



# Human Resources Staffing Update

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# Staffing Comparison

(2011-2012 and 2012-2013)

	2011-2012	2012-2013	Variance
<b>Full Time Employees</b>	<b>3455</b>	<b>3663</b>	<b>+208</b>
Administrators	178	181	+3
Teachers	1855	1963	+108
Support Staff	1422	1519	+97
<b>Part Time Employees</b>	<b>198</b>	<b>135</b>	<b>-63</b>
Administrators	0	0	0
Teachers	105	87	-18
Support Staff	93	48	-45
<b>Temporary Employees</b>	<b>43</b>	<b>93</b>	<b>+50</b>
<b>Substitute Employees</b>	<b>550</b>	<b>475</b>	<b>-75</b>
<b>TOTAL</b>	<b>4246</b>	<b>4366</b>	<b>+120</b>

Data as of 10/08/2012



# Increased Allocations (Based on 2012-2013 Enrollment)

- ▶ Certificated Staff (Core): **42.6**
- ▶ Certificated Staff (Related Arts): **9.6**
- ▶ Non-certificated Staff: **4**



# Vacancy Comparison

Category	Vacancies (2011-2012)	Vacancies (2012-2013)	Variance
Elementary	78.0	35.1	-42.9
Secondary	23.2	12.8	-10.4
<b>Total</b>	<b>101.2</b>	<b>47.9</b>	<b>-53.3</b>

Data as of 10/08/2012



- *One-Stop-Shop* Human Resources Division
- Exemplary customer service
- Comprehensive compensation study
- Redefined staffing and recruitment processes
- Certification officer
- Performance management system
- Professional standards