

North Allegheny School District

Human Resource Report to the Board

February 15, 2017

*Preparing all students for success
in a changing world*



Professionals as of 1/30/17

	FTE*	Headcount**
Full-Time	599	599
Part-Time	12.17	22
Long Term Sub	17.15	17
Total	628.32	638

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 1/30/17 (includes LTS)

	FTE*	Headcount**
Special Education	96.14	97
All other paraprofessionals	85.30	94
Total	181.44	191

Paraprofessionals by Group

	FTE*	Headcount**
260-Day	28	28
216-Day	9	9
200-Day	6	6
190-Day	14.58	15
187-Day	123.86	133

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



Bus Driver/Garage/Mechanics as of 1/30/17

	FTE/Headcount
Bus Driver*	76
Garage/Mechanic	13
Total	89

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



Facilities as of 1/30/17

	FTE/Headcount
Regular Custodian	34
Utility Custodian	31
Maintenance	11
Total	76

Entire Group is Full Time



Confidentials as of 1/30/17

	FTE/Headcount
Confidentials	39
Total	39

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

Entire Group is Full Time



Administrators as of 1/30/17

	FTE/Headcount
Administrators*	35
Total	35

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



CLASSIFICATION OF POSITION	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	By FTE Position 2016-2017 As of August 2016	By FTE Position 2016-2017 As of January 2017
ADMINISTRATORS	35	35	35	34	34	35
PROFESSIONAL EMPLOYEES	618.5*	614*	618*	627*	624.77*	628.32*
• Full-time	588	588	592	591	598	599
• Part-time	13.5	13.5	12	12	12.77	12.17
• Long-term Substitutes	17*	12.5*	14*	24*	14*	17.15*
PARAPROFESSIONALS (Includes LTS)	184.72	186.94	184.72	189.57	177.44	181.44
• Special Education Assistants	97.14	97.71	97.14	101.71	90.57	96.14
• All Other Paraprofessional Employees	87.58	89.23	87.58	87.86	86.87	85.30
CONFIDENTIAL EMPLOYEES	38	38	38	38	40	39
CUSTODIAL/MAINTENANCE	74	74	75	75	75	76
BUS DRIVER/GARAGE/ MECHANICS	91	91	91	90	89	89
Total	1,041.22	1,038.94	1,041.72	1,053.57	1,039.77	1,048.76

**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 2016-2017 school year. The employee counts include both those out on leaves and the substitutes. These numbers allow the District to report appropriately to the Department of Education and also maintain better overall numbers for forecasts and projections.
- With over one thousand employees, 630 of whom are professional educators, many issues arise that cause absences within the groups. Most significantly these include three categories:
 - Unpaid leaves of absence due to illness or disability impact counts. Collective Bargaining Agreements allow administration to recommend to the School Board approval of leaves from six to 18 months dependent upon circumstances and information from physicians.
 - 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 requirements of Individualized Educational Plans. Our goal is to assist students to progress through the curriculum by affording them the necessary supports to be successful while carefully monitoring the goal of independence.
- *NOTE: Because of the sheer number of staff, totals fluctuate 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.



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