



# St. Louis Public Schools

Human Resources Update  
September 26, 2013 Board Meeting

**Kevin R. Adams, Ph.D., Superintendent of Schools**  
**James L. Henderson, Ed.D., Chief Human Resources Officer**



# Staffing Comparison

(2011-2012 to 2013-2014)

	2011-2012	2012-2013	2013-2014
<b>New Hires</b>	725	1053	451
Certificated	194	384	281
Non-Certificated	531	669	170
<b>Resignations</b>	278	277	95
Certificated	203	196	73
Non-Certificated	75	81	22
<b>Retirements</b>	129	268	15
Certificated	92	163	10
Non-Certificated	37	105	5
<b>Terminations</b>	73	74	6
Certificated	50	51	2
Non-Certificated	23	23	4



# Vacancy Comparison

(2011-2012 to 2013-2014)

Category	2011-2012	2012-2013	2013-2014
Elementary	78.0	35.1	52.7
Secondary	23.2	12.8	21.05
Total	101.2	47.9	73.75



# St. Louis Plan

	2011-2012	2012-2013	2013-2014
Teachers on Performance Improvement Plans	175	165	TBD
Probationary	58	50	TBD
Tenured	117	115	TBD

The St. Louis Plan has currently filled 153 of 150 slots.  
The Plan is at 102% capacity.



# Certification Data

	2011-2012	2012-2013	2013-2014
Percent of Classes Taught by Highly Qualified Teachers	86.3%	87.3%	TBD*

\*Data for 2013-2014 will be released after Core Data (October 2013)



# Leave of Absences

(2011-2012 to 2013-2014)

	2011-2012	2012-2013	2013-2014
FMLA Leaves	152	182	29
Other Leaves (Education, Sabbatical, Military)	83	101	26
Employee Relations	168	82	27
Certificated	112	45	15
Non-Certificated	56	37	12
Workers Compensation Leaves	29	25	2
Certificated	17	10	1
Non-Certificated	12	15	1



# Substitute Teachers

(2013-2014)

- ▶ 167 - Building Subs
- ▶ 102 - Long Term Certificated Subs
  - (73 vacancies & 29 leaves)
- ▶ 54 - Long Term Non-Certificated Subs
  - (5 leaves, 24 temp ICA's, 1 temp CCA, 6 temp ECSE ICA, and 18 vacancies)
- ▶ 179 - Day-To-Day Subs

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**502 - Total**



# Teacher Absenteeism

(8/6/2012-5/24/2013)

- ▶ Perfect Attendance – 117 employees
- ▶ Excused Absences – 101 employees
- ▶ Sick Days – 1,745 employees