



Human Resources Staffing Update

Presented by:
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St. Louis Public Schools
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Objectives

- ▶ To ensure that all existing school-based staff are placed in the appropriate certification area
- ▶ To ensure that 100% of the District's teachers and administrators are certified in their appropriate certification area

Staffing Comparison

Position	2010-2011	2011-2012	Variance
Principals/School Program Directors	74	77	3
Assistant Principals	21	22	1
Teachers & Certificated Support Staff (Elem/Middle/High)	2429	2397	-32

Staff Adjustment Process

- ▶ Reviewed existing staffing allocations as well as current room/grade reports (elementary)
- ▶ Compiled revisions based on September 2011 enrollment and 2011-2012 projected attendance percentages
- ▶ Conferred with Principals, Superintendent, Budget, Associate Superintendents and Local 420 regarding staffing adjustments

Current State

- ▶ 37 schools were impacted by staff adjustments
- ▶ 38 staff persons were reassigned effective October 3, 2011
- ▶ 101.2 vacancies exist

Category	Certified Vacancies	Non-Cert Vacancies	Total Vacancies
Elementary	41.4	36.6	78
Middle	.5	1	1.5
High	14.7	7	21.7
Total	56.6	44.6	101.2

Staff Notification

- ▶ 3 Surplus staff members were impacted by a reduction in force
 - Micro Computer Network Technician (1)
 - Safety & Attendance Family Specialist (1)
 - Secondary English (1)
- ▶ Principals were notified of staff adjustments the week of September 19, 2011
- ▶ Revisions were made based on Pupil Teacher Ratio (PTR), allocated budget, and actual enrollment
- ▶ Impacted employees reported to their new assignment the week of October 3, 2011

Class Size/Assigned Enrollments

- ▶ Class size is consistent with the following DESE guidelines:

GRADES	MINIMUM STANDARD	DESIRABLE STANDARD
K-2	25	20
3-4	27	22
5-6	30	25
7-12	33	28

Class Size/Assigned Enrollments

GRADES	MINIMUM STANDARD		DESIRABLE STANDARD	
K (71)	25	5%	20	95%
1 (61)	25	4%	20	96%
2 (59)	25	5%	20	95%
3 (59)	27	4%	22	96%
4 (55)	27	5%	22	95%
5 (46)	30	5%	25	95%
6 (15)	30	13%	25	87%
7-12	33	0%	28	100%

**Explanation for desired standard not being met:*

Principal's desire to not have split classes, TAs will be provided, schools with very mobile populations, class size reduction teachers are utilized to address the class size.

Next Steps

- ▶ Offers are being made and resumes are being screened on-goingly to fill remaining vacancies with highly qualified staff