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## Long-Term Growth in Instructional and Student Support Employees

### Introduction

Nearly all of the positions added by Kansas districts since 1998 involved direct instruction of students (teaching) or supporting teachers and students. Districts have added over 9,600 employee positions since 1998, an increase of more than 16 percent. Over this same period, general administration positions were reduced by almost 17 percent.

Statewide school enrollment increased by 3.5 percent between 1998 and 2015. Employees in other school district function areas increased at about the same rate as student increases, with the exception of transportation, which increased about 21 percent.

The number of school employees increased between 1998 and 2002, declined in 2003 and 2004 when school funding was limited by economic recession; rose from 2005 to 2009 with significantly increased funding following the *Montoy* school finance decision; dropped in 2010 and 2011 after school funding was reduced during the Great Recession; and has partially recovered to pre-recession levels.

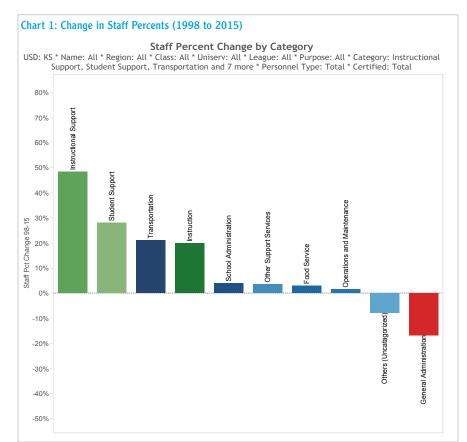
These changes are reported in an analysis of staff and students from 1998 to 2015 statewide and for each district using data from Kansas State Department of Education. Student Full Time Equivalent enrollments (FTEs) were taken from KSDE's Comparative Performance and Fiscal System (CPFS), and Staff FTEs were taken from KSDE's Certified and Noncertified Personnel Reports. Student

FTEs in CPFS are only available back to the 1997-98 school year, which is why this starting point was selected.

## Staffing Changes by Function

Instruction. Of the 9,600 school district positions added since 1998, 7,375 are "instructional." Of this total, 3,275 are certified or licensed teachers; including regular teachers, special education,

kindergarten, and practical arts/career and technical education teachers. The remaining positions are primarily special education paraprofessionals; accounting for 2,869 out of over 4,000 "noncertified" positions added. "Noncertified" means these jobs do not require a license from the state. Instructional positions account for 64 percent of total school district employee FTEs, up from 62 percent in 1998.



Teacher and Student Support. The second major area of employment growth since 1998 has been in positions supporting and directing instruction in the classroom and assisting students. Instructional support, which includes library and media center staff and technology, added almost 1,000 positions; mostly in technology. Student support, which includes counselors, social workers, school resource officers, attendance staff, nurses and health aides, psychologists, audiologists and speech pathologists, added almost 900 positions. These areas make up 10 percent of total school employees.

Transportation. The only other major growth area was transportation, which accounts for 3 percent of school employees, an increase by 345 FTEs, almost all of them bus drivers.

General Administration. Although the total number of school district staff members increased between 1998 and 2015, the number of general administration staff decreased by 234, or 16 percent. This includes staff who work in the district office: superintendents, assistant and associate superintendents, administrative assistants and clerical staff. General administration positions make up 2 percent of total school employees.

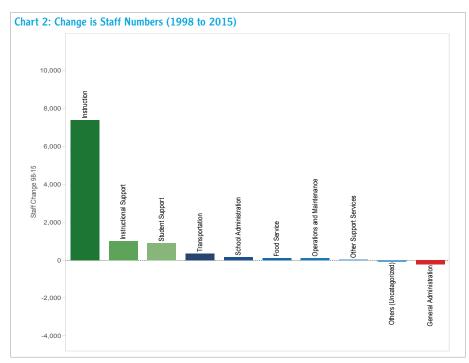
Other. All other functional areas increased at about the same rate as student enrollment. These include school administration (principals, assistant principals and school office staff), food service, operations and maintenance, other support services (primarily business functions) and other uncategorized positions.

## Changes in Student-to-Staff Ratios

The ratio of students to instructional staff decreased from approximately 10.6 students per staff member in 1998 to 9.0 students per staff member in 2015, meaning more staff is now available to work with students directly.

The ratio of students to general administration staff increased from approximately 319 students per central office administrator in 1998 to almost 400 students per administrator in 2015, meaning fewer staff are being employed that do not directly interact with students.

The ratio of students to all other staff was essentially unchanged, from 28.5



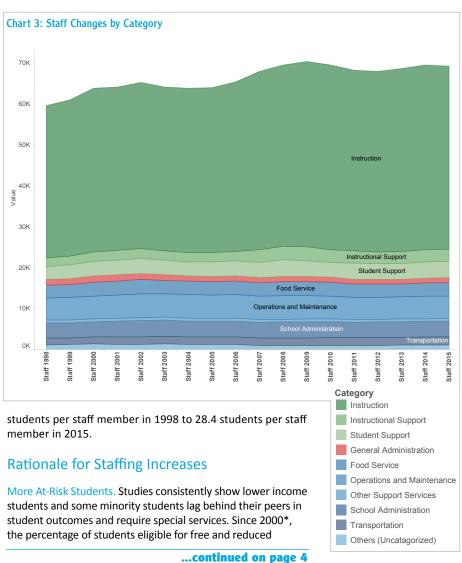


Table 1: Changes from 1998 to 2015

Purpose	Category	Personnel Type	Certified?	Students 1998	Staff 1998	Ratio 1998	Students 2015	Staff 2015	Ratio 2015	Student Change 98-15	Staff Change 98-15	Ratio Change 98-15	Staff Pct Change 98-15	Ratio Pct Change 98-15
	Instruction	All Other Teachers	Certified Noncertified	448,609	25432	17.6	464,376	26,263	17.7	15,767	831	0.0	3.3%	0.2%
		Coaching Assistants Kindergarten Teachers	Certified	448,609 448,609	233 1122	1,922.1 399.9	464,376 464,376	416 1,835	1,116.8 253.1	15,767 15,767	182 713	(805.2) (146.8)	78.2% 63.6%	-41.9% -36.7%
		Parents as Teachers	Noncertified	110,003		333.3	464,376	205	2,266.4	15,707	715	(110.0)	05.070	50.770
		Practical Arts/Career/Tech Ed Teachers	Certified	448,609	924	485.7	464,376	1,454	319.5	15,767	530	(166.2)	57.4%	-34.2%
		Prekindergarten Teachers	Certified	448,609	181	2,477.1	464,376	599	775.8	15,767	418	(1,701.4)	230.5%	-68.7%
		Reading Specialists/Teachers Regular Education Teacher Aides	Certified Noncertified	448,609 448,609	540 2155	831.5 208.2	464,376 464,376	718 2,949	646.7 157.5	15,767 15,767	179 795	(184.9) (50.8)	33.1% 36.9%	-22.2% -24.4%
		Special Ed. Teachers	Certified	448,609	3295	136.2	464,376	3,949	117.6	15,767	655	(18.6)	19.9%	-13.7%
		Special Education Paraprofessionals	Noncertified	448,609	3321	135.1	464,376	6,190	75.0	15,767	2,869	(60.1)	86.4%	-44.5%
Instruction, Teacher, and		Total	Certified	448,609	31493	14.2	464,376	34,817	13.3	15,767	3,325	(0.9)	10.6%	-6.4%
			Noncertified Total	448,609 448,609	5709 37202	78.6 12.1	464,376 464,376	9,760 44,577	47.6 10.4	15,767 15,767	4,051 7,375	(31.0)	70.9% 19.8%	-39.5% -13.6%
	Instructional Support	All Other Directors/Supervisors	Certified	448,609	139	3,218.1	464,376	178	2,610.3	15,767	39	(607.8)	27.6%	-18.9%
		Directors/Supervisors of Career/Tech Ed	Certified	448,609	23	19,420.3	464,376	28	16,409.1	15,767	5	(3,011.3)	22.5%	-15.5%
		Directors/Supervisors Spec. Ed. Instructional Coordinators/Supervisors	Certified Certified	448,609 448,609	112 86	4,023.4 5,228.5	464,376 464,376	109 171	4,252.5 2,723.6	15,767 15,767	(2) 85	229.1 (2,504.9)	-2.1% 98.7%	5.7% -47.9%
		Library Media Aides	Noncertified	448,609	533	841.7	464,376	522	889.1	15,767	(11)	47.4	-2.0%	5.6%
		Library Media Specialists	Certified	448,609	963	465.8	464,376	731	635.6	15,767	(233)	169.9	-24.2%	36.5%
		Other - Directors/Coordinators/Supervisors	Noncertified	448,609	130	3,456.2	464,376	185	2,514.2	15,767	55	(941.9)	42.3%	-27.3%
i, a		Other Curriculum Specialists	Certified Noncertified	448,609	79	5,693.0	464,376 464,376	185 716	2,511.5 648.8	15,767	106	(3,181.5)	134.6%	-55.9%
DG.		Technology - All Other Personnel Technology - Directors/Coordinators/Supervisors	Noncertified				464,376	237	1,959.4					
štud		Total	Certified	448,609	1402	320.0	464,376	1,401	331.4	15,767	(0)	11.3	0.0%	3.5%
Student Support			Noncertified	448,609	663	676.8	464,376	1,660	279.8	15,767	997	(397.0)	150.4%	-58.7%
	Charlent Consent	Attendance Services Staff	Total Noncertified	448,609 448,609	2065 70	217.3 6,381.4	464,376 464,376	3,061 132	151.7 3,526.0	15,767 15,767	997 61	(65.6) (2,855.3)	48.3% 87.3%	-30.2% -44.7%
	Student Support	Audiologists	Certified	448,609	13	33,478.3	464,376	132	29,767.7	15,767	2	(3,710.6)	16.4%	-44.7%
		Clinical or School Psychologists	Certified	448,609	347	1,293.2	464,376	389	1,192.9	15,767	42	(100.3)	12.2%	-7.8%
		Directors/Supervisors of Health	Certified	448,609	13	35,888.7	464,376	9	49,401.7	15,767	(3)	13,513.0	-24.8%	37.7%
		Nurses	Certified Noncertified	448,609 448,609	423 127	1,059.8 3,526.8	464,376 464,376	617 98	752.3 4,762.8	15,767 15,767	194 (30)	(307.5) 1,236.0	45.8% -23.4%	-29.0% 35.1%
		Nurses School Counselors	Certified	448,609	1100	407.7	464,376	1,134	4,762.8	15,767	34	1,236.0	3.1%	0.4%
		School Resource Officer	Noncertified	.,			464,376	41	11,409.7	-, -				
		School Social Work Services	Certified	448,609	211	2,129.1	464,376	399	1,164.4	15,767	188	(964.7)	89.3%	-45.3%
		Secretarial/Clerical (Student Support Service)	Noncertified	448,609 448,609	346 43	1,295.4 10,360.5	464,376 464,376	476 100	976.6	15,767	129 57	(318.8)	37.3% 131.2%	-24.6% -55.2%
		Social Services Staff Speech Pathologists	Noncertified Certified	448,609	437	1,025.9	464,376	602	4,639.1 771.1	15,767 15,767	165	(5,721.4) (254.7)	37.7%	-24.8%
		Total	Certified	448,609	2545	176.3	464,376	3,167	146.6	15,767	622	(29.7)	24.5%	-16.8%
		Total	Noncertified	448,609	587	764.1	464,376	846	549.2	15,767	258	(214.9)	44.0%	-28.1%
	Total		Noncertified Total	448,609 448,609	587 3132	764.1 143.3	464,376 464,376	846 4,012	549.2 115.7	15,767 15,767	258 881	(214.9) (27.5)	44.0% 28.1%	-28.1% -19.2%
	Total General Administration	Total  Administrative Assistants	Noncertified	448,609	587	764.1	464,376	846	549.2	15,767	258	(214.9)	44.0%	-28.1%
Gene	Total General Administration	Total Administrative Assistants Assistant Superintendents	Noncertified Total Total Certified Noncertified	448,609 448,609 448,609 448,609	587 3132 42398 34 3	764.1 143.3 10.6 13,391.3 149,536.3	464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7	549.2 115.7 9.0 9,400.3 71,442.5	15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4	(214.9) (27.5) (1.6) (3,991.0) (78,093.8)	44.0% 28.1% 21.8% 47.5% 116.7%	-28.1% -19.2% -15.0% -29.8% -52.2%
General		Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents	Noncertified Total Total Certified Noncertified Certified	448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1	464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6	15,767 15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4 (10)	(214.9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5	44.0% 28.1% 21.8% 47.5% 116.7% -10.1%	-28.1% -19.2% -15.0% -29.8% -52.2% 15.2%
General Adn		Total Administrative Assistants Assistant Superintendents Assoc,/Asst. Superintendents Secretarial/Clerical (Central Admin.)	Noncertified Total Total Certified Noncertified Certified Noncertified	448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4	464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 774	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7	15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4 (10) (217)	(214.9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3	44.0% 28.1% 21.8% 47.5% 116.7% -10.1% -21.9%	-28.1% -19.2% -15.0% -29.8% -52.2% 15.2% 32.6%
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General Administration	General Administration  Total	Total Administrative Assistants Assistant Superintendents Assoc_Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total All Other Personnel	Noncertified Total Total Certified Noncertified Certified Certified Certified Certified Certified Cortified Total Total Noncertified Noncertified Noncertified Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 150.1 2,351.2 141.1	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 774 253 392 781 1,173 1,173 2,987 289 3,276	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 594.7 395.9 395.9 155.5 1,608.5 141.8	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4 (10) (217) (26) (211) (214) (234) (234) (1) 98 97	(214.9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 5.3 (742.7) 0.7	44.0% 28.1% 21.8% 47.5% 116.7% -10.1% -21.9% -9.4% -5.0% -21.5% -16.7% -16.7% -16.7% -3.0%	-28.1% -19.2% -15.0% -29.8% -52.2% 15.2% 14.3% 9.0% 31.8% 24.2% 24.2% 3.6% -31.6% 0.5%
General Administration	General Administration  Total Food Service	Total Administrative Assistants Assistant Superintendents Assoc,/Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  Total All Other Personnel Directors/Coordinators/Supervisors Total	Noncertified Total Total Certified Noncertified Certified Noncertified Certified Certified Certified Noncertified Total Total Noncertified Noncertified Noncertified Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 3179	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 150.1 2,351.2 141.1	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 774 253 392 781 1,173 1,173 2,987 289 3,276	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 594.7 395.9 395.9 155.5 1,608.5 141.8	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4 (10) (217) (26) (21) (214) (234) (234) (1) 98 97	(214.9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 5.3 (742.7) 0.7	44.0% 28.1% 21.8% 47.5% 116.7% -10.1% -21.9% -9.4% -5.0% -21.5% -16.7% -16.7% -16.7% -3.0% -3.0% -3.0%	-28.1% -19.2% -15.0% -29.8% -52.2% 15.2% 32.6% 31.8% 9.0% 31.8% 24.2% 24.2% 3.6% -31.6% 0.5%
General Administration	General Administration  Total	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel	Noncertified Total Total Certified Noncertified Certified Certified Certified Certified Certified Total Total Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 4915	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 150.1 2,351.2 141.1 141.1	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 774 253 392 781 1,173 1,173 2,987 289 3,276 4,891	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 594.7 395.9 155.5 1,608.5 141.8 141.8	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4 (10) (217) (26) (21) (214) (234) (234) (1) 98 97 97 (24)	(214.9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 5.3 (742.7) 0.7 0.7	44.0% 28.1% 21.8% 47.5% 116.7% -10.1% -21.9% -9.4% -5.0% -16.7% -16.7% -16.7% -3.0% -3.0% -0.5%	-28.1% -19.2% -15.0% -29.8% -52.2% 15.2% 32.6% 14.3% 9.0% 31.8% 24.2% 24.2% 24.26 0.5% 0.5% 4.0%
General Administration	General Administration  Total Food Service	Total Administrative Assistants Assistant Superintendents Assoc,/Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  Total All Other Personnel Directors/Coordinators/Supervisors Total	Noncertified Total Total Certified Noncertified Certified Noncertified Certified Certified Certified Noncertified Total Total Noncertified Noncertified Noncertified Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 3179 4915 293 141	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 150.1 2,351.2 141.1	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 774 253 392 781 1,173 1,173 2,987 289 3,276	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 594.7 395.9 395.9 155.5 1,608.5 141.8	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4 (10) (217) (226) (211) (224) (234) (11) 98 97 (24) 106 9	(214.9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 5.3 (742.7) 0.7	44.0% 28.1% 21.8% 47.5% 116.7% -10.1% -21.9% -9.4% -21.5% -16.7% 0.0% 51.3% 3.0% -0.5% 3.0% -0.5% 36.0%	-28.1% -19.2% -15.0% -29.8% -52.2% 15.2% 15.2% 32.6% 14.3% 9.0% 31.8% 24.2% -3.6% -3.6% -0.5% 4.0% -23.9% -3.0%
General Administration	General Administration  Total Food Service	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  Total All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors	Noncertified Total Total Total Certified Certified Certified Noncertified Certified Certified Certified Total Total Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 2988 191 3179 4915 293 141 15349	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 318.8 150.1 2,351.2 141.1 141.1 91.3 1,530.0 3,186.1	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 774 253 392 781 1,173 2,987 289 3,276 4,891 399 150 5,440	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 395.9 395.9 155.5 1,608.5 141.8 141.8 95.0 1,164.4 3,091.7 85.4	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 881 9,253 16 4 (10) (217) (26) (214) (234) (11) 98 97 97 (24) 106 99 109	(214.9) (27.5) (1.6) (3.991.0) (78.093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 5.3 (742.7) 0.7 0.7 0.7 3.7 (365.6) (94.4)	44.0% 28.1% 21.2% 47.5% 47.5% 116.7% -10.1% -21.9% -9.4% -5.0% -21.5% -16.7% 0.0% 51.3% 6.0% 6.7% 6.7%	-28.1% -19.2% -19.2% -15.0% -29.8% -52.2% -32.6% -14.3% -9.0% -31.8% -24.2% -3.6% -31.6% -31.6% -4.0% -4.0% -3.0% -3.0% -3.0% -3.0%
General Administration	Total Food Service  Operations and Maintenance	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  Total All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Security Officers Total	Noncertified Total Total Certified Noncertified Certified Certified Certified Certified Certified Total Total Total Noncertified Noncertified Noncertified Noncertified Noncertified Noncertified Noncertified Noncertified Total Noncertified Noncertified Noncertified Total	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 3179 3179 4915 293 141 5349	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 1,603.9 1,086.8 451.0 318.8 150.1 2,351.2 141.1 141.1 1,530.0 3,186.1 83.9	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 253 392 781 1,173 1,173 2,987 3,276 4,891 399 150 5,440	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 5,188.6 1,184.0 594.7 395.9 155.5 1,608.5 141.8 95.0 1,164.4 3,091.7 85.4	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 9,253 16 4 (10) (217) (26) (214) (234) (234) (234) 98 97 (24) 106 9 97 (29) 99 91	(214,9) (27.5) (1.6) (3,991.0) (78,093.8) (684.5) 147.3 229.4 97.3 143.6 77.1 77.1 77.1 0.7 0.7 3.7 (365.6) (94.4) 1.5	44.0% 28.1% 47.5% 116.7% 116.7% 1-0.1% -21.5% -5.0% -21.5% -6.7% 51.3% 3.0% 6.7% 1.7% 1.7%	-28.1% -19.2% -15.0% -29.8% -52.2% -52.2% -32.6% -14.3% -9.0% -31.6% -3.1.6% -0.5% -4.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0%
General Administration	General Administration  Total Food Service	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  Total All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Security Officers Total  Business Managers	Noncertified Total Total Total Certified Noncertified Certified Certified Certified Certified Certified Total Total Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 3179 4915 293 141 5349 5349	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 318.8 150.1 2,351.2 141.1 141.1 91.3 1,530.0 3,186.1 83.9 83.9 8,112.3	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 90 774 253 392 781 1,173 1,173 2,987 2,89 3,276 4,891 3,99 150 5,440 5,440	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 594.7 395.9 155.5 141.8 95.0 1,164.4 3,091.7 85.4 3,091.7	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 811 16 4 4 (10) (217) (26) (21) (214) (234) (1) 98 97 97 (24) 106 9 9 91	(214,9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 5.3 (742.7) 0.7 0.7 3.7 (365.6) (94.4) 1.5 1.5 1.5 (4,126.2)	44.0% 28.1% 21.8% 47.5% 416.7% 47.5% 116.7% -21.9% -9.4% -5.0% -21.5% -16.7% 0.0% -3.0% 3.0% -0.5% 36.0% 6.7% 1.7% 1.7% 1.7%	-28.1% -19.2% -15.0% -29.8% -52.2% -32.6% -15.2% -32.6% -14.3% -24.2% -3.1.6% -0.5% -0.5% -4.0% -23.9% -3.0% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8% -1.8%
General Administration	Total Food Service  Operations and Maintenance	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  Total All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Security Officers Total	Noncertified Total Total Certified Noncertified Certified Certified Certified Certified Certified Total Total Total Noncertified Noncertified Noncertified Noncertified Noncertified Noncertified Noncertified Noncertified Total Noncertified Noncertified Noncertified Total	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 3179 3179 4915 293 141 5349	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 1,603.9 1,086.8 451.0 318.8 150.1 2,351.2 141.1 141.1 1,530.0 3,186.1 83.9	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 253 392 781 1,173 1,173 2,987 3,276 4,891 399 150 5,440	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 5,188.6 1,184.0 594.7 395.9 155.5 1,608.5 141.8 95.0 1,164.4 3,091.7 85.4	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 9,253 16 4 (10) (217) (26) (214) (234) (234) (234) 98 97 (24) 106 9 97 (29) 99 91	(214,9) (27.5) (1.6) (3,991.0) (78,093.8) (684.5) 147.3 229.4 97.3 143.6 77.1 77.1 77.1 0.7 0.7 3.7 (365.6) (94.4) 1.5	44.0% 28.1% 47.5% 116.7% 116.7% 1-21.9% -24.9% -5.0% -21.5% -3.4% 5.0% 51.3% 3.0% 5.3% 6.7% 1.7% 1.7%	-28.1% -19.2% -15.0% -29.8% -52.2% -52.2% -32.6% -14.3% -9.0% -31.6% -3.1.6% -0.5% -4.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0%
E	Total Food Service  Operations and Maintenance	Total Administrative Assistants Assistant Superintendents Assoc_/Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel Directors/Coordinators/Supervisors Security Officers Total Business Managers All Other Personnel	Noncertified Total Total Total Certified Noncertified Certified Certified Certified Certified Certified Certified Total Total Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 2988 191 3179 4915 293 141 5349 5349 554 486 104 645	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 318.8 150.1 2,351.2 141.1 141.1 91.3 1,530.0 3,186.1 83.9 83.9 83.9 81.12.3 92.2,7 4,321.9	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 7 90 774 253 392 781 1,173 2,987 289 3,276 4,891 399 5,440 5,440 117 447 104 668	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 594.7 395.9 395.9 155.5 141.8 141.8 141.8 45.4 3,091.7 85.4 4,091.7 85.4 4,091.7 85.4 4,091.7 85.4 4,091.7 85.4 4,091.7 85.4 85.4 85.4 85.4 85.4 85.4 85.4 85.4	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 811 9,253 16 4 4 (10) (217) (26) (214) (234) (1) 98 97 97 97 (24) 106 9 9 9 11 91 (40)	(214.9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 0.7 0.7 3.7 (365.6) (94.4) 1.5 1.5 1.5 1.6.2 116.9 116.9	44.0% 28.1% 41.5% 47.5% 416.7% 47.5% 116.7% -10.1% -21.9% -9.4% -5.0% -16.7% 0.0% 51.3% 3.0% 3.0% 4.0.5% 1.7% 1.7% 1.7% 8.1% 0.5% 8.1% 0.5% 8.1%	-28.1% -19.2% -19.2% -15.0% -29.8% -52.2% -32.6% -14.3% -9.0% -31.8% -24.2% -3.6% -31.6% -31.6% -3.1.6% -3.1.6% -3.1.6% -3.1.6% -3.1.6% -3.1.6% -3.1.6% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0% -3.0
E	Total Food Service  Operations and Maintenance  Other Support Services	Total Administrative Assistants Assistant Superintendents Assoc_Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel Directors/Coordinators/Supervisors Security Officers Total Business Managers All Other Personnel Directors/Coordinators/Supervisors Total	Noncertified Total Total Certified Noncertified Certified Certified Certified Certified Certified Certified Noncertified Total Total Noncertified No	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 2988 191 3179 3179 4915 293 141 5349 5349 55 486 104 645	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 150.1 2,351.2 141.1 91.3 1,530.0 3,186.1 83.9 8,112.3 922.7 4,321.9 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	Total Food Service  Operations and Maintenance  Other Support Services	Total Administrative Assistants Assistant Superintendents Assoc/Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Total  Business Managers All Other Personnel Directors/Coordinators/Supervisors Total  Others	Noncertified Total Total Total Certified Noncertified Certified Certified Certified Certified Total Total Noncertified Certified Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 1407 298 191 3179 3179 4915 293 141 5349 5349 546 104 645 645 645 645 649 694 494 694	764.1 143.3 10.6 13,391.3 149,536.3 4,504.1 452.4 1,603.9 1,086.8 451.0 318.8 318.8 150.1 2,351.2 141.1 91.3 1,530.0 3,186.1 3,18.1 92.7 4,321.9 98.9 98.9 96.9 96.9 96.9	464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376 464,376	846 4,012 51,651 49 77 90 7774 253 392 781 1,173 2,175 289 3,276 4,891 399 150 5,440 5,440 117 447 104 668 668 424 471 424 671 424 671	549.2 115.7 9.0 9,400.3 71,442.5 5,188.6 599.7 1,833.3 1,184.0 594.7 395.9 155.5 141.8 95.0 1,164.4 3,091.7 85.4 3,986.1 1,039.6 4,452.3 695.7 692.6 1,094.5 692.6	15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767 15,767	258 81 9,253 16 4 4 (10) (217) (26) (21) (214) (234) (234) (1) 98 97 97 (24) 106 9 9 91 91 11 1 1 2 2 2 2 2 3 3 3 9 3 3 3 3 3 4 3 3 3 3 3 3 3 3 3 3	(214,9) (27.5) (1.6) (3,991.0) (78,093.8) 684.5 147.3 229.4 97.3 143.6 77.1 77.1 5.3 (742.7) 0.7 3.7 (365.6) (94.4) 1.5 1.5 (4,126.2) 116.9 130.5 0.5 0.5 0.5 45.9 185.6	44.0% 28.1% 21.8% 47.5% 416.7% 47.5% 116.7% -21.9% -9.4% -5.0% -21.5% -16.7% 0.0% -3.3% -0.5% 3.0% 4.7% 1.7% 1.7% -1.7% -1.7% -1.7% -1.7% -1.4% -1.4% -1.4% -1.4% -1.4% -1.4% -1.4% -1.3%	-28.1% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -19.2% -1
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Superintendent Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel Directors/Coordinators/Supervisors Security Officers Total Business Managers All Other Personnel Directors/Coordinators/Supervisors Security Officers Total Uther Personnel Directors/Coordinators/Supervisors Total Others	Noncertified Total Total Total Certified Noncertified Certified Certified Noncertified Certified Noncertified Total Total Noncertified Total Certified Noncertified Total Certified Noncertified Total	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	\$87 3132 42398 34 3 100 992 280 413 995 1407 1407 1497 2988 191 3179 4915 293 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E	Total Food Service  Operations and Maintenance  Other Support Services	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Security Officers Total  Business Managers All Other Personnel Directors/Coordinators/Supervisors Total  Others  Total  Others  Total  Assistant Principals	Noncertified Total Total Certified Noncertified Certified Certified Certified Noncertified Certified Noncertified Total Total Noncertified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	\$87 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 4915 293 141 5349 55 486 104 645 645 645 649 494 694 494 694 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E	Total Food Service  Operations and Maintenance  Other Support Services  Others (Uncatagorized)	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  Total All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Security Officers Total  Business Managers All Other Personnel Directors/Coordinators/Supervisors Total  Others Total  Assistant Principals Principals	Noncertified Total Total Certified Noncertified Certified Certified Certified Certified Certified Certified Total Total Noncertified Certified Noncertified Certified Noncertified Noncertified Noncertified Noncertified Noncertified Certified	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	587 3132 42398 34 3 100 992 280 413 995 1407 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E	Total Food Service  Operations and Maintenance  Other Support Services  Others (Uncatagorized)	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel Directors/Coordinators/Supervisors Security Officers Total Business Managers All Other Personnel Directors/Coordinators/Supervisors Total  Others Total All Other Personnel Directors/Coordinators/Supervisors Total  Others Total  Assistant Principals Principals Secretarial/Clerical (School Admin.)	Noncertified Total Total Total Certified Noncertified Certified Noncertified Certified Noncertified Certified Noncertified Total Total Noncertified Certified Noncertified Total Certified Noncertified Total Certified Noncertified Certified Noncertified Certified Noncertified Certified Noncertified Non	448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609 448,609	\$87 3132 42398 34 3 100 992 280 413 995 1407 1407 2988 191 3179 4915 293 141 5349 55 486 104 645 494 694 494 694 1187 494 694 1188 202 202 208 208 208 208 208 2	764.1 143.3 10.6 13,391.3 145.3 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E	Total Food Service  Operations and Maintenance  Other Support Services  Others (Uncatagorized)  School Administration	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total  All Other Personnel Directors/Coordinators/Supervisors Total  All Other Personnel Directors/Coordinators/Supervisors Security Officers Total  Business Managers All Other Personnel Directors/Coordinators/Supervisors Total  Others  Total  Assistant Principals Principals Secretarial/Clerical (School Admin.) 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Everything Else	Total Food Service  Operations and Maintenance  Other Support Services  Others (Uncatagorized)  School Administration  Transportation	Total Administrative Assistants Assistant Superintendents Assoc./Asst. Superintendents Secretarial/Clerical (Central Admin.) Superintendent Total All Other Personnel Directors/Coordinators/Supervisors Total All Other Personnel Directors/Coordinators/Supervisors Security Officers Total Business Managers All Other Personnel Directors/Coordinators/Supervisors Total Others Total Assistant Principals Principals Secretarial/Clerical (School Admin.) 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## About KASB

KASB is a not-for-profit organization located in Topeka, Kansas and dedicated to serving members of governing boards for unified school districts, community colleges, area vocational-technical schools and cooperatives, inter local and regional service centers. Vendors, exhibitors and other service providers can also become members. KASB provides educational leaders with the training, information and services necessary to perform their governance roles at the highest level of excellence. For more information, please go to www.kasb.org.

RESEARCH SERVICES 3

#### ...continued from page 2

meals has increased from 32 percent to nearly 50 percent of all students in 2015. The percentage of Hispanic students has increased from 7 percent to 19 percent. In response, districts have added early childhood programs and tried to reduce class size to provide more individualized attention to struggling students.

Special Education. Changes in the federal Individuals with Disabilities Education Act (IDEA) have required inclusion of students with disabilities in regular classrooms; deinstitutionalization and medical advances have placed more students with profound disabilities in schools, and teachers report more students with severe emotional and behavioral problems. These factors require more special education teachers, paraprofessionals, and related support services staff.

Academic Requirements. The Kansas Legislature, Kansas State Board of Education, and Kansas Board of Regents have raised graduation requirements in core subject areas and standards for admission to state universities. Vocational education classes have shifted to career technical education pathways. These changes required additional teaching staff and support for media and technology.

Safety. Schools have added resource officers, counselors and social workers, and modified bus routes to address concerns about school violence, bullying and other safety issues.

\*2000 was the first year free and reducedprice lunch was reported consistently by KSDE

## Changes in Student Outcomes Coinciding with Staffing Increase

Reading and Math Proficiency. The percent of all Kansas students scoring at proficient on the National Assessment of Educational Progress fourth and eighth grade reading and math tests increased from 35.8 percent in 2003\* to 40.4 percent in 2013. For low income students, proficiency increased from 20.6 to 25.3 percent. (The NAEP tests a small sample of Kansas students every two years. "Proficient" is an indicator that a student is on track for college readiness.)

Graduation Rate. Despite a significant increase in at-risk students, Kansas'

Averaged Freshman Graduation Rate increased from 76.9 percent in 2003\* to 89.0 percent in 2013.

Preparation for College. Since 2006,\* the percentage of students tested by the ACT scoring at the college-ready benchmark level in all four areas (English, Reading, Math and Science) increased from 25 to 31 percent. The percentages for African-Americans increased from 4 to 7 percent, and for Hispanics from 11 to 14 percent.

\*Earliest dates information was available.

#### **Additional Resources**

Interactive tools that show this data for the state and for individual districts can be found at the following links:

- Summary: https://public.tableau. com/views/Student\_Staff\_Ratios\_ Summary/Overview
- Detail: https://public.tableau. com/views/Student\_Staff\_Ratios/ Overview

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