
P202	FS MS HELPER	30.25
P203	FS HS HELPER	35.76
P302	FS MS PRODUCTION LEAD	5.28
P303	FS HS PRODUCTION LEAD	2.38
P313	FS C-STORE MANAGER	3.00
Overall - Total		142.23

Staffing Substitute Dept

Department	Department Title	Employee Number
SUB CUST	SUB CUSTODIAN	40
SUB HRLY	SUBSTITUTES HOURLY	134
SUB TCH	SUBSTITUTE TEACHER	536
Overall - Total		710

Elementary Regular Classroom Average

School	Sections	Students	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07
Abbott	19	413	21.7	21.8	22.3	21.7	21.6	21.4	21.8	21.4	22.3
Ackerman	21	442	21.0	22.0	22.0	22.1	20.1	20.6	22.1	23.0	22.8
Aldrich	20	489	24.5	23.4	22.4	23.2	22.3	21.8	21.3	21.1	19.8
Black Elk	22	456	20.7	21.1	23.0	22.5	21.9	22.5	22.6	23.1	22.6
Bryan	18	380	21.1	20.8	20.4	20.2	20.2	19.9	19.9	20.4	20.0
Cather	18	412	22.9	22.8	21.7	20.4	19.9	20.7	23.1	21.8	21.7
Cody	14	242	17.3	16.2	14.1	14.9	15.1	15.5	17.3	16.3	16.4
Cottonwood	14	304	21.7	20.5	20.4	21.8	19.1	19.6	20.1	20.6	20.2
Disney	15	279	18.6	17.5	19.0	19.2	17.3	16.6	19.2	18.8	18.0
Ezra Millard	21	411	19.6	19.2	20.2	18.9	19.4	19.2	20.4	21.1	21.7
Harvey Oaks	12	258	21.5	22.2	22.4	21.2	20.2	19.6	21.5	21.2	21.8
Hitchcock	14	260	18.6	17.1	15.9	17.1	14.8	15.1	15.9	17.5	17.8
Holling Heights	20	392	19.6	19.6	19.9	18.1	18.9	20.4	21.2	21.5	20.9
Montclair	25	526	21.0	21.0	20.3	20.7	20.9	20.8	21.2	21.0	23.1
Morton	15	291	19.4	18.5	18.5	17.6	18.1	17.9	19.5	20.7	21.4
Neihardt	25	567	22.7	21.8	21.8	22.9	21.6	20.6	21.0	21.0	21.8
Norris	19	370	19.5	19.2	18.8	18.3	19.3	18.7	19.0	19.1	20.6
Reagan	24	534	22.3	22.4	23.4	21.7	20.6	20.9	20.5	-	-
Reeder	28	618	22.1	20.4	21.2	20.4	20.4	21.0	17.9	21.8	20.4
Rockwell	16	308	19.3	17.9	16.5	18.4	18.7	18.6	18.4	19.8	20.1
Rohwer	28	608	21.7	20.7	20.8	21.1	19.3	19.5	21.4	22.0	21.1
Sandoz	16	318	19.9	18.5	19.8	18.1	19.1	19.3	18.2	19.1	18.9
Upchurch	30	639	21.3	22.6	22.8	21.6	21.5	20.5	-	-	-
Wheeler	27	527	19.5	20.1	21.5	20.0	19.3	19.8	20.8	21.7	20.9
Willowdale	18	409	22.7	21.4	21.1	21.1	21.4	21.9	22.1	23.4	23.6
Average	499	10453	20.9	20.6	20.7	20.3	19.9	20.5	21.1	21.0	21.3

*Based upon MPS Enrollment Counts 9/22/2014

2013-2014

	North	South	West	AMS	BMS	CMS	KMS	NMS	RMS
Grade 6				23.8	25.6	24.1	23.9	25.3	23.6
Art	17.0	21.3	22.9	27.3	20.0	20.8	24.9	16.6	20.5
Family Consumer Science	24.6	22.9	24.1	23.9	20.9	20.8	18.7	22.7	20.5
Industrial Technology	17.5	17.6	19.7	25.4	33.8	20.7	24.8	23.3	28.7
P.E.	25.7	22.1	28.6	36.5	32.0	36.7	38.0	22.9	23.9
Health/KnowYrslf				25.7	31.5	21.4	25.4	23.2	23.9

Current Staff Demographics

Certificated Staff Educ Work Experience by School

Base Location Building Name	Years in Total	Years in District
ABBOTT ELEMENTARY	17.9	15.1
ACKERMAN ELEMENTARY	17.6	14.3
ALDRICH ELEMENTARY	14.8	10.3
ANDERSEN MIDDLE SCHOOL	15.0	12.0
BEADLE MIDDLE SCHOOL	13.5	9.0
BLACK ELK ELEMENTARY	14.6	11.2
BRYAN ELEMENTARY	13.6	11.2
CATHER ELEMENTARY	15.2	11.4
CENTRAL MIDDLE SCHOOL	13.0	9.9
CODY ELEMENTARY	16.2	13.9
COTTONWOOD ELEMENTARY	13.0	9.3
DISNEY ELEMENTARY	13.6	10.3
DON STROH ADMIN CTR	22.0	16.4
EZRA MILLARD ELEMENTARY	13.5	11.1
HARVEY OAKS ELEMENTARY	16.3	11.3
HITCHCOCK ELEMENTARY	8.7	6.2
HOLLINGHEIGHTS ELEMENTARY	12.0	9.4
HORIZON HIGH SCHOOL	14.0	8.0
KIEWIT MIDDLE SCHOOL	15.2	11.8
MID SCH ALT PROG-CMS ANX	9.0	9.0
MISC LOCATION	16.0	16.0
MONTCLAIR ELEMENTARY	14.8	11.4
MORTON ELEMENTARY	15.4	12.6
NEIHARDT ELEMENTARY	9.7	7.6
NORRIS ELEMENTARY	14.8	8.8
NORTH HIGH SCHOOL	14.5	11.2
NORTH MIDDLE SCHOOL	12.9	9.6
REAGAN ELEMENTARY	10.7	9.4
REEDER ELEMENTARY	12.4	8.9
ROCKWELL ELEMENTARY	15.5	11.2
ROHWER ELEMENTARY	14.5	12.2
RON WITT SSC	17.6	13.1
RUSSELL MIDDLE SCHOOL	12.7	10.0
SANDOZ ELEMENTARY	15.8	12.2
SOUTH HIGH SCHOOL	14.0	11.0
SUPPORT SERVICES CTR	29.6	24.6
UPCHURCH ELEMENTARY	10.6	7.6
WEST HIGH SCHOOL	15.2	11.3
WHEELER ELEMENTARY	16.2	12.9
WILLOWDALE ELEMENTARY	16.8	13.4
YOUNG ADULT PRG-CMS ANNEX	9.4	8.7
Overall - Average	14.6	11.3

Base Location Building Name	RN	BSN	BA	MA	DR	EDS	Total
ABBOTT ELEMENTARY	0	0	10	17	1	0	28
ACKERMAN ELEMENTARY	1	0	11	20	0	0	32
ALDRICH ELEMENTARY	0	0	9	19	1	0	29
ANDERSEN MIDDLE SCHOOL	0	1	21	47	0	1	70
BEADLE MIDDLE SCHOOL	0	0	27	54	1	0	82
BLACK ELK ELEMENTARY	0	0	9	24	0	0	33
BRYAN ELEMENTARY	0	1			9	9	

Base Location Building Name	Total	F	M
ABBOTT ELEMENTARY	28	23	5
ACKERMAN ELEMENTARY	32	25	7
ALDRICH ELEMENTARY	29	26	3
ANDERSEN MIDDLE SCHOOL	70	48	22
BEADLE MIDDLE SCHOOL	82	68	14
BLACK ELK ELEMENTARY	33	31	2
BRYAN ELEMENTARY	32	28	4
CATHER ELEMENTARY	28	26	2
CENTRAL MIDDLE SCHOOL	72	52	20
CODY ELEMENTARY	35	32	3
COTTONWOOD ELEMENTARY	22	21	1
DISNEY ELEMENTARY	30	27	3
DON STROH ADMIN CTR	23	11	12
EZRA MILLARD ELEMENTARY	30	28	2
HARVEY OAKS ELEMENTARY	26	25	1
HITCHCOCK ELEMENTARY	25	22	3
HOLLINGHEIGHTS ELEMENTARY	35	31	4
HORIZON HIGH SCHOOL	26	15	11
KIEWIT MIDDLE SCHOOL	68	42	26
MID SCH ALT PROG-CMS ANX	3	1	2
MISC LOCATION	1	0	1
MONTCLAIR ELEMENTARY	44	43	1
MORTON ELEMENTARY	25	24	1
NEIHARDT ELEMENTARY	40	32	8
NORRIS ELEMENTARY	32	29	3
NORTH HIGH SCHOOL	165	84	81
NORTH MIDDLE SCHOOL	64	45	19
REAGAN ELEMENTARY			8

RDER ELEMENTARY 8126

Certificated Staff Ethnicity by school

Base Location Building Name	Total	A	B	H	W	I
ABBOTT ELEMENTARY	28	0	0	0	28	0
ACKERMAN ELEMENTARY	32	0	0	0	32	0
ALDRICH ELEMENTARY	29	1	0	0	28	0
ANDERSEN MIDDLE SCHOOL	70	1	1	0	67	1
BEADLE MIDDLE SCHOOL	82	0	1	1	80	0
BLACK ELK ELEMENTARY	33	0	0	1	32	0
BRYAN ELEMENTARY	32	0	0	0	32	0
CATHER ELEMENTARY	28	0	0	0	28	0
CENTRAL MIDDLE SCHOOL	72	1	1	0	70	0
CODY ELEMENTARY	35	0	0	1	34	0
COTTONWOOD ELEMENTARY	22	0	0	0	22	0
DISNEY ELEMENTARY	30	0	0	0	30	0
DON STROH ADMIN CTR	23	0	0	0	23	0
EZRA MILLARD ELEMENTARY	30	0	0	0	30	0
HARVEY OAKS ELEMENTARY	26	0	0	0	26	0
HITCHCOCK ELEMENTARY	25	0	0	0	25	0
HOLLINGHEIGHTS ELEMENTARY	35	0	0	0	35	0
HORIZON HIGH SCHOOL	26	0	0	1	25	0
KIEWIT MIDDLE SCHOOL	68	2	0	1	65	0
MID SCH ALT PROG-CMS ANX	3	0	0	1	2	0
MISC LOCATION	1	0	0	0	1	0
MONTCLAIR ELEMENTARY	44	0	0	0	44	0
MORTON ELEMENTARY	25	0	0	0	25	0
NEIHARDT ELEMENTARY	40	1	0	0	39	0
NORRIS ELEMENTARY	32	0	0	0	32	0
NORTH HIGH SCHOOL	165	0	0	1	163	0
NORTH MIDDLE SCHOOL	64	0	0	1	63	0
REAGAN ELEMENTARY	35	0	0	0	35	0
REEDER ELEMENTARY	41	0	0	1	40	0
ROCKWELL ELEMENTARY	38	0	1	1	36	0
ROHWER ELEMENTARY	40	0	1	1	38	0
RON WITT SSC	50	0	0	1	49	0
RUSSELL MIDDLE SCHOOL	68	0	0	0	68	0
SANDOZ ELEMENTARY	38	0	0	1	37	0
SOUTH HIGH SCHOOL	149	0	0	2	147	0
SUPPORT SERVICES CTR	1	0	0	0	1	0
UPCHURCH ELEMENTARY	41	0	0	0	41	0
WEST HIGH SCHOOL	164	0	0	4	160	0
WHEELER ELEMENTARY	44	0	0	0	44	0
WILLOWDALE ELEMENTARY	32	0	0	0	32	0
YOUNG ADULT PRG-CMS ANNEX	7	0	0	0	7	0
Overall - Total	1848	6	5	19	1816	1

Staff Ethnicity by School All Employees

Base Location Building Name	Total	A	B	H	W	I
ABBOTT ELEMENTARY	41	0	0	1	40	0
ACKERMAN ELEMENTARY	46	0	0	0	46	0
ALDRICH ELEMENTARY	42	1	0	1	40	0
ANDERSEN MIDDLE SCHOOL	103	1	1	2	98	1
BEADLE MIDDLE SCHOOL	114	0	1	2	111	0
BLACK ELK ELEMENTARY	46	0	0	2	44	0
BRYAN ELEMENTARY	48	0	0	0	48	0
CATHER ELEMENTARY	41	0	0	0	41	0
CENTRAL MIDDLE SCHOOL	108	1	1	2	104	0
CODY ELEMENTARY	63	0	0	4	59	0
COTTONWOOD ELEMENTARY	33	0	0	1	32	0
DISNEY ELEMENTARY	47	0	0	0	47	0
DON STROH ADMIN CTR	67	0	1	0	66	0
EZRA MILLARD ELEMENTARY	45	0	0	0	44	1
HARVEY OAKS ELEMENTARY	37	0	0	0	37	0
HITCHCOCK ELEMENTARY	47	0	0	1	46	0
HOLLINGHEIGHTS ELEMENTARY	55	0	0	0	55	0
HORIZON HIGH SCHOOL	37	0	0	3	34	0
KIEWIT MIDDLE SCHOOL	98	2	1	1	94	0
MID SCH ALT PROG-CMS ANX	5	0	0	1	4	0
MISC LOCATION	1	0	0	0	1	0
MONTCLAIR ELEMENTARY	75	2	0	1	72	0
MORTON ELEMENTARY	37	0	0	0	37	0
NEIHARDT ELEMENTARY	58	1	0	0	57	0
NORRIS ELEMENTARY	48	1	0	1	46	0
NORTH HIGH SCHOOL	233	1	4	2	224	1
NORTH MIDDLE SCHOOL	96	0	0	2	94	0
REAGAN ELEMENTARY	53	0	1	0	52	0
REEDER ELEMENTARY	58	1	0	1	56	0
ROCKWELL ELEMENTARY	72	1	2	1	68	0
ROHWER ELEMENTARY	60	0	2	1	57	0
RON WITT SSC	81	1	1	1	78	0
RUSSELL MIDDLE SCHOOL	97	0	0	2	95	0
SANDOZ ELEMENTARY	55	0	0	1	54	0
SOUTH HIGH SCHOOL	221	1	3	7	210	0
SUPPORT SERVICES CTR	57	0	1	0	56	0
TRANSPORTATION CMS-A	30	0	0	0	30	0
UPCHURCH ELEMENTARY	56	0	0	0	55	0
WEST HIGH SCHOOL	237	4	3	10	220	0
WHEELER ELEMENTARY	72	0	0	2	70	0
WILLOWDALE ELEMENTARY	45	0	0	0	45	0
YOUNG ADULT PRG-CMS ANNEX	19	0	2	0	17	0
Overall - Total	2884	18	24	53	2784	3

Certificated Staff Age by school

Base Location Building Name	Age
ABBOTT ELEMENTARY	47
ACKERMAN ELEMENTARY	42
ALDRICH ELEMENTARY	39
ANDERSEN MIDDLE SCHOOL	42
BEADLE MIDDLE SCHOOL	40
BLACK ELK ELEMENTARY	38
BRYAN ELEMENTARY	40
CATHER ELEMENTARY	44
CENTRAL MIDDLE SCHOOL	39
CODY ELEMENTARY	46
COTTONWOOD ELEMENTARY	39
DISNEY ELEMENTARY	39
DON STROH ADMIN CTR	49
EZRA MILLARD ELEMENTARY	37
HARVEY OAKS ELEMENTARY	44
HITCHCOCK ELEMENTARY	32
HOLLINGHEIGHTS ELEMENTARY	39
HORIZON HIGH SCHOOL	44
KIEWIT MIDDLE SCHOOL	42
MID SCH ALT PROG-CMS ANX	38
MISC LOCATION	40
MONTCLAIR ELEMENTARY	42
MORTON ELEMENTARY	40
NEIHARDT ELEMENTARY	36
NORRIS ELEMENTARY	41
NORTH HIGH SCHOOL	41
NORTH MIDDLE SCHOOL	39
REAGAN ELEMENTARY	36
REEDER ELEMENTARY	39
ROCKWELL ELEMENTARY	43
ROHWER ELEMENTARY	40
RON WITT SSC	43
RUSSELL MIDDLE SCHOOL	40
SANDOZ ELEMENTARY	42
SOUTH HIGH SCHOOL	41
SUPPORT SERVICES CTR	61
UPCHURCH ELEMENTARY	37
WEST HIGH SCHOOL	42
WHEELER ELEMENTARY	41
WILLOWDALE ELEMENTARY	42
YOUNG ADULT PRG-CMS ANNEX	37
Overall - Total	41

Staff Turnover

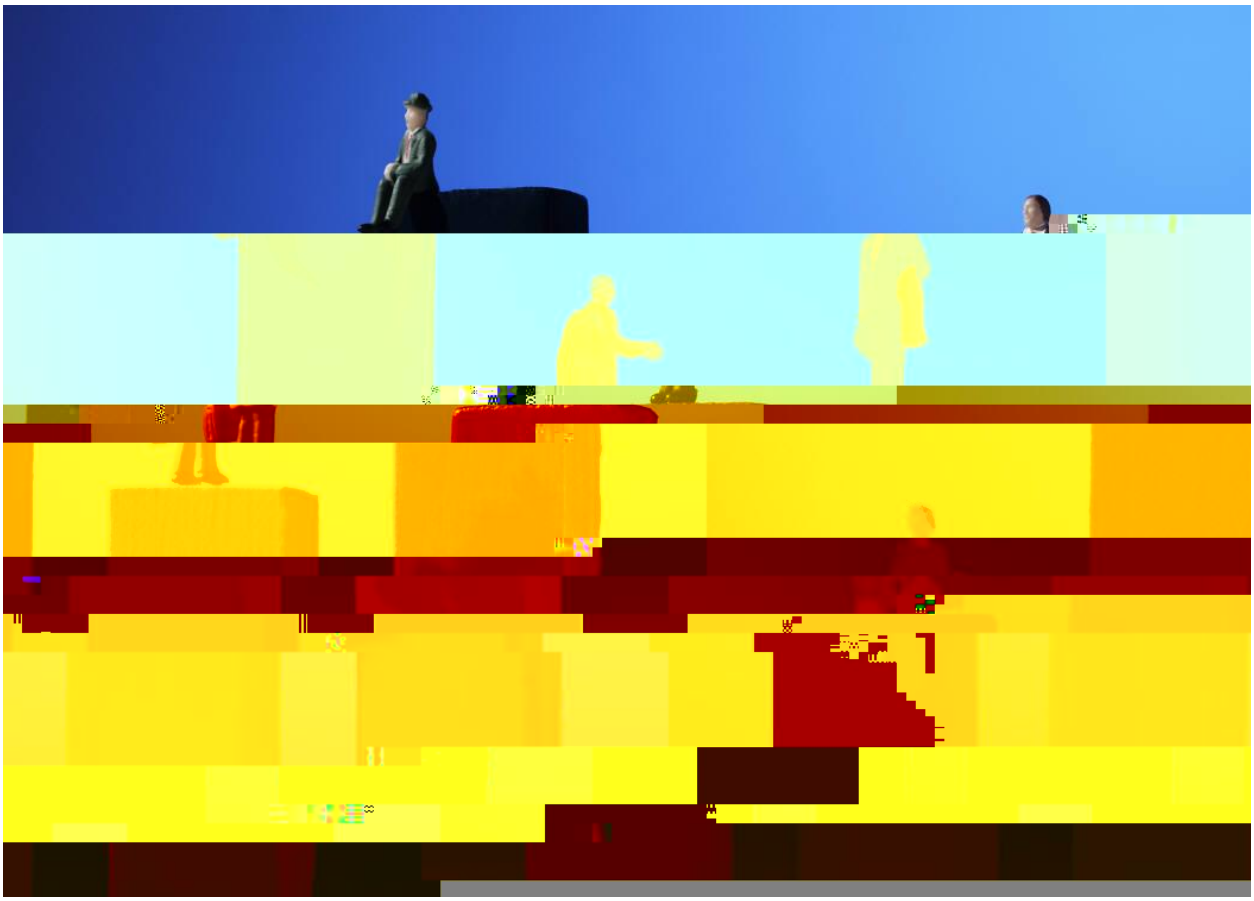
Staff Terminations September 1, 2013 through August 31, 2014

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
&RQWLQXLQJ (GXFDWLRQ								
&RQWUDFW ([SLUHG								
'HFHDVHG								
(PSOR\PHQW 2XWVLGH (GXFDWLRQ								
3HUVRQDO)DPLO\ 5HDVRQV								
3HUVRQDO +HDOWK								
-RE 'LVVDWLVIDFWLRQ								
/RQJ WHUP 'LVDELOLW\								
0LVFHOODQHRXV 5HVLJQDWLRQ								
2WKHU (GXFDWLRQ -RE								
3HUIRUPDQFH								
5HORFDWLRQ								
5HVLJQHG								
5HWLUHG								
6DEEDWLFDO /HDYH								
8QSDLG /HDYH RI $EVHQFH								
5HGXFWLRQ LQ)RUFH								
Total	5	101	1	5	9	61	23	22
Total as a % of 13-14 Staff	5.7%	6.0%	6.7%	10.2%	4.9%	15.1%	11.9%	13.3%

History

2011-2012
2010-2011
2009-2010
2008-09
2007-08
2006-07
2005-06
2004-05

Staff Distribution History

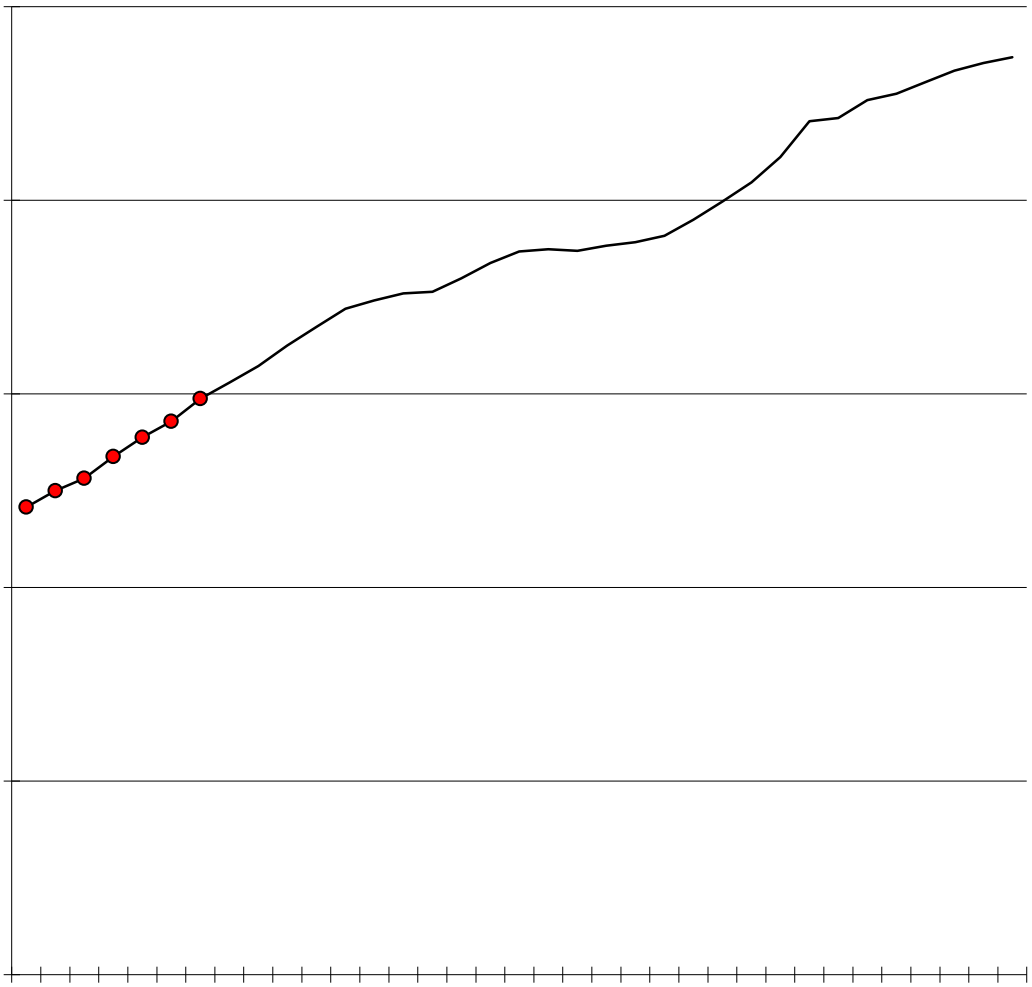


PERSONNEL REPORT

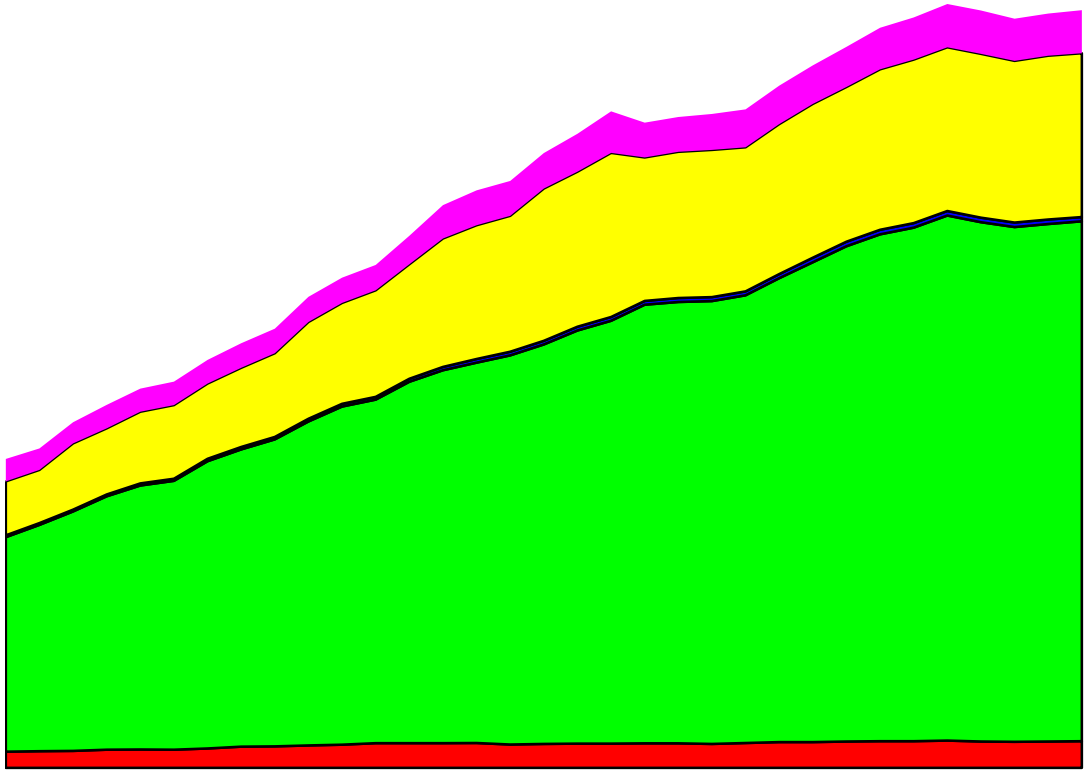
School Year	Adm	Tch	Nur	F.T.E. PT/EP	FS	CM	Total Staff	Total Students	Ratios Stu/ Staff	Stu/ Tea	Staff/ Adm	Tch/

PERSONNEL REPORT

PERSONNEL REPORT



31.Staff Distribution History



Teacher Retention for the Last 5 Years

Year	09-10		10-11		11-12		12-13		13-14	
Description	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires
# of New Hires	70	141	48	98	63	114	59	165	137	160
# leaving end of 08-09										
# leaving end of 09-10	6	15								
# leaving end of 10-11	8	10	4	9						
# leaving end of 11-12	7	8	3	6	4	9				
# leaving end of 12-13	2	1	3	5	6	4	5	6	5	6
First Year Retention Percent	91.4%	89.4%	91.7%	90.8%	93.7%	92.1%	91.5%	96.4%	96.4%	96.3%
# Still on Contract Current	47	107	38	78	53	101	54	159	132	154
Total Resignations Current	23	34	10	20	10	13	5	6	5	6
Percent Retained Current	67%	76%	79%	80%	84%	89%	92%	96%	96%	96%

One Year Retention Glance (Hired and Resigned in 2013-14)

Description	Number	Percent
Resigned Personal Reas	4	2.50%
Relocation	3	1.88%
Personal Health	0	0.00%
Employment Outside Ed.	1	0.63%
Other Education Job	3	1.88%
Contract Expired	1	0.63%
Total Leaving	12	4.4%