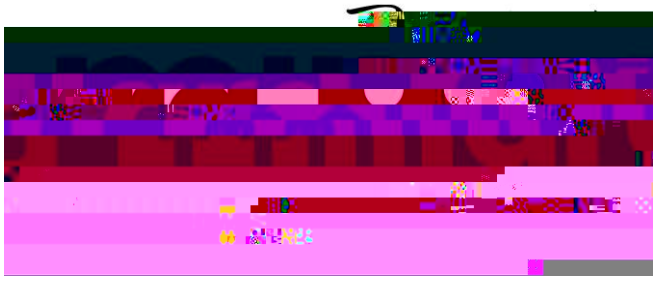
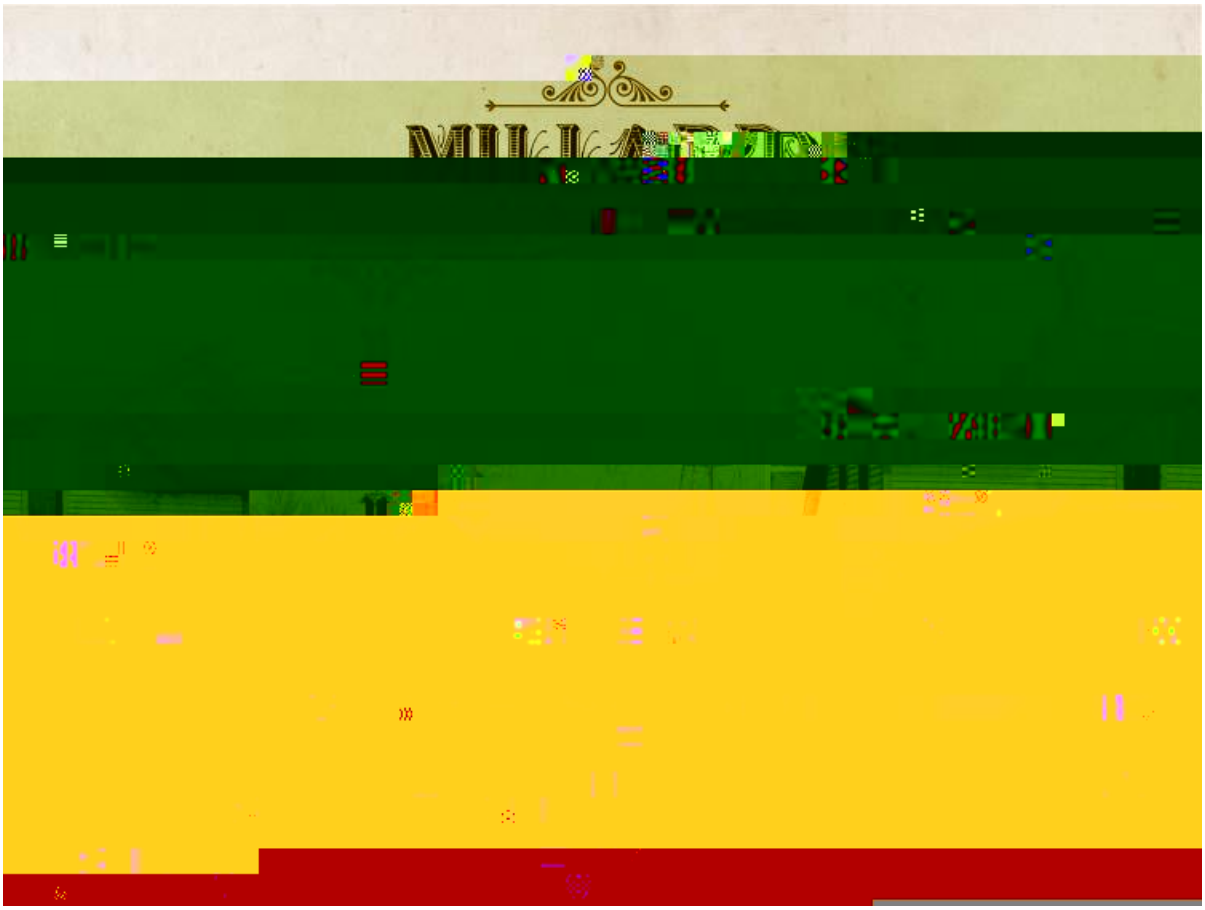


Personnel Report

2015-2016

Recruiting Report



Millard Public Schools
Recruiting Report

2014-15

Our Human Resources staff attended numerous recruiting events throughout the year. Many of our teaching positions were filled by candidates we met at these events.

August 2014	UNO Student Teacher Symposium
October 2014	Millard Public Schools Student Teacher Interview Day
October 2014	UNL Fall Interview Day for Educators
October 2014	Nebraska Wesleyan Education Interview Day
November 2014	University of Kansas Teacher Recruiting Fair
December 2014	Wayne State College Education Interview Day
January 2015	UNO Student Teacher Symposium
February 2015	Millard Public Schools Student Teacher Interview Day

Student TeacherPlacements2014-15 (continued)

ELEMENTARY	Pre-K	K	1-3	4,5	Spec.	Total

Health/Benefits Report

Millard Public Schools Self-Funded Summary through August 2015

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				

Ancillary Benefits Rates

District Single Dental Rates- Monthly

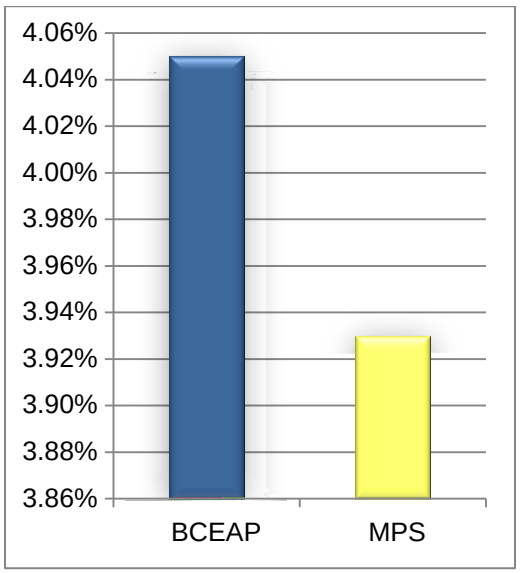
2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
$21.50	$25.16	$25.16	$23.90	$23.90	$25.10	$25.10	$22.89	$22.89

District LTD Rates

2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16

Impact Analysis

Impact Rate:



Assessed Problem Types Comparison

Days Absent by Reason by Employee Group 2014-15

Reason	Admin	Teachers

Current Staffing Levels

Personnel Distribution

Full-time Equivalency

Employee Class	F.T.E. Change 14-15 to 15-16	Staff F.T.E. 15-16	Staff F.T.E. 14-15	Staff F.T.E. 13-14	Staff F.T.E. 12-13
Administrators	0.00	88.00	88.00	87.00	86.00
Teachers	-13.07	1701.23	1714.30	1706.46	1697.87
School Nurses	0.00	14.00	14.00	15.00	15.00
Professional Technical Salaried	6.00	64.95	58.95	58.05	55.35
Professional Technical Hourly	2.72	173.98	171.26	169.28	168.08
Educational Paraprofessionals	1.71	312.10	310.39	313.15	310.77
Custodial/Maintenance	1.75	194.44	192.69	190.69	187.63
Food Service	-3.52	138.71	142.23	139.39	139.51
Totals	-4.41	2687.41	2691.82	2679.02	2660.21

Employee Count

Employee Class	Count Change 14-15 to 15-16	Staff Count 15-16	Staff Count 14-15	Staff Count 13-14	Staff Count 12-13
Administrators	0	88	88	87	86
Teachers	-13	1733	1746	1741	1733
School Nurses	0	14	14	15	15
Professional Technical Salaried	6	67	61	61	59
Professional Technical Hourly	0	184	184	181	181
Educational Paraprofessionals	0	420	420	420	425
Custodial/Maintenance	1	196	195	194	189
Food Service	-2	174	176	173	172
Totals	-8	2876	2884	2872	2860

Staffing Admin Positions

Class	Current Job Class Title	FTE
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A120	EXEC DIR TECHNOLOGY	1.00
A130	EXEC DIR HUMAN RESOURCES	1.00
A140	EXEC DIR LDRSHP STRATPLAN	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A205	DIR ASSMENT,RESEARCH,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
A300	DIRECTOR OF 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
A365	COOR ELL-POV-FED/STATE PR	1.00
A401	ELEM PRINCIPAL	25.00
A402	MDL SCH L	
A354	COOS8.45 0 Td (25.00)Tj - 1.00	
A3542		

Staffing Teacher Positions

Class	

Staffing Teacher Positions

Class	Current Job Class Title	FTE
C853	SPED MH TEACHER	15.00
C861	SPED BD TEACHER	4.00
C862	SPED BD TEACHER	3.00
C873	SPED VOC SPEC NEEDS TCHR	1.00
C883	SPED MLC TEACHER	2.00
C891	AUDIOLOGIST	1.00
C90I	SPEECH PATHOLOGIST	60.00
C913	SPED VISION IMPAIRED TCHR	3.00
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	18.00
Overall - Total		1701.23

Staffing Nurse Positions

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

Staffing Professional Technical Salary Positions

Class	Current Job Class Title	FTE
G100	HOME VISITOR	2.00
G105	FAMILY FACILITATOR	2.00
G110	HUMAN RESOURCE RECRUITER	1.00
G210	RESEARCH ASSOCIATE	3.00
G315	GRANT,COM SERVICE, MENTOR	1.00
G333	COMMUNITY COUNSELOR	6.55
G341	SCHOOL SOCIAL WORKER	2.00
G342	SCHOOL SOCIAL WORKER	4.00
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	7.00
G441	TECHNOLOGY FACILITATOR 2A	2.00
G450	TELECOMMUNICATIONS SPEC	1.00
G460	CADD/GIS ANALYST	1.00
G473	TECHNOLOGY SPECIALIST	3.00
G474	TECHNOLOGY SPECIALIST II	2.00
G500	ACCOUNTING MANAGER	1.00
G520	DISTRICT ACCOUNTANT	2.00
G525	DATABASE PROGRAMMER	1.00
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
Overall - Total		64.95

Staffing Professional Technical Hourly Positions

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	1.13
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	2.00
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	1.50
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	1.00
J560	DUPLICATION CLERK	0.50
J600	SUPPORT SERV SECRETARY II	1.00
J601	CNA/CMA	3.00
J610	MAINTENANCE SECRETARY	3.50
J620	WAREHOUSE/MEDIA SECRETARY	3.00
J630	CATALOGER 12MO	1.00
J713	HS SECURITY GUARD	13.06
J723	HS OUTSIDE SECURITY GUARD	2.75

Staffing Professional Technical Hourly Positions

Class	Current Job Class Title	FTE
J800	FOOD SERV BOOKKEEPER/SEC	2.00
J830	SPED VAN DRIVER	7.25
J840	SPED PRESCHOOL VAN DRIVER	14.56
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	13.00
J923	HS SECRETARY 10 MO	23.00
J933	HS SWIM SUPERVISOR	0.14
J943	HS ACCOMPANIST	2.10
J982	TAP INTERN	1.50
Overall - Total		173.98

Staffing Custodial / Maintenance Positions

Class	Current Job Class Title	FTE
M010	CUSTODIAN SPEC PROJECTS	1.00
M023	CUSTODIAN I DEPT HEAD HS	2.00
M031	DAY CUSTODIAN II	28.00
M040	CUSTODIAN I	1.00
M042	DAY CUSTODIAN I MS	7.00
M043	DAY CUSTODIAN I HS	9.00
M050	NIGHT CUSTODIAN I	2.00
M051	NIGHT CUSTODIAN I ELEM	31.00
M052	NIGHT CUSTODIAN I MS	20.00
M053	NIGHT CUSTODIAN I HS	33.00
M071	CUSTODIAN 10-MONTH ELEM	1.31
M080	PT CUSTODIAN 12-MO	0.50
M090	PT DELIVERY DRIVER	0.62
M110	DELIVERY DRIVER	3.00
M120	WAREHOUSE ASSISTANT	1.00
M130	GENERAL LABORER	4.00
M310	DISTRICT GROUNDS LEADER	7.00
M320	DIST GROUNDS ASSISTANT	9.00
M420	SMALL ENGINE REPAIR TECH	1.00
M520	MECHANICAL TECHNICIAN	7.00
M530	ELECTRICIAN	1.00
M543	SR HI DAY ENGINEER	3.00
M553	SR HI NIGHT ENGINEER	4.00
M560	PREV MAINTENANCE ENGINEER	2.00
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		194.44

Staffing Food Service Positions

Class	Current Job Class Title	FTE
P090	FS FOUNDATION LEAD	1.00
P101	FS ELM PRODUCTION MANAGER	22.88
P102	FS MS PRODUCTION MANAGER	6.00
P103	FS HS PRODUCTION MANAGER	4.00
P201	FS ELM HELPER	29.19
P202	FS MS HELPER	28.78
P203	FS HS HELPER	36.01
P302	FS MS PRODUCTION LEAD	4.53
P303	FS HS PRODUCTION LEAD I	3.31
P313	FS C-STORE MANAGER	3.00
Overall - Total		

Staffing Substitute Dept

Department	Department Title	Employee Number
SUB CUST	SUB CUSTODIAN	48
SUB HRLY	SUBSTITUTES HOURLY	171
SUB TCH	SUBSTITUTE TEACHER	411
Overall - Total		630

Secondary Classroom Averages by Subject Area

2014-2015

	North	South	West	AMS	BMS	KMS	NMS	RMS
Grade 6				24.3	23.9	26.3	24.7	24.0
Art	19.4	21.8	23.8	27.0	19.7	25.5	17.4	20.7
Family Consumer Science	25.4	22.8	23.2	25.0	22.1	22.4	19.9	20.7
Industrial Technology	18.3	18.1	21.8	27.1	33.2	26.9	21.5	29.0
P.E.	26.6	22.9	28.2	43.7	31.9	39.0	21.5	24.2
Health/KnowYrslf		22.7		24.9	31.2	26.0	21.5	24.2
Business	23.4	22.3	21.5				20.0	
Vocal Music	49.0	49.8	58.1	27.0	30.7	29.8	23.8	29.0
Instr. Music	45.4	55.9	39.6	31.5	35.7	21.8	32.5	34.0
Computers	14.4	12.2	20.0	26.2	18.1	25.8	23.3	24.2
Reading				24.1	25.0	25.6	23.5	24.0
Math	23.8	21.6	22.8	23.0	25.4	24.0	23.6	22.3
English	24.1	21.8	22.3	23.0	25.4	26.0	23.8	22.3
Science	23.7	20.7	21.9	24.3	25.4	24.0	23.8	22.3
Social Studies	23.8	22.4	24.7	24.3	25.4	25.3	23.8	22.3
World Language	22.3	22.7	20.7	20.5	26.4	18.3	19.7	30.0
Montessori Mini Magnet								
		25.1	Middle Level Rdg,Math,Eng,Sci, SS Class Averag					23.7
		26.1	High School Math, Eng, Sci, SS Class Average					22.8
Total Secondary Average Class Size:		25.4	Total Sec Rdg,Math, Eng,Sci,SS, Class Average					23.5

2015-2016

	North	South	West	AMS	BMS	KMS	NMS	RMS
Grade 6				24.3	23.1	25.7	25.6	24.4
Art	17.6	23.4	25.4	27.0	19.5	24.5	15.4	20.8
Family Consumer Science	23.2	22.3	24.0	25.0	21.1	22.1	22.3	20.8
Industrial Technology	18.5	18.5	22.6	27.1	30.5	27.4	21.6	24.3
P.E.	25.2	25.7	29.5	43.7	30.4	39.8	28.6	24.3
Health/KnowYrslf		23.5		24.9	30.4	26.5	22.1	24.3
Business	23.0	20.6	24.5				23.7	
Vocal Music	45.7	47.0	59.7	27.0	35.1	32.9	36.0	30.2
Instr. Music	68.0	44.8	49.0	31.5	32.8	27.6	33.7	34.0

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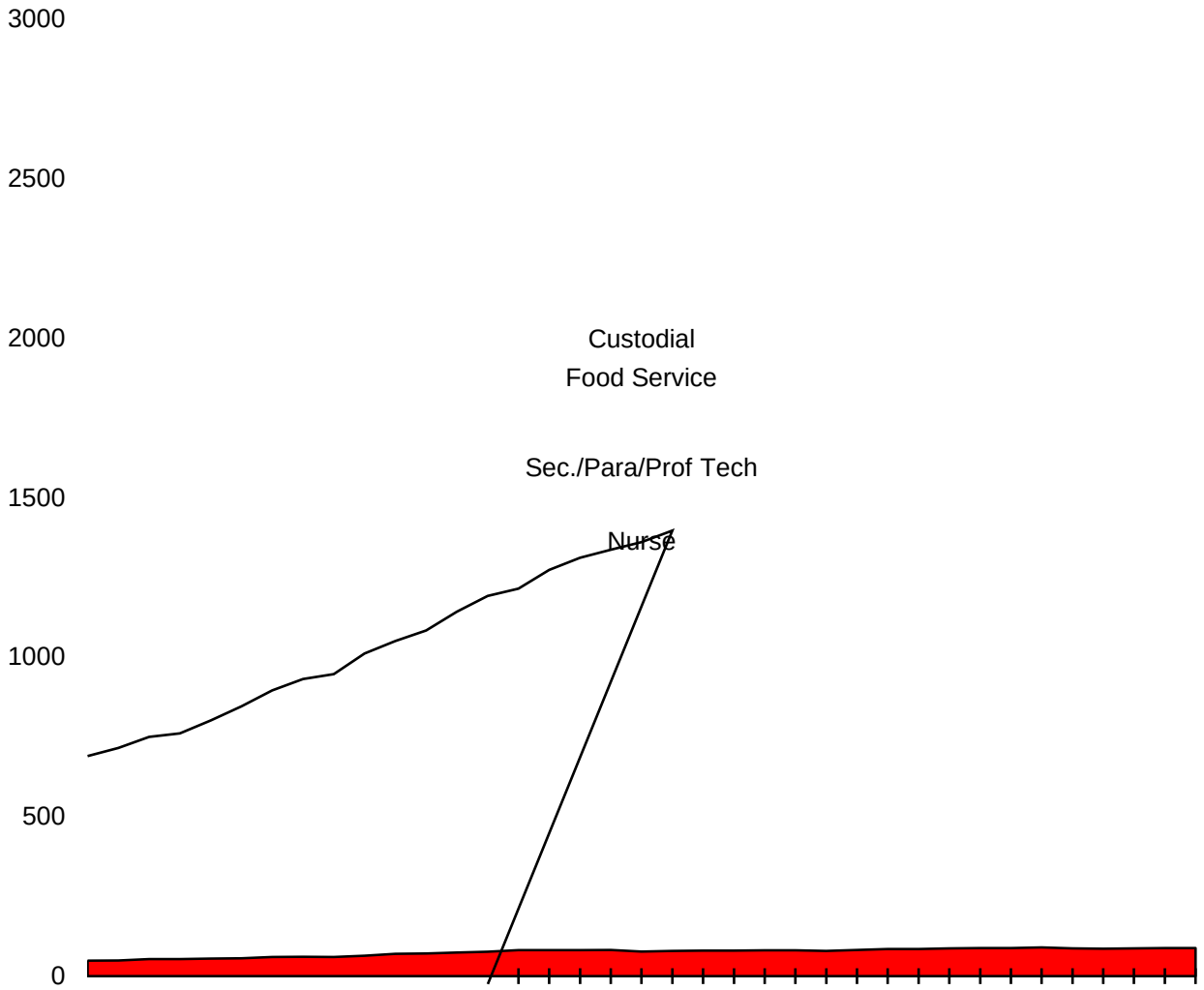
Current Staff Demographics

Certificated Staff Educ Work Experience by School

Base Location Building Name	Total	F	M
ABBOTT ELEMENTARY	39	33	6
ACKERMAN ELEMENTARY	44	33	11
ALDRICH ELEMENTARY	40	36	4
ANDERSEN MIDDLE SCHOOL	102	75	27
BEADLE MIDDLE SCHOOL	115	97	18
BLACK ELK ELEMENTARY	45	40	5
BRYAN ELEMENTARY	48	42	6
CATHER ELEMENTARY	40	34	6
CENTRAL MIDDLE SCHOOL	105	81	24
CODY ELEMENTARY	63	59	4
COTTONWOOD ELEMENTARY	37	33	4
DISNEY ELEMENTARY	46	41	5
DON STROH ADMIN CTR	68	48	20
EZRA MILLARD ELEMENTARY	40	36	4
HARVEY OAKS ELEMENTARY	45	42	3
HITCHCOCK ELEMENTARY	48	43	5
HOLLINGHEIGHTS ELEMENTARY	53	45	8
HORIZON HIGH SCHOOL	37	22	15
KIEWIT MIDDLE SCHOOL	100	68	32
MISC LOCATION	2	1	1
MONTCLAIR ELEMENTARY	68	65	3
MORTON ELEMENTARY	37	36	1
NEIHARDT ELEMENTARY	63	53	10
NORRIS ELEMENTARY	47	41	6
NORTH HIGH SCHOOL	234	135	99
NORTH MIDDLE SCHOOL	97	70	27
REAGAN ELEMENTARY	53	44	9
REEDER ELEMENTARY	56	49	7
ROCKWELL ELEMENTARY	77	73	4
ROHWER ELEMENTARY	60	54	6
RON WITT SSC	78	55	23
RUSSELL MIDDLE SCHOOL	95	73	22
SANDOZ ELEMENTARY	59	55	4
SOUTH HIGH SCHOOL	221	142	79
SUPPORT SERVICES CTR	59	15	44
TRANSPORTATION CMS-A	30	11	19
UPCHURCH ELEMENTARY	55	48	7
WEST HIGH SCHOOL	234	152	82
WHEELER ELEMENTARY	69	64	5
WILLOWDALE ELEMENTARY	44	40	4
YOUNG ADULT PRG-CMS ANNEX	21	17	4

Base Location Building Name	Total	A	B	H	W	I

Certificated Staff Age by school

Base Location Building Name	Age
ABBOTT ELEMENTARY	48
ACKERMAN ELEMENTARY	44
ALDRICH ELEMENTARY	40
ANDERSEN MIDDLE SCHOOL	41
BEADLE MIDDLE SCHOOL	40
BLACK ELK ELEMENTARY	40
BRYAN ELEMENTARY	41
CATHER ELEMENTARY	45
CENTRAL MIDDLE SCHOOL	40
CODY ELEMENTARY	44
COTTONWOOD ELEMENTARY	41
DISNEY ELEMENTARY	38
DON STROH ADMIN CTR	50
EZRA MILLARD ELEMENTARY	38
HARVEY OAKS ELEMENTARY	41
HITCHCOCK ELEMENTARY	32
HOLLINGHEIGHTS ELEMENTARY	39
HORIZON HIGH SCHOOL	46
KIEWIT MIDDLE SCHOOL	43
MISC LOCATION	41
MONTCLAIR ELEMENTARY	42
MORTON ELEMENTARY	39
NEIHARDT ELEMENTARY	37
NORRIS ELEMENTARY	42
NORTH HIGH SCHOOL	41
NORTH MIDDLE SCHOOL	39
REAGAN ELEMENTARY	35
REEDER ELEMENTARY	38
ROCKWELL ELEMENTARY	43
ROHWER ELEMENTARY	42
RON WITT SSC	43
RUSSELL MIDDLE SCHOOL	40
SANDOZ ELEMENTARY	42
SOUTH HIGH SCHOOL	41
SUPPORT SERVICES CTR	62
UPCHURCH ELEMENTARY	37
WEST HIGH SCHOOL	42
WHEELER ELEMENTARY	41
WILLOWDALE ELEMENTARY	43
YOUNG ADULT PRG-CMS ANNEX	39
Overall - Average	**42**

PERSONNEL REPORT