

North Allegheny School District

Human Resource Report to the Board

February 17, 2016

*Preparing all students for success
in a changing world*



Professionals as of 1/18/16

	FTE*	Headcount**
Full-Time	591	591
Part-Time	12	22
Long Term Sub	24	24
Total	627	637

Professionals include teachers, counselors, psychologists, social workers, nurses, technology integrators, and speech therapists

*FTE: Full-Time Equivalent. A unit of measure that describes the workload of an employee. An FTE of 1.0 is equivalent to a full-time worker while a FTE of 0.5 signals half. For this report all portions have been combined to derive FTE totals.

**Headcount refers to the number of people regardless of full or part-time employment.



Paraprofessionals as of 1/18/16 (includes LTS)

	FTE*	Headcount**
Special Education	101.71	102
All other paraprofessionals	87.86	98
Total	189.57	200

Paraprofessionals by Group

	FTE*	Headcount**
260-Day	30	30
216-Day	8.66	9
200-Day	6	6
190-Day	14.91	15
187-Day	130	140

*FTE: Full-Time Equivalent. A unit of measure that describes the workload of an employee. An FTE of 1.0 is equivalent to a full-time worker while a FTE of 0.5 signals half. For this report all portions have been combined to derive FTE totals.

**Headcount refers to the number of people regardless of full or part-time employment.



Bus Driver/Garage/Mechanics as of 1/18/16

	FTE/Headcount
Bus Driver*	76
Garage/Mechanic	14
Total	90

*Full Time Bus Drivers work 184 days
Entire Group is Full Time



Facilities as of 1/18/16

	FTE/Headcount
Regular Custodian	34
Utility Custodian	30
Maintenance	11
Total	75

Entire Group is Full Time



Confidentials as of 1/18/16

	FTE/Headcount
Confidentials	38
Total	38

Confidentials include Business Office, CAO Administrative Assistants, Human Resources, and Instructional Technology Staff

Entire Group is Full Time



Administrators as of 1/18/16

	FTE/Headcount
Administrators*	34
Total	34

*2 Assistant Principals work 216 days
Entire Group is Full Time



CLASSIFICATION OF POSITION	By FTE Position 2013-2014 As of August 2013	By FTE Position 2013-2014 As of January 2014	By FTE Position 2014-2015 As of September 2014	By FTE Position 2014-2015 As of January 2015	By FTE Position 2015-2016 As of August 2015	By FTE Position 2015-2016 As of January 2016
ADMINISTRATORS	38	39	35	35	35	34
PROFESSIONAL EMPLOYEES	605.4*	607.4*	618.5*	614*	618*	627*
• Full-time	566	565	588	588	592	591
• Part-time	11.4	11.4	13.5	13.5	12	12
• Long-term Substitutes	28*	31*	17*	12.5*	14*	24*
PARAPROFESSIONALS (Includes LTS)	175.38	187.81	184.72	186.94	184.72	189.57
• Special Education Assistants	87.57	99	97.14	97.71	97.14	101.71
• All Other Paraprofessional Employees	87.81	88.81	87.58	89.23	87.58	87.86
CONFIDENTIAL EMPLOYEES	38.5	38.5	38	38	38	38
CUSTODIAL/MAINTENANCE	74	74	74	74	75	75
BUS DRIVER/GARAGE/ MECHANICS	90	91	91	91	91	90
Total	1,021.28	1,037.71	1,041.22	1,038.94	1,041.72	1,053.57

**The increase in Professional employees is a result of the addition of Long Term Subs due to professional staff members on leave of absences/sabbaticals*

Mid-Year Staffing Numbers

- The overall maintenance of District staff has remained constant for the 2015-2016 school year. Overall counts include both those out on leaves and the substitutes. These numbers allow the District to report appropriate to the Department of Education and also maintain better overall numbers for forecasts and projections. The increase seen from 2013 to 2016 in professional staff is attributed to the re-classification of school psychologists from Administration to Professional staff and also reflects the addition of Technology Integrators.
- With over one thousand employees, 600 of whom are professional educators, many issues arise that cause absences within the groups. Most significantly these include two categories:
 - Leaves of absence for child rearing/bearing, a recognized and acceptable absence identified in both the North Allegheny Federation of Teachers contract and Federal Labor Law.
 - Family and Medical Leave Act (FMLA) which protects any employee, who have accrued 1250 hours of work in one year, for up to three months of absence (paid or unpaid) while maintaining benefit coverage. These absences, if documented by a physician, include illnesses of family members and can be extended or intermittent.



Additional Information

- There are numerous situations of accidents, illnesses, or surgeries that require the District to bring in long-term substitutes for the purposes of maintaining day-to-day functions of the District. Only approved and documented leaves of absence are permitted by the District. All information is reviewed in the Human Resources Office and brought to the Board for approval.
- Increases to the paraprofessional group are specific to the needs of our student population. These increases are well-documented through a 20-day, data collection process and Individualized Educational Plans. The increased number is reflective of state and federal mandates through the IEP process. Our goal is to assist students to progress through the curriculum by affording them the necessary supports to be successful.
- *NOTE: Because of the sheer number of staff, totals fluctuate almost on a daily basis. Resignations, retirements, leaves, hires, and position transfers impact and frequently change the counts of each group. We refer to the data in this report as a 'snapshot' in time because on any given day, the number will most likely be different.



NWA™