

AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2011-2012

Meeting Date: October 17, 2011

Department: Human Resources

Title and Brief

Description: Human Resource Personnel Report 2011-2012

Action Desired: Report Only

Background: The annual Personnel Report contains information regarding the District's staffing level, classroom enrollment averages, teacher preparation, experience and student teacher internships. Report highlights include:

- 61% of our certificated staff holds an advanced degree.
- Certificated staff members have worked for Millard for an average of 11 years and an average of 14.5 total years in education.
- The staff to administrator ratio increased from 29.2 to 1, to 29.9 to 1. This is the highest ratio ever. In addition, the ratio of teachers to administrators increased as well from 19.2 to 1 to 19.7 to 1.
- We hosted 120 student teachers in Millard during the 2010-2011 school year.
- A historical look at personnel distribution and ratios between staff positions is provided along with graphs to illustrate trends since 1978.
- Information regarding retention percentages of teachers hired over the last five years is included. Our first year staff member retention rate for the 2010-2011 school year was 93.9% (New to profession teachers was 93.8 %.)
- Collectively, we are down 23.75 FTE's from the previous school year. Of these FTE's, 18.72 were certificated teaching positions and 3 were administrative positions.
- 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 September '10 to September '11.

Recommendations: Report Only

Responsible

Persons: Mr. Kevin Chick, Dr. Jim Sutfin, Mr. Chad Meisgeier, Ms. Jeanine Beaudin

Superintendent's Signature: _____



Personnel Report

2011-2012

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Full-time Equivalency

Employee Class	Staff F.T.E. 11-12	Staff F.T.E. 10-11	F.T.E. Change
Administrators	87.00	90.00	-3.00
Teachers	1712.45	1731.17	-18.72
School Nurses	15.00	15.00	0.00
Professional Technical Salaried	55.85	56.45	-0.60
Professional Technical Hourly	172.33	174.40	-2.07
Educational Paraprofessionals	312.11	308.91	3.20
Custodial/Maintenance	197.19	200.69	-3.50
Food Service	143.65	142.71	0.94
Totals	2695.58	2719.33	-23.75

Employee Count

Employee Class	Staff Count 11-12	Staff Count 10-11	# Change
Administrators	87	90	-3.00
Teachers	1745	1764	-19.00
School Nurses	15	15	0.00
Professional Technical Salaried	59	60	-1.00
Professional Technical Hourly	187	187	0.00
Educational Paraprofessionals	422	425	-3.00
Custodial/Maintenance	202	209	-7.00
Food Service	177	178	-1.00
Totals	2894	2928	-34.00

Administrator Positions

Class	Title	Filled FTE
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A070	ASST SUPT HUMAN RESOURCES	1.00
A120	EXEC DIR TECHNOLOGY	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A205	DIR ASSMENT,RESEARCH,EVAL	1.00
A210	DIR PERSONNEL	1.00
A220	DIR ADMIN AFFAIRS	1.00
A230	DIR COMMUNICATIONS	1.00
A240	DIR PUPIL 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
A310	COORD OF CAREER & TECH ED	1.00
A320	ADM SPEC PROG& COMPLIANCE	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
A421	ELEM ASST PRINCIPAL	1.00
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
TOTAL		87.00

Teacher Positions

Class	Title	Filled FTE
C001	NSI ADMINISTRATOR INTERN	1.00
C011	MONTESSORI PRESCHOOL TCHR	3.00
C051	PRESCHOOL TEACHER	1.00
C081	MONTESSORI PRE/KDG TCHR	3.00
C091	KINDERGARTEN TEACHER	77.00
C101	MONTESSORI 1-3 TEACHER	9.00
C111	GRADE 1 TEACHER	76.00
C121	GRADE 2 TEACHER	84.00
C131	GRADE 3 TEACHER	76.00
C141	GRADE 4 TEACHER	74.00
C151	GRADE 5 TEACHER	76.00
C162	GRADE 6 TEACHER	69.00
C223	CERTIFIED NURSING ASST	0.50
C301	CORE TEACHER	12.00
C311	MONTESSORI 4/5 TEACHER	6.00
C312	MONTESSORI TEACHER	3.00
C321	ART TEACHER	2.00
C322	ART TEACHER	9.00
C323	ART TEACHER	14.00
C333	BUSINESS TEACHER	25.46
C352	LANGUAGE ARTS TEACHER	31.70
C353	LANGUAGE ARTS TEACHER	68.00
C362	READING TEACHER	12.00
C363	READING TEACHER	2.00
C381	WORLD LANGUAGE TEACHER	1.00
C382	WORLD LANGUAGE TEACHER	29.15
C383	WORLD LANGUAGE TEACHER	37.10
C412	FAMILY CONSUMER SCI TCHR	9.25
C413	FAMILY CONSUMER SCI TCHR	18.30
C432	INDUSTRIAL TECH TEACHER	8.00
C433	INDUSTRIAL TECH TEACHER	17.06
C452	COMPUTER TEACHER	9.50
C453	COMPUTER TEACHER	0.67
C461	MATH INTERVENTIONIST	1.00
C462	MATH TEACHER	29.80
C463	MATH TEACHER	59.33
C472	SCIENCE TEACHER	30.10

Teacher Positions

Class	Title	Filled FTE
C473	SCIENCE TEACHER	53.00
C492	SOCIAL STUDIES TEACHER	26.90
C493	SOCIAL STUDIES TEACHER	55.28
C503	ACADEMY LEAD TEACHER	1.00
C513	NEW FRONTIER TEACHER	4.00
C531	VOCAL MUSIC TEACHER	26.60
C532	VOCAL MUSIC TEACHER	8.50
C533	VOCAL MUSIC TEACHER	4.00
C54I	INSTR MUSIC TEACHER	15.75
C55I	ORCHESTRA TEACHER	10.50
C572	HEALTH TEACHER	5.75
C591	PHYSICAL ED TEACHER	27.30
C592	PHYSICAL ED TEACHER	12.50
C593	PHYSICAL ED TEACHER	21.13
C611	ELEM COUNSELOR	11.80
C612	MDL SCH COUNSELOR	17.00
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	25.60
C641	EARLY LIT INT (ELI) TCHR	6.00
C652	LEARNING CTR TEACHER	5.00
C66I	ELL TEACHER	12.50
C670	CHAPTER 1 PRESCHOOL TCHR	8.00
C671	CHAPTER 1 TEACHER	6.00
C682	HIGH ABILITY LRNER TCH	3.50
C710	MEP TECH FACILITATOR	4.00
C711	TECHNOLOGY LEADER	0.50
C721	INSTR FACILITATOR	9.95
C733	INSTRUCTIONAL DEPT HEAD	1.00
C741	MEP FACILITATOR	3.00
C743	MEP FACILITATOR	9.00
C751	CADRE ASSOCIATE	4.00
C770	MEA PRESIDENT	1.00
C771	BUILDING FACILITATOR	5.50

Teacher Positions

Class	Title	Filled FTE
C79I	INTERVENTIONIST	4.00
C811	SPED PROGRAM FACILITATOR	3.00
C823	SPED ADAPTIVE PE TEACHER	1.00
C831	SPED RESOURCE TEACHER	44.00
C832	SPED RESOURCE TEACHER	30.50
C833	SPED RESOURCE TEACHER	29.00
C841	MULTI CAT SPED TCHR ELM	9.00
C842	MULTI CAT SPED TCHR MS	3.00
C843	MULTI CAT SPED TCHR HS	1.00
C851	SPED MH TEACHER	8.00
C852	SPED MH TEACHER	4.00
C853	SPED MH TEACHER	13.00
C861	SPED BD TEACHER	4.00
C862	SPED BD TEACHER	4.00
C873	SPED VOC SPEC NEEDS TCHR	2.00
C883	SPED MLC TEACHER	3.00
C891	AUDIOLOGIST	1.00
C90I	SPEECH PATHOLOGIST	59.00
C913	SPED VISION IMPAIRED TCHR	3.00
C922	SPED BEHAVIOR SPECIALIST	3.00
C931	SPED INFANT TEACHER	3.00
C941	SPED PRESCHOOL TEACHER	14.00
C952	SPED HOMEBOUND TCHR MS	1.00
C961	EARLY CHLDHD LITERACY TCH	2.00
C97I	SCHOOL PSYCHOLOGIST	17.88
TOTAL		1,712.45

School Nurse Positions

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

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	6.05
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	2.00
TOTAL		55.85

Professional Technical Hourly Positions

Class	Title	Filled FTE
J010	EX SEC TO SUPERINTENDENT	1.00
J020	ADMIN AFFAIRS SECRETARY	1.00
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
J210	RESEARCH SECRETARY	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 TECHNOLOGY	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	1.00
J600	SUPPORT SERV SECRETARY II	1.00
J610	MAINTENANCE SECRETARY	3.00
J620	WAREHOUSE/MEDIA SECRETARY	3.00

Professional Technical Hourly Positions

Class	Title	Filled FTE
J630	CATALOGER 12MO	1.00
J713	HS SECURITY GUARD	12.13
J723	HS OUTSIDE SECURITY GUARD	3.00
J800	FOOD SERV BOOKKEEPER/SEC	1.50
J830	SPED VAN DRIVER	4.31
J835	LC VAN DRIVER	3.19
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	8.00
J913	HS ACCOUNTING CLERK	3.50
J921	ELEM SECRETARY 10 MO	25.00
J922	MDL SCH SECRETARY 10 MO	13.00
J923	HS SECRETARY 10 MO	22.00
J933	HS SWIM SUPERVISOR	0.15
J943	HS ACCOMPANIST	2.00
J982	TAP INTERN	2.00
TOTAL		172.33

Educational Para-Professional Positions

Class	Title	Filled FTE
K101	PRESCHOOL ED PARA	5.32
K111	PRESCH MONTESSORI ED PARA	7.59
K201	GENERAL ED PARA	89.23
K202	GENERAL ED PARA	19.14
K203	GENERAL ED PARA	10.72
K211	ELI ED PARA	6.93
K221	MONTESSORI ED PARA	0.50
K241	RETEACHING PARA	4.65
K242	RETEACHING PARA	1.03
K243	RETEACHING PARA HS	2.62
K301	PRESCHOOL SPED PARA	15.16
K311	RESOURCE SPED PARA-E	29.54
K312	RESOURCE SPED PARA-M	24.28
K313	RESOURCE SPED PARA-H	12.19
K31S	RESOURCE WITH STIPEND	1.29
K341	BD SPED PARA	6.70
K342	BD SPED PARA	8.61
K343	BD SPED PARA	1.28
K351	ACP SPED ELEM PARA	24.87
K352	ACP SPED MS PARA	11.67
K353	ACP SPED HS PARA	14.87
K361	VI SPED ED PARA	0.91
K373	YOUNG ADULT PARA	7.31
K400	CHAPTER 1 PRESCHOOL PARA	3.25
K401	CHAPTER I ED PARA	1.69
K411	ELL PARA	0.76
TOTAL		312.11

Custodial / Maintenance Positions

Class	Title	Filled FTE
M010	CUSTODIAN SPEC PROJECTS	1.00
M023	CUSTODIAN I DEPT HEAD HS	2.00
M031	DAY CUSTODIAN II	27.00
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	25.00
M052	NIGHT CUSTODIAN I MS	17.00
M053	NIGHT CUSTODIAN I HS	21.00
M071	CUSTODIAN 10-MONTH ELEM	14.06
M072	CUSTODIAN 10-MONTH MS	6.00
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	4.00
M310	DISTRICT GROUNDS LEADER	7.00
M320	DIST GROUNDS ASSISTANT	5.00
M330	GROUNDS ASST 10-MONTH SSC	4.00
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	7.00
M700	PAINTER 1	1.00
M701	PAINTER 2	1.00
TOTAL		197.19

Food Service Positions

Class	Title	Filled FTE
P090	FOOD SERVICE MGR 12MO	1.00
P101	FOOD SERVICE MANAGER	24.94
P102	FOOD SERVICE MANAGER	6.00
P103	FOOD SERVICE MANAGER	3.00
P201	FOOD SERVICE	26.20
P202	FOOD SERVICE	31.85
P203	FOOD SERVICE	39.26
P302	FOOD SERVICE ASST MANAGER	5.41
P303	FOOD SERVICE ASST MANAGER	6.00
TOTAL		143.65

Staffing Substitutes

Dept	Department Title	Empl No
SUB CUST	SUB CUSTODIAN	29
SUB TCH	SUBSTITUTE TEACHER	351
SUB HRLY	SUBSTITUTES HOURLY	147
TOTAL		527

Elementary Regular Classroom Average

School	Sections	Students	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05
Abbott	20	433	21.7	21.6	21.4	21.8	21.4	22.3	22.0	22.0
Ackerman	23	508	22.1	20.1	20.6	22.1	23.0	22.8	23.7	22.7
Aldrich	19	440	23.2	22.3	21.8	21.3	21.1	19.8	22.2	21.9
Black Elk	22	494	22.5	21.9	22.5	22.6	23.1	22.6	21.4	22.2
Bryan	18	363	20.2	20.2	19.9	19.9	20.4	20.0	19.8	20.7
Cather	22	449	20.4	19.9	20.7	23.1	21.8	21.7	21.7	21.4
Cody	14	209	14.9	15.1	15.5	17.3	16.3	16.4	15.8	16.8
Cottonwood	16	348	21.8	19.1	19.6	20.1	20.6	20.2	22.1	21.0
Disney	15	288	19.2	17.3	16.6	19.2	18.8	18.0	20.9	19.6
Ezra Millard	21	397	18.9	19.4	19.2	20.4	21.1	21.7	22.7	21.4
Harvey Oaks	13	276	21.2	20.2	19.6	21.5	21.2	21.8	21.4	21.1
Hitchcock	14	239	17.1	14.8	15.1	15.9	17.5	17.8	19.2	17.5
Holling Heights	20	361	18.1	18.9	20.4	21.2	21.5	20.9	20.8	20.0
Montclair	25	518	20.7	20.9	20.8	21.2	21.0	23.1	21.8	21.7
Morton	19	334	17.6	18.1	17.9	19.5	20.7	21.4	21.0	20.1
Neihardt	24	549	22.9	21.6	20.6	21.0	21.0	21.8	22.3	21.0
Norris	19	348	18.3	19.3	18.7	19.0	19.1	20.6	19.7	20.4
Reagan	32	695	21.7	20.6	20.9	20.5	-	-	-	-
Reeder	26	530	20.4	20.4	21.0	17.9	21.8	20.4	-	-
Rockwell	19	349	18.4	18.7	18.6	18.4	19.8	20.1	20.3	19.4
Rohwer	22	464	21.1	19.3	19.5	21.4	22.0	21.1	21.8	22.6
Sandoz	17	307	18.1	19.1	19.3	18.2	19.1	18.9	20.4	21.8
Upchurch	25	540	21.6	21.5	20.5	-	-	-	-	-
Wheeler	30	599	20.0	19.3	19.8	20.8	21.7	20.9	21.1	23.5
Willowdale	18	380	21.1	21.4	21.9	22.1	23.4	23.6	22.1	22.1
Average	513	10418	20.3	19.9	20.5	21.1	21.0	21.3	21.2	20.6

*Based upon MPS Enrollment Counts 9/20/2011

Secondary Classroom Averages by Subject Area

2010-2011

	<u>North</u>	<u>South</u>	<u>West</u>	<u>AMS</u>	<u>BMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>
Grade 6	-	-	-	22.3	22.9	25.1	23.9	23.0	24.3
Art	15.9	19.2	22.3	21.8	15.8	19.7	20.5	14.2	20.5
Family Consumer Science	23.0	22.5	23.5	20.9	16.3	19.7	21.2	14.6	20.5
Industrial Technology	14.1	15.5	16.4	22.2	24.2	19.7	24.7	15.4	28.7
P.E.	25.7	21.9	28.2	31.8	25.8	34.6	25.8	23.9	23.9
Health/KnowYrslf	-	-	-	21.2	25.2	21.1	24.4	22.4	23.9
Business	20.1	19.5	20.6	0.0	21.7	23.5	-	-	-
Vocal Music	31.5	29.7	54.2	22.2	28.6	65.7	25.2	21.8	28.7
Instr. Music	35.4	56.0	33.0	19.2	29.2	28.5	14.3	36.2	40.3
Reading	-	-	-	19.7	21.3	26.7	22.7	21.3	24.0
Computers	10.2	18.6	15.1	21.7	12.9	19.7	23.8	19.7	23.9
Math	21.0	19.8	23.6	20.7	20.7	25.8	25.1	22.4	22.1
English	22.9	20.3	20.9	20.5	21.0	25.8	23.1	22.0	22.1
Science	21.0	19.0	22.2	24.0	21.5	25.8	23.7	23.1	22.1
Social Studies	24.8	22.6	23.6	22.9	22.3	25.8	23.7	23.1	22.1
World Language	21.4	20.0	20.6	18.8	24.3	22.1	20.0	23.0	29.7
Montessori Mini Magnet						17.0			

Middle Level Average Class Size: 23.4

High School Average Class Size: 23.5

Total Secondary Average Class Size: 23.4

2011-2012

	<u>North</u>	<u>South</u>	<u>West</u>	<u>AMS</u>	<u>BMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>
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

Certificated Staff Educ Work Experience by School

Employee Loc. Building Name	Average Total Years	Average Millard Years
ABBOTT ELEM	15.9	12.6
ACKERMAN ELEM	15.2	12.0
ALDRICH ELEM	15.3	11.3
ANDERSEN MIDDLE SCH	16.1	12.7
BEADLE MIDDLE SCH	12.6	8.6
BLACK ELK ELEM	13.4	11.2
BRYAN ELEM	14.3	10.7
CATHER ELEM	14.6	12.0
CENTRAL MIDDLE SCH	14.8	11.8
CODY ELEM	13.2	10.9
COTTONWOOD ELEM	13.6	9.8
DISNEY ELEM	12.7	9.7
DON STROH ADMIN CTR	25.5	16.3
ECHO HILLS	22.7	22.7
EZRA MILLARD ELEM	14.7	11.0
HARVEY OAKS ELEM	16.0	11.4
HITCHCOCK ELEM	10.9	7.5
HOLLING HEIGHTS ELEM	14.3	11.7
KIEWIT MIDDLE SCH	15.0	11.7
MIDSCH ALT PRG CMS-A	21.8	12.5
MLC / HORIZON	12.8	7.2
MONTCLAIR ELEM	17.0	12.5
MORTON ELEM	17.8	13.2
NEIHARDT ELEM	9.7	7.7
NORRIS ELEM	12.8	8.2
NORTH HIGH	15.6	11.8
NORTH MIDDLE SCH	13.2	10.5
OTHER/NONE	11.0	11.0
REAGAN ELEM	9.3	7.5
REEDER ELEM	10.9	8.4
ROCKWELL ELEM	14.4	11.0
ROHWER ELEM	14.1	11.8
RON WITT SSC	17.4	14.0
RUSSELL MIDDLE SCH	14.6	10.6
SANDOZ ELEM	13.6	11.2
SOUTH HIGH	13.8	10.3
SUPPORT SERVICE CTR	26.6	21.6
UPCHURCH ELEM	11.3	8.1
WEST HIGH	15.5	12.0
WHEELER ELEM	15.0	12.4
WILLOWDALE ELEM	16.3	13.4
YNG ADULT PRG CMS-A	12.4	10.3
Total Averages	14.5	11.0

Certificated Staff Highest Degree by School

Employee Loc. Building Name	RN	BSN	BA	MA	EDS	DR	Total
ABBOTT ELEM			15	14	1		30
ACKERMAN ELEM	1		18	19			38
ALDRICH ELEM			9	17		1	28
ANDERSEN MIDDLE SCH		1	16	45	1		63
BEADLE MIDDLE SCH	1		30	47		1	81
BLACK ELK ELEM			11	21	1		33
BRYAN ELEM			9	23			32
CATHER ELEM			19	14			33
CENTRAL MIDDLE SCH		1	30	36			67
CODY ELEM			18	17			35
COTTONWOOD ELEM			13	11			24
DISNEY ELEM			13	16			29
DON STROH ADMIN CTR				9	4	9	22
ECHO HILLS			1				1
EZRA MILLARD ELEM			8	23			31
HARVEY OAKS ELEM			7	20			27
HITCHCOCK ELEM			11	15			27
HOLLING HEIGHTS ELEM			21	13			34
KIEWIT MIDDLE SCH	1		26	40	1		68
MIDSCH ALT PRG CMS-A				4			4
MLC / HORIZON	1		8	13			24
MONTCLAIR ELEM	1		15	28			44
MORTON ELEM			18	10	1		29
NEIHARDT ELEM			20	19			39
NORRIS ELEM			10	22			32
NORTH HIGH	1		60	97	1	3	166
NORTH MIDDLE SCH		1	23	43		1	70
OTHER/NONE			1				1
REAGAN ELEM			22	18		1	41
REEDER ELEM			16	22			39
ROCKWELL ELEM			10	26			36
ROHWER ELEM	1		8	25			34
RON WITT SSC			2	30	15	2	49
RUSSELL MIDDLE SCH	1	1	28	37	1		69
SANDOZ ELEM			15	20			36
SOUTH HIGH	1		59	89		2	153
SUPPORT SERVICE CTR				1			1
UPCHURCH ELEM			15	18			33
WEST HIGH			47	104		3	157
WHEELER ELEM			20	27		1	48
WILLOWDALE ELEM			9	23			32
YNG ADULT PRG CMS-A	1		1	5			7
Totals	10	4	682	1081	26	24	1847

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
0	OTHER COLL/UNIV		2	22	22			46
AL02	ALABAMA OTHER			1				1
AR02	ARKANSAS OTHER				1			1
AR05	UNIV OF ARKANSAS				1			1
AZ01	ARIZONA STATE			2	1			3
AZ02	NORTHERN ARIZONA				5			5
AZ03	UNIV OF ARIZONA				3			3
AZ04	UNIV OF PHOENIX			1	6			7
CA00	CALIF OTHER			1	1			2
CA01	CALIF SCHOOL ARTS			1				1
CA04	CALIF STATE COLL			1	1			2
CA09	SAN FRANCISCO ST				1			1
CA16	UNIV CAL SANT BAR				1			1
CO02	COLORADO OTHER			1	1			2
CO04	COLORADO ST UNIV				1			1
CO05	LORETTA HGTS COLL			2				2
CO07	UNIV OF COLORADO				3			3
CO08	UNIV OF DENVER				1			1
CO09	UNIV NO COLORADO				7	1		8
CT01	CONNECTICUT OTHER				1			1
FL02	FLORIDA ST UNIV				2			2
FL04	UNIV OF MIAMA				1			1
FL05	UNIV OF S FLORIDA			1				1
GA05	GEORGIA OTHER				1			1
GA06	UNIV OF GEORGIA				1			1
IA01	BRIAR CLIFF COLL			4				4
IA02	BUENA VISTA COLL			4				4
IA05	COE COLLEGE			2				2
IA07	DRAKE COLLEGE				3			3
IA08	GRACELAND COLL			1				1
IA10	IOWA OTHER			2				2
IA11	IOWA STATE UNIV			12	3			15
IA12	IOWA WESLEYAN UNI			1				1
IA15	MARYCREST COLLEGE			1				1
IA18	NORTHWESTERN COLL			3				3
IA20	SIMPSON COLL			1				1

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
IA21	UNIV OF NO IOWA			8	5			13
IA23	UNIV OF IOWA			5	3	1		9
IA25	WARTBURG COLL			1				1
IA26	WESTMAR COLL			1				1
IA27	WILLIAM PEN COLL			1				1
ID02	UNIV OF IDAHO			1				1
IL03	DEPAUL UNIV				1			1
IL05	ILLINOIS OTHER				2			2
IL06	ILLINOIS STATE UN				1			1
IL09	NORTHERN ILLINOIS			2	1			3
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			2
KS01	BETHANY COLL			1				1
KS03	FT HAYS STATE			2	3			5
KS04	KANSAS OTHER				2			2
KS05	KANSAS ST EMPORIA				1			1
KS06	KANSAS ST MANHATT			3	1			4
KS14	UNIV OF KANSAS			2	4			6
KS15	WASHBURN UNIV				1			1
KS16	WICHITA STATE			2	1			3
KY00	KENTUCKY OTHER			1	1			2
KY02	UNIV OF KENTUCKY					1		1
LA04	LOUISIANA STATE			1				1
MA02	BOSTON UNIV				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

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
MI04	MICHIGAN STATE			1				1
MI05	UNIV OF MICHIGAN				1			1
MI06	WESTERN MICHIGAN				1			1
MN04	MANKATO ST COLL				1			1
MN05	MINNESOTA OTHER			5	1			6
MN08	UNIV OF MINN			1	1			2
MN09	BEMIDJI STATE			1				1
MN11	NORMANDALE COMMUN	1						1
MN12	COLL ST.CATHERINE				2			2
MO01	CENTL MISSOURI ST			1	1			2
MO06	MARYVILLE COLL			2				2
MO07	MISSOURI OTHER			4	4	1		9
MO08	N E MISSOURI TCHS				1			1
MO09	N W MISSOURI TCHS			13	6			19
MO13	STEPHENS COLL			1				1
MO15	UNIV MO COLUMBIA				6	1		7
MO16	UNIV MO KANS CTY				1			1
MO17	ST LOUIS UNIV			3	3			6
MO20	WILLIAM WOOD COLL				1			1
MS04	MISS ST COLL				1			1
MS08	UNIV OF MISS				1			1
MT01	UNIV OF MONTANA			1				1
ND00	ND OTHER			2	1			3
ND01	UNIV OF ND			4				4
NE01	BELLEVUE COLLEGE			3	3			7
NE02	CHADRON ST			4	1			5
NE03	COLL OF ST MARY			14	17			31
NE04	CONCORDIA			2	4			7
NE05	CREIGHTON UNIV		1	9	24			34
NE06	DANA			9				9
NE07	DOANE			7	117			130
NE09	HASTINGS			4	4			8
NE11	UNIV NE KEARNEY			43	33			77
NE12	MIDLAND LUTH			8	1			9
NE13	NEBRASKA OTHER			3	1			5
NE14	NE WESLEYAN			10	2			12

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
NE15	PERU STATE			21	97			120
NE16	UNIV NE LINCOLN			165	120	3	9	301
NE17	UNIV NE OMAHA			183	450	16	12	668
NE18	WAYNE STATE			27	30	1	1	60
NE19	UNIV NE MED CTR	2	1					3
NE20	METHODIST HOSP	2						2
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
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
TX10	TEXAS CHRISTIAN U			1				1
TX11	TEXAS OTHER			1	4			5
TX14	UNIV OF HOUSTON				2			2

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
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			2	1			3
VA01	GEORGE MASON UNIV				1			1
WI08	MARQUETTE UNIV			1				1
WY01	UNIV OF WYOMING			2	1			3
Z002	UNIV OF MANITOBA			1				1
Totals		10	4	678	1081	26	24	1847

Certificated Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	30	26	4
ACKERMAN ELEM	38	32	6
ALDRICH ELEM	28	27	1
ANDERSEN MIDDLE SCH	63	42	21
BEADLE MIDDLE SCH	81	67	14
BLACK ELK ELEM	33	31	2
BRYAN ELEM	32	28	4
CATHER ELEM	33	30	3
CENTRAL MIDDLE SCH	67	50	17
CODY ELEM	35	30	5
COTTONWOOD ELEM	24	22	2
DISNEY ELEM	29	26	3
DON STROH ADMIN CTR	22	10	12
ECHO HILLS	1	1	
EZRA MILLARD ELEM	31	29	2
HARVEY OAKS ELEM	27	26	1
HITCHCOCK ELEM	27	24	3
HOLLING HEIGHTS ELEM	34	29	5
KIEWIT MIDDLE SCH	68	44	24
MIDSCH ALT PRG CMS-A	4	3	1
MLC / HORIZON	24	14	10
MONTCLAIR ELEM	44	43	1
MORTON ELEM	29	28	1
NEIHARDT ELEM	39	34	5
NORRIS ELEM	32	29	3
NORTH HIGH	166	89	77
NORTH MIDDLE SCH	70	46	24
OTHER/NONE	1	1	
REAGAN ELEM	41	33	8
REEDER ELEM	39	36	3
ROCKWELL ELEM	36	34	2
ROHWER ELEM	34	32	2
RON WITT SSC	49	46	3
RUSSELL MIDDLE SCH	69	53	16
SANDOZ ELEM	36	35	1
SOUTH HIGH	153	95	58
SUPPORT SERVICE CTR	1	1	
UPCHURCH ELEM	33	28	5
WEST HIGH	157	94	63
WHEELER ELEM	48	45	3
WILLOWDALE ELEM	32	31	1
YNG ADULT PRG CMS-A	7	6	1
Totals	1847	1430	417

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	42	35	7
ACKERMAN ELEM	53	43	10
ALDRICH ELEM	39	37	2
ANDERSEN MIDDLE SCH	95	68	27
BEADLE MIDDLE SCH	115	96	19
BLACK ELK ELEM	49	44	5
BRYAN ELEM	46	40	6
CATHER ELEM	48	41	7
CENTRAL MIDDLE SCH	102	79	23
CODY ELEM	59	52	7
COTTONWOOD ELEM	36	32	4
DISNEY ELEM	45	39	6
DON STROH ADMIN CTR	67	51	16
ECHO HILLS	1	1	
EZRA MILLARD ELEM	48	43	5
HARVEY OAKS ELEM	38	36	2
HITCHCOCK ELEM	47	42	5
HOLLING HEIGHTS ELEM	54	44	10
KIEWIT MIDDLE SCH	101	72	29
MIDSCH ALT PRG CMS-A	7	6	1
MLC / HORIZON	32	19	13
MONTCLAIR ELEM	74	71	3
MORTON ELEM	44	42	2
NEIHARDT ELEM	57	49	8
NORRIS ELEM	46	42	4
NORTH HIGH	235	139	96
NORTH MIDDLE SCH	99	68	31
OTHER/NONE	2	1	1
REAGAN ELEM	60	50	10
REEDER ELEM	63	58	5
ROCKWELL ELEM	69	64	5
ROHWER ELEM	55	51	4
RON WITT SSC	79	58	21
RUSSELL MIDDLE SCH	98	76	22
SANDOZ ELEM	57	54	3
SOUTH HIGH	226	146	80
SUPPORT SERVICE CTR	61	16	45
TRANSPORTATION CMS-A	33	12	21
UPCHURCH ELEM	48	42	6
WEST HIGH	230	144	86
WHEELER ELEM	71	65	6
WILLOWDALE ELEM	44	41	3
YNG ADULT PRG CMS-A	17	16	1
	2	2	

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
	2894	2227	667

Certificated Staff Ethnicity by School

Employee Loc. Building Name	Total	A	B	H	W	I
ABBOTT ELEM	30	1			29	
ACKERMAN ELEM	38				38	
ALDRICH ELEM	28	1			27	
ANDERSEN MIDDLE SCH	63		1		61	1
BEADLE MIDDLE SCH	81		1	1	79	
BLACK ELK ELEM	33				33	
BRYAN ELEM	32				32	
CATHER ELEM	33				33	
CENTRAL MIDDLE SCH	67	1	1	2	63	
CODY ELEM	35				35	
COTTONWOOD ELEM	24			1	23	
DISNEY ELEM	29				29	
DON STROH ADMIN CTR	22		1		21	
ECHO HILLS	1				1	
EZRA MILLARD ELEM	31				31	
HARVEY OAKS ELEM	27				27	
HITCHCOCK ELEM	27				27	
HOLLING HEIGHTS ELEM	34				34	
KIEWIT MIDDLE SCH	68			2	65	1
MIDSCH ALT PRG CMS-A	4				4	
MLC / HORIZON	24				24	
MONTCLAIR ELEM	44				44	
MORTON ELEM	29				29	
NEIHARDT ELEM	39	1			38	
NORRIS ELEM	32		1		31	
NORTH HIGH	166			1	165	
NORTH MIDDLE SCH	70			1	69	
OTHER/NONE	1				1	
REAGAN ELEM	41				41	
REEDER ELEM	39			1	38	
ROCKWELL ELEM	36			1	35	
ROHWER ELEM	34		1	1	32	
RON WITT SSC	49			1	48	
RUSSELL MIDDLE SCH	69	1			68	
SANDOZ ELEM	36			1	35	
SOUTH HIGH	153			3	150	
SUPPORT SERVICE CTR	1				1	
UPCHURCH ELEM	33				33	
WEST HIGH	157			3	154	
WHEELER ELEM	48				48	
WILLOWDALE ELEM	32				32	
YNG ADULT PRG CMS-A	7				7	
Totals	1847	5	6	19	1815	2

Certificated Staff Age by School

Employee Loc. Building Name	Average Age
ABBOTT ELEM	44.2
ACKERMAN ELEM	40.2
ALDRICH ELEM	41.0
ANDERSEN MIDDLE SCH	42.2
BEADLE MIDDLE SCH	39.3
BLACK ELK ELEM	38.5
BRYAN ELEM	39.9
CATHER ELEM	43.8
CENTRAL MIDDLE SCH	42.0
CODY ELEM	41.1
COTTONWOOD ELEM	40.3
DISNEY ELEM	37.1
DON STROH ADMIN CTR	50.6
ECHO HILLS	47.0
EZRA MILLARD ELEM	39.1
HARVEY OAKS ELEM	44.1
HITCHCOCK ELEM	35.4
HOLLING HEIGHTS ELEM	40.7
KIEWIT MIDDLE SCH	41.4
MIDSCH ALT PRG CMS-A	46.0
MLC / HORIZON	39.4
MONTCLAIR ELEM	45.1
MORTON ELEM	42.3
NEIHARDT ELEM	36.3
NORRIS ELEM	39.3
NORTH HIGH	42.8
NORTH MIDDLE SCH	40.4
OTHER/NONE	32.0
REAGAN ELEM	34.3
REEDER ELEM	37.3
ROCKWELL ELEM	41.1
ROHWER ELEM	42.0
RON WITT SSC	44.4
RUSSELL MIDDLE SCH	41.2
SANDOZ ELEM	40.5
SOUTH HIGH	40.6
SUPPORT SERVICE CTR	58.0
UPCHURCH ELEM	38.2
WEST HIGH	42.5
WHEELER ELEM	41.0
WILLOWDALE ELEM	43.8
YNG ADULT PRG CMS-A	41.7
Total Average Age	41.1

All Staff Age >= 50 by School

Employee Loc. Building Name	Average Age
ABBOTT ELEM	56.1
ACKERMAN ELEM	55.5
ALDRICH ELEM	54.6
ANDERSEN MIDDLE SCH	55.6
BEADLE MIDDLE SCH	55.1
BLACK ELK ELEM	56.1
BRYAN ELEM	55.1
CATHER ELEM	57.7
CENTRAL MIDDLE SCH	54.9
CODY ELEM	55.0
COTTONWOOD ELEM	54.6
DISNEY ELEM	56.2
DON STROH ADMIN CTR	57.6
EZRA MILLARD ELEM	55.5
HARVEY OAKS ELEM	55.2
HITCHCOCK ELEM	55.7
HOLLING HEIGHTS ELEM	55.1
KIEWIT MIDDLE SCH	56.2
MIDSCH ALT PRG CMS-A	54.3
MLC / HORIZON	55.5
MONTCLAIR ELEM	57.9
MORTON ELEM	56.4
NEIHARDT ELEM	54.9
NORRIS ELEM	54.7
NORTH HIGH	57.1
NORTH MIDDLE SCH	57.1
REAGAN ELEM	57.1
REEDER ELEM	55.1
ROCKWELL ELEM	55.4
ROHWER ELEM	57.0
RON WITT SSC	57.3
RUSSELL MIDDLE SCH	57.4
SANDOZ ELEM	53.6
SOUTH HIGH	57.4
SUPPORT SERVICE CTR	56.5
TRANSPORTATION CMS-A	63.6
UPCHURCH ELEM	54.8
WEST HIGH	56.9
WHEELER ELEM	55.6
WILLOWDALE ELEM	56.7
YNG ADULT PRG CMS-A	57.8
Average Total	56.6

All Staff Age >= 50 by School

Employee Loc. Building Name	Employee Count
ABBOTT ELEM	15
ACKERMAN ELEM	18
ALDRICH ELEM	19
ANDERSEN MIDDLE SCH	37
BEADLE MIDDLE SCH	33
BLACK ELK ELEM	11
BRYAN ELEM	16
CATHER ELEM	19
CENTRAL MIDDLE SCH	38
CODY ELEM	21
COTTONWOOD ELEM	14
DISNEY ELEM	13
DON STROH ADMIN CTR	41
EZRA MILLARD ELEM	15
HARVEY OAKS ELEM	18
HITCHCOCK ELEM	13
HOLLING HEIGHTS ELEM	17
KIEWIT MIDDLE SCH	44
MIDSCH ALT PRG CMS-A	3
MLC / HORIZON	11
MONTCLAIR ELEM	38
MORTON ELEM	21
NEIHARDT ELEM	15
NORRIS ELEM	12
NORTH HIGH	96
NORTH MIDDLE SCH	37
REAGAN ELEM	10
REEDER ELEM	14
ROCKWELL ELEM	19
ROHWER ELEM	18
RON WITT SSC	33
RUSSELL MIDDLE SCH	41
SANDOZ ELEM	17
SOUTH HIGH	79
SUPPORT SERVICE CTR	35
TRANSPORTATION CMS-A	35
UPCHURCH ELEM	14
WEST HIGH	91
WHEELER ELEM	17
WILLOWDALE ELEM	17
YNG ADULT PRG CMS-A	10
56.6	

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees	
A	64.0	23.0	1	
	Admin	59.0	32.6	1
		25.0	1	
		21.0	1	
	58.0	30.0	1	
		24.0	1	
C	70.0	21.0	1	
	69.0	34.0	1	
	Teacher	68.0	24.0	1
		67.0	34.0	1
		66.0	44.0	1
	26.5		1	
	65.0	30.0	1	
		22.8	1	
		22.0	1	
		21.0	1	
	64.0	38.0	1	
		29.0	1	
	63.0	27.0	1	
		26.5	1	
		21.0	1	
		20.0	2	
	62.0	37.0	1	
		35.0	1	
		26.0	1	
		21.0	1	
		20.0	1	
	61.0	36.0	1	
		29.0	1	
		27.0	1	
		26.0	1	
		25.5	1	
		24.7	1	
		23.6	1	
		23.0	2	
		22.0	1	
	60.0	37.0	1	
		31.0	1	
		27.0	1	
26.0		1		
25.6		1		
23.5		1		
23.1		1		
23.0		1		

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
C	59.0	34.0	2
		31.0	1
		28.0	1
		26.0	3
		25.0	1
		24.5	1
		24.0	1
		22.0	1
		21.6	1
		21.0	1
	20.7	1	
	58.0	35.5	1
		31.0	1
		30.6	1
		27.0	2
		26.0	1
		25.0	1
		24.0	1
		23.7	1
		21.6	1
21.4		1	
21.0	3		
E	68.0	39.0	1
Nurse	61.0	21.0	1

Staff Terminations September 1, 2010 through August 31, 2011

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education		5			1	1	1	1
Contract Expired		2			1			
Deceased	1	1			1			
Employment Outside Education	1				2	3	3	
Personal / Family Reasons		9		2	1	5	1	1
Personal Health						3		
Job Dissatisfaction						1		
Long-term Disability								
Miscellaneous Resignation		2			4	7		
Other Education Job		14				3		
Performance				1			3	
Relocation	1	24			3	4	2	3
Resigned	1	7					1	1
Retired	2	9			1	10	5	5
Sabbatical Leave								
Unpaid Leave of Absence								
Reduction in Force							1	
Voluntary Early Separation	1	41	1					
Total	7	114	1	3	14	37	17	11

Total as a % of 10-11 Staff 8.0% 6.8% 6.7% 6.1% 7.7% 9.1% 8.8% 6.6%

History

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%	10.6%	18.1%
2005-06	4.7%	9.9%	0.0%	4.7%	12.0%	34.2%	11.1%	15.7%
2004-05	11.4%	10.2%	7.1%	20.0%	11.3%	22.1%	11.0%	14.4%
2003-04	8.9%	7.8%	7.1%	0.0%	14.3%	16.1%	10.4%	16.3%
2002-03	4.9%	8.0%	0.0%	5.0%	10.2%	17.9%	7.1%	12.0%

Teacher Retention for the Last 5 Years

Year	06-07		07-08		08-09		09-10		10-11	
Description	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires
# of New Hires	61	175	80	198	59	173	70	141	48	98
# leaving end of 06-07	2	6								
# leaving end of 07-08	2	16	3	6						
# leaving end of 08-09	5	13	4	16	1	4				
# leaving end of 09-10	4	6	8	17	6	14	8	10		
# leaving end of 10-11	3	6	1	6	3	8	7	8	3	6
First Year Retention Percent	96.7%	96.6%	96.3%	97.0%	98.3%	97.7%	88.6%	92.9%	93.8%	93.9%
# Still on Contract Current	45	128	64	153	49	147	55	123	45	92
Total Resignations Current	16	47	16	45	10	26	15	18	3	6
Percent Retained Current	74%	73%	80%	77%	83%	85%	79%	87%	94%	94%

One Year Retention Glance (Hired and Resigned in 2010-2011)

<u>Description</u>	<u>Number</u>	<u>Percent</u>
Contract Expired	2	2.04%
Miscellaneous/Unknown	1	1.02%
Relocation	3	3.06%
Total Leaving	6	6.1%

Applicant Count 8/1/2010 --8/1/2011

Hire Status	Status definition	Applicant Total
ACT		3
ACTN	Hired	20
ANR	Not Recommended	34
APNA	Not Available	23
APPL	Not Hired	2
APPX	Expired	2
APST	Sub/Applicant	4
FSD	Hired	113
WEA	Not Hired	1146
Total Applicant Count		1347

Positions applied for 2010-11

Class Cd	Title	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C011	MONTESSORI PRESCHOOL TCHR		3				2	21
C051	PRESCHOOL TEACHER	1	6				3	48
C081	MONTESSORI PRE/KDG TCHR						1	
C091	KINDERGARTEN TEACHER	4	14	1	2		14	179
C111	GRADE 1 TEACHER	5	17	5	2	2	21	291
C121	GRADE 2 TEACHER	6	18	5	2	2	27	331
C131	GRADE 3 TEACHER	6	19	4	2	2	28	333
C141	GRADE 4 TEACHER	4	21	3	2	2	31	307
C151	GRADE 5 TEACHER	4	18	1	1	2	27	276
C162	GRADE 6 TEACHER	2	6		1		9	135
C301	CORE TEACHER	1		2			3	22
C302	CORE TEACHER							1
C311	MONTESSORI 4/5 TEACHER		5	1			3	46
C312	MONTESSORI TEACHER							4
C321	ART TEACHER		1				2	17
C322	ART TEACHER	1	1				2	20
C323	ART TEACHER		1				1	26
C333	BUSINESS TEACHER	2					1	23
C352	LANGUAGE ARTS TEACHER	3	2	1			8	70
C353	LANGUAGE ARTS TEACHER	2	3	1			9	87
C35D	DRAMA/SPEECH TEACHER HS						2	3
C35J	JOURNALISM TEACHER HS						1	3
C362	READING TEACHER	1	1				3	23
C363	READING TEACHER							7
C382	WORLD LANGUAGE TEACHER							1
C383	WORLD LANGUAGE TEACHER							1
C38G	GERMAN TEACHER MS						2	3
C38L	LATIN TEACHER HS							1
C38S	SPANISH TEACHER MS			1			2	9
C3GH	GERMAN TEACHER HS						2	7
C3SH	SPANISH TEACHER HS	1		2			4	15
C412	FAMILY CONSUMER SCI TCHR			1			6	13
C413	FAMILY CONSUMER SCI TCHR			1			5	11
C432	INDUSTRIAL TECH TEACHER							1
C433	INDUSTRIAL TECH TEACHER						3	5
C452	COMPUTER TEACHER						1	11

Positions applied for 2010-11

Class Cd	Title	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C453	COMPUTER TEACHER						1	3
C462	MATH TEACHER	4	1	2		1	6	55
C463	MATH TEACHER	3	1	2			4	44
C472	SCIENCE TEACHER			3			8	58
C473	SCIENCE TEACHER	1		3			4	35
C492	SOCIAL STUDIES TEACHER	2	2	2		1	12	102
C493	SOCIAL STUDIES TEACHER	1	1	2			3	99
C513	NEW FRONTIER TEACHER							4
C531	VOCAL MUSIC TEACHER		2				1	31
C532	VOCAL MUSIC TEACHER						1	13
C533	VOCAL MUSIC TEACHER						1	13
C541	INSTR MUSIC TEACHER							14
C551	ORCHESTRA TEACHER							1
C572	HEALTH TEACHER						2	11
C591	PHYSICAL ED TEACHER		1	1			4	25
C592	PHYSICAL ED TEACHER		1	1			3	37
C593	PHYSICAL ED TEACHER		1	1			2	33
C611	ELEM COUNSELOR		1				3	7
C612	MDL SCH COUNSELOR		1				1	7
C613	HIGH SCH COUNSELOR		1				3	9
C621	MEDIA SPECIALIST						1	24
C622	MEDIA SPECIALIST						1	5
C623	MEDIA SPECIALIST							6
C631	READ TEACHER			1			1	14
C641	EARLY LIT INT (ELI) TCHR						4	26
C662	ESL TEACHER							1
C663	ESL TEACHER							1
C661	ELL TEACHER		1	2				27
C671	CHAPTER 1 TEACHER	1	2				1	27
C682	HIGH ABILITY LRNER TCH							3
C733	INSTRUCTIONAL DEPT HEAD							1
C791	INTERVENTIONIST		1			1	3	23
C823	SPED ADAPTIVE PE TEACHER							1
C831	SPED RESOURCE TEACHER		4	7			12	70
C832	SPED RESOURCE TEACHER	1					5	32
C833	SPED RESOURCE TEACHER						5	23

Positions applied for 2010-11

Class Cd	Title	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C841	MULTI CAT SPED TCHR ELM		1	1			4	16
C842	MULTI CAT SPED TCHR MS						2	8
C843	MULTI CAT SPED TCHR HS						2	11
C851	SPED MH TEACHER		1				5	12
C852	SPED MH TEACHER						2	7
C853	SPED MH TEACHER						2	13
C861	SPED BD TEACHER			1		1	2	11
C862	SPED BD TEACHER			1				9
C863	SPED BD TEACHER						1	7
C873	SPED VOC SPEC NEEDS TCHR		1				1	5
C883	SPED MLC TEACHER							10
C900	SPEECH PATHOLOGIST PRESCH							1
C901	SPEECH PATHOLOGIST	1					3	12
C913	SPED VISION IMPAIRED TCHR							1
C931	SPED INFANT TEACHER		1				1	4
C941	SPED PRESCHOOL TEACHER		1				2	10
C953	SPED HOMEBOUND TEACHER		1					4
C963	YOUNG ADULT TEACHER							7
C971	SCHOOL PSYCHOLOGIST							13
E20I	SCHOOL NURSE						2	27

Millard Public Schools Recruiting Report

2010-11

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 2010	UNO Student Teacher Panel
October 2010	Millard Public Schools Student Teacher Interview Day
October 2010	UNL Fall Interview Day for Educators
October 2010	Nebraska Wesleyan Education Interview Day
January 2011	UNO Student Teacher Symposium
February 2011	Millard Public Schools Student Teacher Interview Day
February 2011	Doane College Interview Day
March 2011	Creighton Interview Day
March 2011	Wayne State College Education Interview Day
March 2011	University of Iowa Interview Fair
March 2011	UNO Education Fair
March 2011	Nebraska Wesleyan Education Interview Day
March 2011	University of Northern Iowa Interview Fair
March 2011	UNK Employment Fair
March 2011	UNL Interview Day for Educators

New Hire Facts

2011-12

98 New Hires

Colleges:

UNO
UNL
UNK
Chadron State
College of St. Mary
Creighton
Doane
Hastings
Peru State
UNK
Northwest MO State
Brigham Young
Iowa State
Luther College
Dordt College
Michigan State
University of Northern Colorado
University of Arizona
University of Georgia
University of Iowa
University of Minnesota
University of Nevada
University of Northern Iowa
University of Wyoming
Utah State

Retreads: 5 (Worked in Millard, left, and then came back)

Masters or higher: 32

First Year Teachers: 48

Most experienced: 32 years

Total Number of Years Experience: 383

About the staff.....

- In 24 years of teaching has won nine state championships in debate
- Former NFL football player
- Various volunteers:
 - Boys and Girls Club
 - Big Brothers and Big Sisters
 - Red Cross
 - Guatamala special needs camp
 - athletic coaches
 - church youth group leaders

Excerpts from applications of some new hires to MPS:

“I am interested in working for Millard Public Schools because I want to be part of educating middle school students and making them the best they can be. I want to give them opportunities to succeed and I know that MPS is the best place for that.”

“Above all else, I am passionate about teaching and learning....the look on students’ faces when they finally get something is priceless to me.”

“I believe that all students have the ability to be successful. They are all able to learn, some just need to be taught in a specialized manner. Assisting students in acquiring the skills necessary to be successful citizens is very important to me as well.”

Student Teacher Placements 2010-11

MIDDLE SCHOOL

<u>Teaching Area</u>	<u>AMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>	<u>BMS</u>	<u>TOTAL</u>
Grade 6			2				2
Art				1			1
Business							0
Counseling							0
English	1		2	2		1	6
World Language				2			2
Health							0
Family Con Science				1	1		2
Industrial Arts							0
Math				1	1		2
Media					1		1
Music							0
Nurse							0
Physical Education	2		1		1		4
Science						1	1
Social Studies	2		1	2			5
SPED	1	1			2		4
TOTAL	6	1	6	9	6	2	30

HIGH SCHOOL

<u>Teaching Area</u>	<u>SOUTH</u>	<u>NORTH</u>	<u>WEST</u>	<u>TOTAL</u>
Art		1		1
Business	2	2	1	5
Counseling				0
English	1	1	1	3
ESL	1			1
World Language	1			1
Health				0
Family Con Science		1	2	3
Industrial Tech	1			1
Math	1	3		4
Media				0
Music	2	1	3	6
Nurse				0
Physical Education	1	1		2
Science		1	1	2
Social Studies	1	2	4	7
SPED				0
TOTAL	11	13	12	36

Student Teacher Placements 2010-11 (continued)

<u>ELEMENTARY</u>	<u>Pre-K</u>	<u>K</u>	<u>1-3</u>	<u>4,5</u>	<u>Spec.</u>	<u>Total</u>
Abbott			2	3		5
Aldrich				1	2	3
Ackerman		1	1	1	1	4
Black Elk		2	2		1	5
Bryan						0
Cather		1				1
Cody				1		1
Cottonwood				1		1
Disney			2	1		3
Harvey Oaks		1	2	1	1	5
Hitchcock					1	1
Holling Heights						0
Ezra Millard		2			1	3
Montclair	1		1	2	1	5
Morton						0
Neihardt			1	1	1	3
Norris						0
Reagan			2	1		3
Reeder			3	1	1	5
Rockwell			3			3
Rohwer						0
Sandoz					1	1
Upchurch			1	1	2	4
Wheeler				2		2
Willowdale					3	3
TOTAL	1	7	20	17	16	61
<u>TEACHING AREA</u>	<u>UNO</u>	<u>UNL</u>	<u>UNK</u>	<u>WAYNE</u>	<u>OTHER</u>	<u>TOTAL</u>
Elementary	24	9	1	1	14	49
Secondary	27	12	1	3	21	64
SPED/Counseling	5	0	0	1	1	7
TOTAL	56	21	2	5	36	120

Days Absent by Reason by Employee Group 2010-11

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	161.5	4,905.2	19.0	172.5	861.5	1,165.0	1,313.4	607.2
Family Illness	107.5	3,172.3	13.0	111.5	281.8	622.2	186.7	277.0
Business/Emergency	30.5	1,399.3	17.0	38.5	160.3	295.6	223.3	100.0
Personal	-	654.3	3.5	-	-	-	-	-
Bereavement	21.5	466.5	2.0	14.0	55.1	99.6	73.8	58.4
Family Medical Lv	142.0	5,086.7	8.0	130.5	14.5	-	61.0	-
Total Days	463	15,684	63	467	1,373	2,182	1,858	1,043
Mean Avg Days/Employee	5.14	9.06	4.17	8.27	7.87	7.06	9.26	7.31
% of Scheduled Work	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%	3.0%	4.7%	3.7%	3.9%	3.7%	3.6%
2005-06	1.9%	4.0%	2.1%	3.8%	3.1%	3.7%	3.7%	3.6%
2004-05	2.0%	4.3%	3.4%	4.6%	3.4%	4.5%	4.0%	4.4%
2003-04	1.8%	4.3%	2.7%	3.7%	3.5%	3.8%	3.9%	4.0%
2002-03	1.3%	4.1%	3.8%	3.6%	5.1%	3.6%	4.1%	4.6%
2001-02	1.4%	3.7%	2.2%	3.5%	3.2%	3.7%	4.0%	4.4%

Scheduled Absences

Vacation	766.0	-	-	328.5	989.4	-	2,398.6	9.2
Military	-	18.0	-	-	-	-	-	-
Union	-	26.0	-	-	-	-	-	-
Jury/Election	3.0	43.0	-	0.5	9.5	4.7	3.6	2.1
Professional	237.0	6,164.5	8.0	131.5	6.0	0.9	3.0	-
Retirement Seminar	2.0	15.0	-	-	7.8	5.7	3.0	3.9
Misc/Administrative	50.5	301.0	6.0	10.5	-	-	24.4	-
Total Scheduled Days	1,058.5	6,567.5	14.0	471.0	1,012.7	11.3	2,432.6	15.2

Teacher Professional Leave Days

		Avg
2010-11	6,165	3.6
2009-10	6,681	3.9
2008-09	5,967	3.6
2007-08	6,009	3.7
2006-07	5,701	3.6
2005-06	5,034	3.3
2004-05	5,012	3.4
2003-04	5,036	3.4
2002-03	5,137	3.5

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
78-79	45	585	5	154	56	80	924	11,067	12.0	18.9	19.5	13.0
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	539	143	197	2,695	23,050	8.6	13.5	29.9	19.7

Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1977-10	42	1,127	10	385	87	118	1,771	11,983

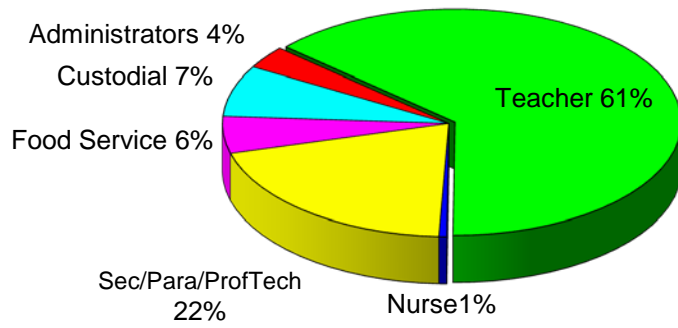
% Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1977-10	93%	193%	198%	250%	156%	148%	192%	108%

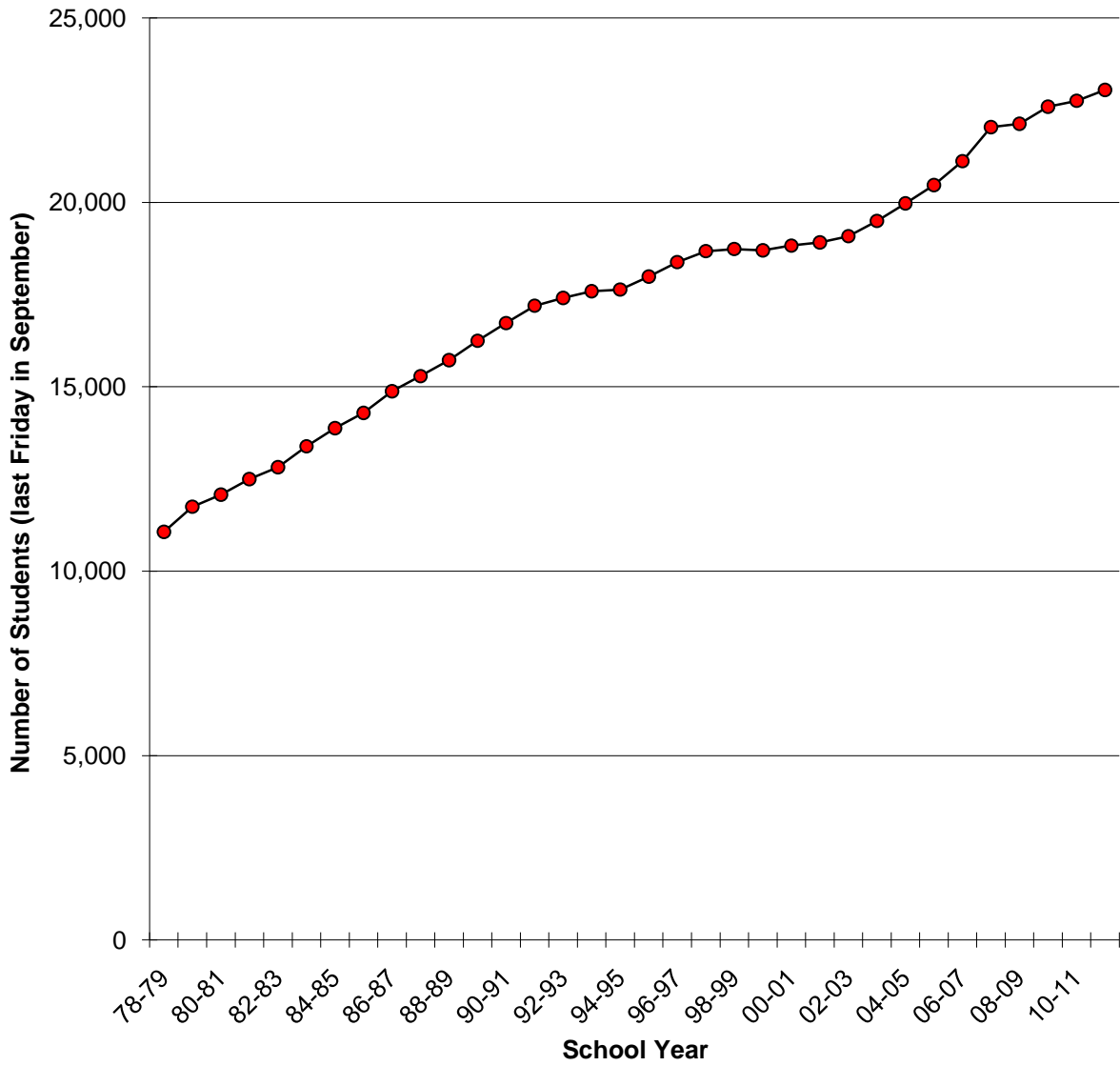
* FTE for paras changed from 5.5 to 8 hours per day = 1 FTE

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

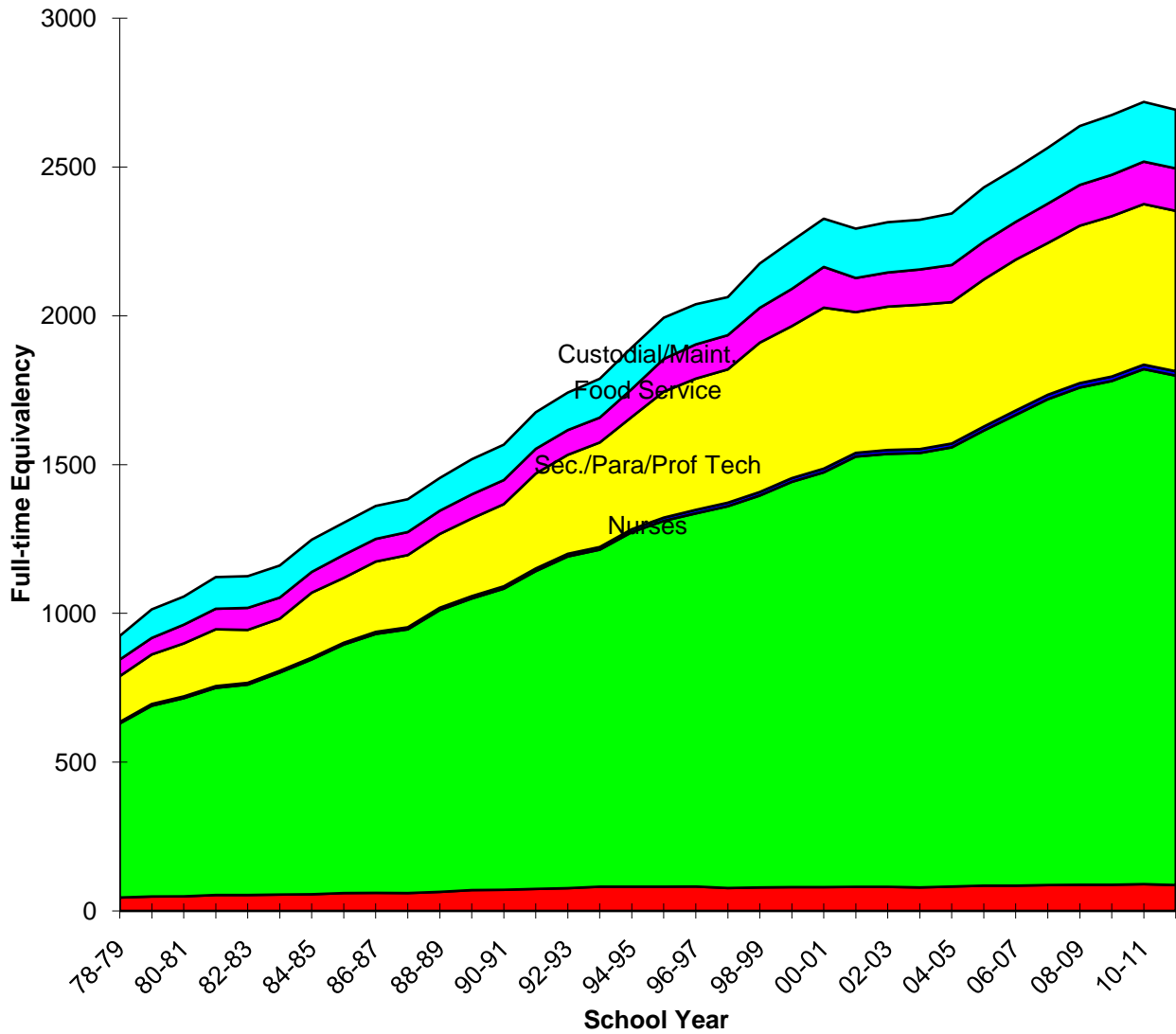
Personnel Distribution 2011-12



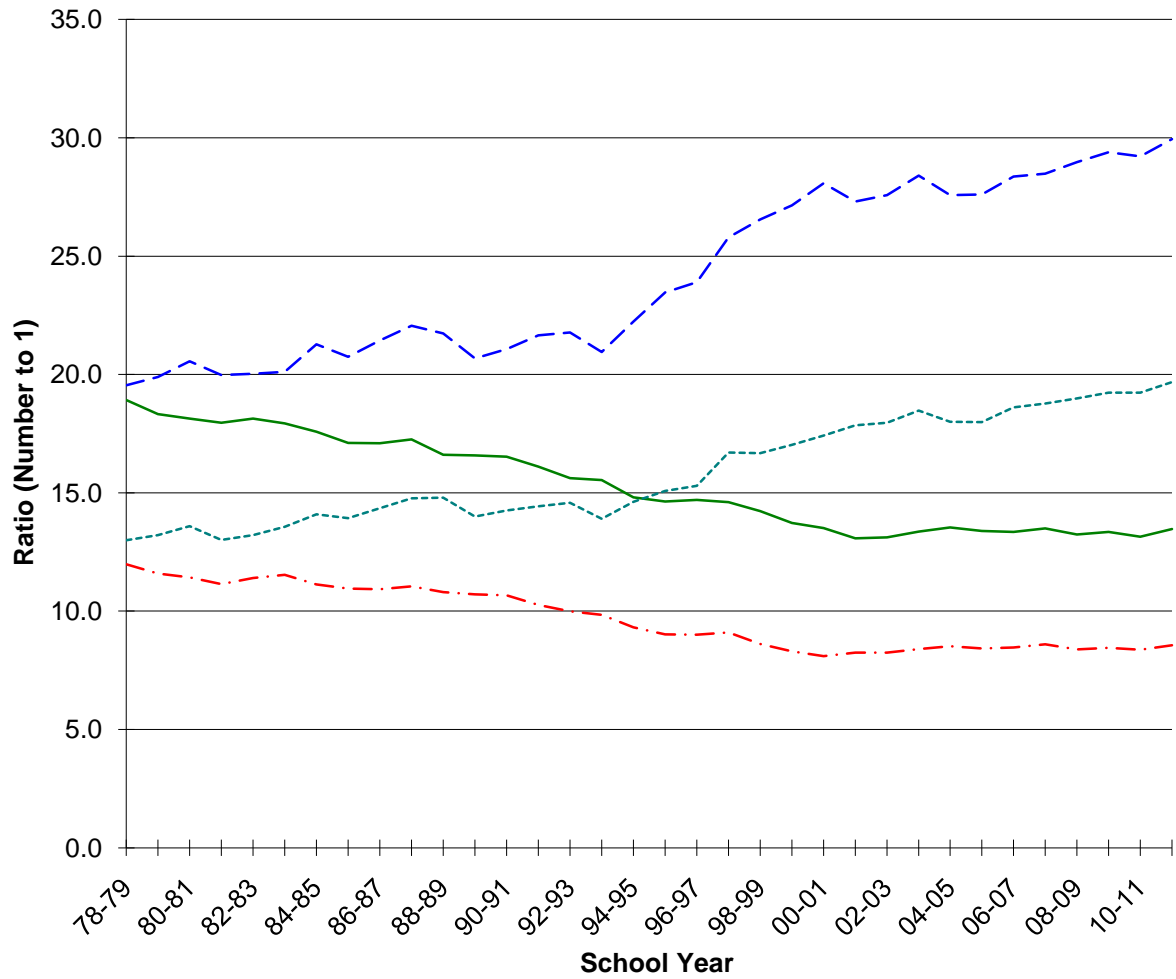
Student Enrollment



Personnel Distribution History



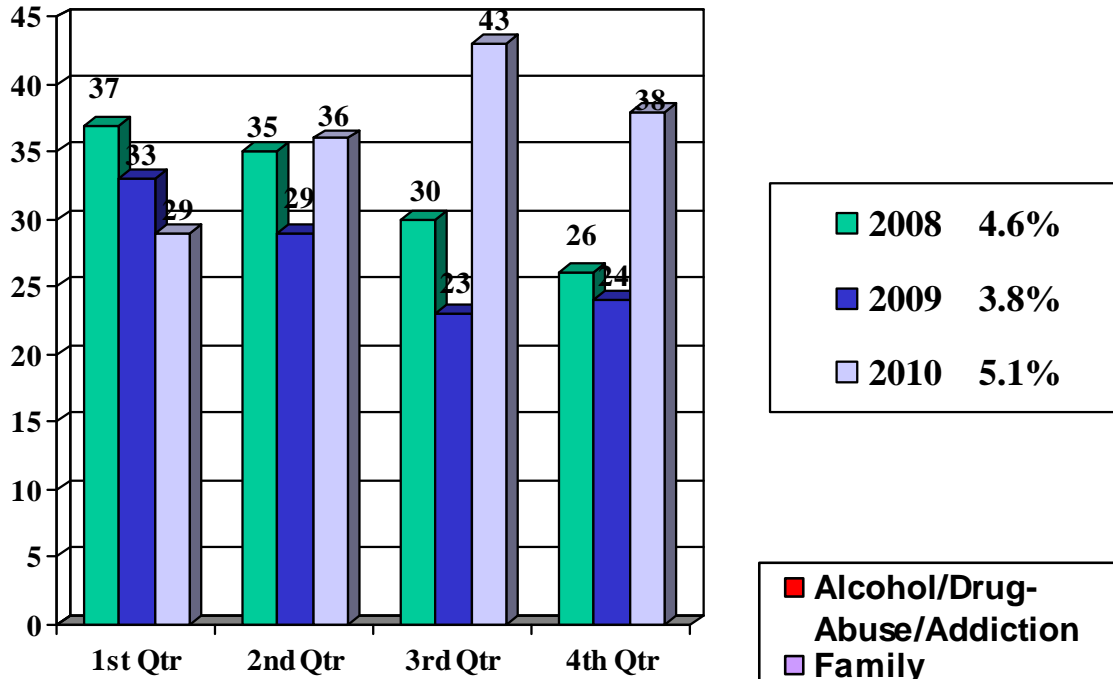
Staffing Ratios History



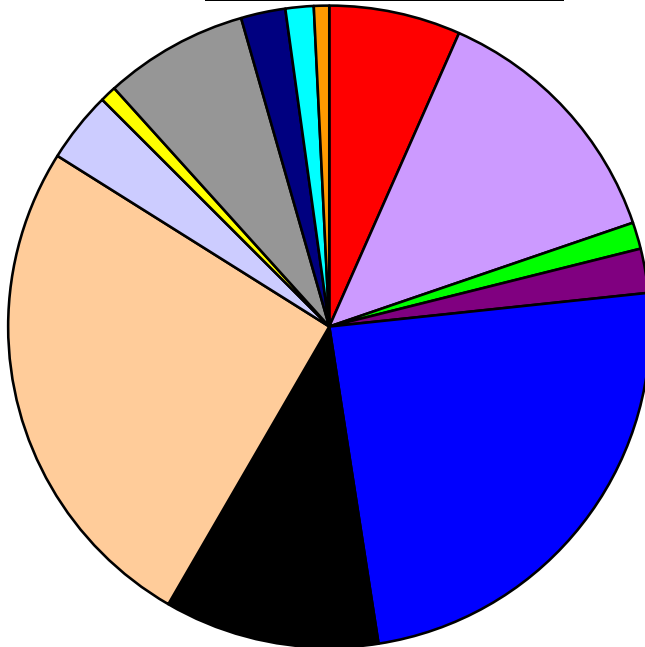
- . - . Students Per Staff
- Students Per Teacher
- - - - Staff Per Administrator
- - - - Teachers Per Administrator

Millard Public Schools August 1, 2010 – July 31, 2011

Utilization



Type of Issue



- Alcohol/Drug-Abuse/Addiction
- Family
- Financial
- Grief
- Emotional/Mental Health
- Job/Career
- Marital/Couple
- Stress Management
- Domestic Violence
- Personal
- Anger
- Addiction-Other
- Physical/Medical Health