

Human Resources Staffing Update

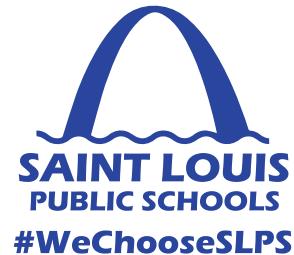
Presentation to the Special Administrative Board

Edmond T. Heatley, Ed.D., Chief Human Resources Officer

August 27, 2015



Staffing



40	2013-2014	2014-2015	2015-2016 (Since July 1)
Number of Teachers Hires	303	224	173
Number of TFA Teacher Hires	(48)	(52)	(36)
TOTAL HIRES	351	276	209
Number of Teachers Resigned	224	269	34
Number of Teachers Retired	54	65	4
Number of Teachers Terminated	30	64	1
Number of Other Teacher Separations	3	6	1
TOTAL SEPARATIONS	311	404	40

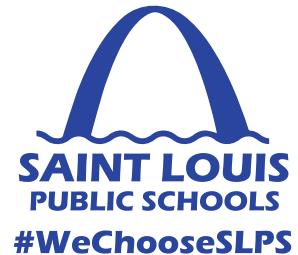
Staffing

Vacancies	2015-2016 (Since July 18 th)
Total Vacancies	105
➤ Instructional	94
➤ Non-Instructional	11
➤ Principals/Assistant Principals	0
Hard to Fill Areas	
➤ Foreign Language	4
➤ Secondary Math	11
➤ Science	10
➤ English as a Second Language (ESOL)	7
➤ Special Education	11
➤ CTE	7



Staffing Preparations

KEY DATES	2015-2016
By September 25, 2015	PBTE Training with all staff will be completed
By October 23, 2015	Observations, summative reviews, PIP reviews, and IPDP will occur
December 5, 2015	District Wide Teacher Job Fair
December 18, 2015	Non-retentions are due in Human Resources
January 2016	Non-retentions are presented to the SAB and Superintendent
February 2016	Teacher Contracts are distributed
March 2016	District Wide Teacher Job Fair



Certification

	Expired Certs	Expiring Certs	No Cert	Total
Original List (as of March 13, 2015)	19	79	24	122
Employees removed from list Due to updated certificates and separations. <i>(resignations, retirements, terminations)</i>	19	75	24	118
Employees remaining on list (as of July 1, 2015)	0	4	0	4

Employee Relations



	8/12/2015	Pending
ADA	12	9
Citizen Complaints	0	0
DFS	1	0
Employee Complaints	0	0
Fitness for Duty	3	1
Policy Violations	9	6
Other	24	0
Total Files	49	16

Labor Management

GRIEVANCES	
Grievances were filed during the 2014-2015 academic school year	68
Mutual resolutions reached	67
Impasse	1
Local 450 issues presented at labor management	245
Resolved through mutual agreement	236

Leave of Absence

(FMLA, Non-FMLA, Military, Sabbatical, Education)	As of 8/20/2015
Employees on Approved Family Medical Leave (for self)	24
Employees on Approved Family Medical Leave (for Family)	3
Number of Approved Intermittent FMLA Leave Request	38
Employees on Approved Non-FMLA Leave	0
Employees Scheduled to Return by September 1, 2015	9
Employees on Approved Military Leave	0
Employees on Approved Sabbatical Leave	1
Employees on Approved Education Leave (5+ Days)	0
Number of Completed Leave Requests	16
Number of Denied Leave Requests	1
Number of Pending Leave Requests*	6

***Per Board Policy, employees are given 15 calendar days to submit supporting documentation for their leave request**