



# FINAL BACK TO SCHOOL REPORT

**Presentation to the Board of Education**

**Dr. Kelvin R. Adams, Superintendent**

**October 13, 2020**



# OPENING OF SCHOOL REPORT



- ❑ **HR: Staffing**
- ❑ **General Call Center**
- ❑ **Virtual School Update**
  - ❑ **Enrollment**
- ❑ **Technology Deployment**
  - ❑ **IPad**
  - ❑ **Dell Computer**
  - ❑ **Hotspot**
- ❑ **Instructional Support Centers**
  - ❑ **Food Service**
  - ❑ **Transportation: Buses and Call Center**
  - ❑ **Enrollment**



# STAFFING UPDATE

| HIRES (Total Year)           | 2017-2018  | 2018-2019  | 2019-2020  | July 1, 2020 – Sept. 30 2020 |
|------------------------------|------------|------------|------------|------------------------------|
| Number of Teachers Hired     | 328        | 265        | 230        | 167*/239                     |
| Number of TFA Teachers Hired | 21         | 14         | 22         | 11*/22                       |
| <b>Total Hires</b>           | <b>349</b> | <b>279</b> | <b>252</b> | <b>166/261</b>               |

| SEPARATIONS   | 2017-2018  | 2018-2019  | 2019-2020  | July 1, 2020 - Present |
|---|------------|------------|------------|------------------------|
| Number of Teachers Resigned   | 309        | 228        | 252        | 27/53                  |
| Number of Teachers Retired  | 76         | 47         | 37         | 19/6                   |
| Number of Teachers Terminated   | 34         | 18         | 14         | 0/0                    |
| Number of Other Teacher Separations (Death of Employee, Reduction in Force, etc.) | 7          | 1          | 2          | 1/0                    |
| <b>Total Separations</b>  | <b>426</b> | <b>294</b> | <b>305</b> | <b>47/59</b>           |

*\*Employment offers are still being made for the 2020-2021 school year*

# SCHOOL - BASED VACANCIES



| <b>VACANCIES</b>                     | <b>Aug. 29,<br/>2017</b> | <b>Aug. 13,<br/>2018</b> | <b>Sept. 9,<br/>2019</b> | <b>Oct. 5.<br/>2020</b> |
|--------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------|
| <b>Teaching Staff</b>                | <b>79</b>                | <b>75</b>                | <b>51</b>                | <b>96</b>               |
| <b>Non-Teaching Staff</b>            | <b>40</b>                | <b>46</b>                | <b>65</b>                | <b>96</b>               |
| <b>Principal/Assistant Principal</b> | <b>0</b>                 | <b>0</b>                 | <b>1</b>                 | <b>0</b>                |
| <b>Total Vacancies</b>               | <b>119</b>               | <b>121</b>               | <b>117</b>               | <b>192</b>              |



# HARD TO FILL AREAS

| VACANCIES                                  | Aug. 29,<br>2017 | Aug. 13,<br>2018 | Sept. 9,<br>2019 | Oct. 5,<br>2020 |
|--|------------------|------------------|------------------|-----------------|
| Foreign Language                           | 1                | 1                | 0                | 2               |
| Secondary Math                             | 5                | 3                | 3                | 12              |
| Secondary Science                          | 6                | 6                | 8                | 10              |
| English Speakers of Other Languages (ESOL) | 1                | 7                | 2                | 5               |
| Special Education                          | 14               | 18               | 4                | 22              |
| CTE  | 4                | 4                | 1                | 1               |
| Music (Vocal & Instrumental) (K-12)        | 8                | 6                | 8                | 10              |
| Regular Classroom (Elementary)             | 21               | 7                | 8                | 3               |
| Kindergarten                               | 1                | 1                | 1                | 0               |
| Pre-School                                 | 0                | 3                | 0                | 0               |
| Military Science                           | 1                | 0                | 1                | 2               |
| Art (K-12)                                 | 4                | 1                | 3                | 4               |
| Physical Education (K-12)                  | 6                | 6                | 3                | 12              |

# EMPLOYEE RELATIONS



| <b>CASE LOAD OVERVIEW</b>                   | <b>2018-2019</b> | <b>2019-2020</b> | <b>July 1, 2020 – Oct. 5, 2020</b> |
|---|------------------|------------------|------------------------------------|
| <b>American with Disabilities Act (ADA)</b> | <b>158</b>       | <b>125</b>       | <b>148</b>                         |
| <b>Background / Certification</b>           | <b>10</b>        | <b>4</b>         | <b>4</b>                           |
| <b>Complaints</b>                           | <b>20</b>        | <b>8</b>         | <b>2</b>                           |
| <b>Department of Family Services (DFS)</b>  | <b>98</b>        | <b>61</b>        | <b>3</b>                           |
| <b>Fit for Duty</b>                         | <b>0</b>         | <b>0</b>         | <b>0</b>                           |
| <b>Job Abandonment</b>                      | <b>43</b>        | <b>56</b>        | <b>22</b>                          |
| <b>Liquidated Damages</b>                   | <b>35</b>        | <b>69</b>        | <b>31</b>                          |
| <b>Performance</b>                          | <b>3</b>         | <b>0</b>         | <b>0</b>                           |
| <b>Policy Violations</b>                    | <b>214</b>       | <b>168</b>       | <b>21</b>                          |
| <b>Totals</b>                               | <b>581</b>       | <b>491</b>       | <b>231</b>                         |



# LEAVE OF ABSENCE

(FMLA, Non-FMLA, Military, Sabbatical, Education)

|  | 2020-2021<br>(As of Oct. 5,<br>2020) |
|--|--------------------------------------|
| Employees on Approved <b>Family Medical Leave (for Self)</b>   | 52                                   |
| Employees on Approved <b>Family Medical Leave (for Family)</b> | 15                                   |
| Employees on Approved FFCRA ( <b>COVID-related reason</b> )    | 100                                  |
| Employees on Approved FFCRA ( <b>Childcare</b> )               | 44                                   |
| Number of Approved <b>Intermittent FMLA</b> Leave Requests     | 30                                   |
| Employees on Approved <b>Non-FMLA</b> Leave                    | 0                                    |
| Employees on Approved <b>Military</b> Leave                    | 0                                    |
| Employees on Approved <b>Sabbatical</b> Leave                  | 0                                    |
| Employees on Approved <b>Education</b> Leave (5+ Days)         | 0                                    |
| Number of <b>Completed</b> Leave Requests                      | 209                                  |
| Number of <b>Denied</b> Leave Requests                         | 8                                    |
| Number of <b>Pending</b> Leave Requests                        | 26                                   |

# LABOR MANAGEMENT



| <b>GRIEVANCES</b>                                       | <b>2017-2018</b> | <b>2018-2019</b> | <b>2019-2020</b> | <b>2020-2021<br/>(As of Oct. 5, 2020)</b> |
|---|------------------|------------------|------------------|---|
| <b>Grievances filed during the academic school year</b> | <b>52</b>        | <b>27</b>        | <b>9</b>         | <b>2</b>                                  |
| <b>Mutual resolutions reached</b>                       | <b>50</b>        | <b>27</b>        | <b>9</b>         | <b>0</b>                                  |
| <b>Impasse</b>  | <b>2</b>         | <b>0</b>         | <b>0</b>         | <b>0</b>                                  |
| <b>Local 420 issues presented at Labor Management</b>   | <b>198</b>       | <b>159</b>       | <b>92</b>        | <b>10</b>                                 |
| <b>Issues resolved through mutual agreement</b>         | <b>192</b>       | <b>156</b>       | <b>90</b>        | <b>8</b>                                  |



# GENERAL CALL CENTER



|                                    | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 |
|------------------------------------|-----------|-----------|-----------|-----------|-----------|
| <b>Number of days in operation</b> | 9         | 9         | 10        | 10        | 26        |
| <b>Total number of calls</b>       | 6,804     | 3,724     | 4,077     | 5,092     | 1,810     |

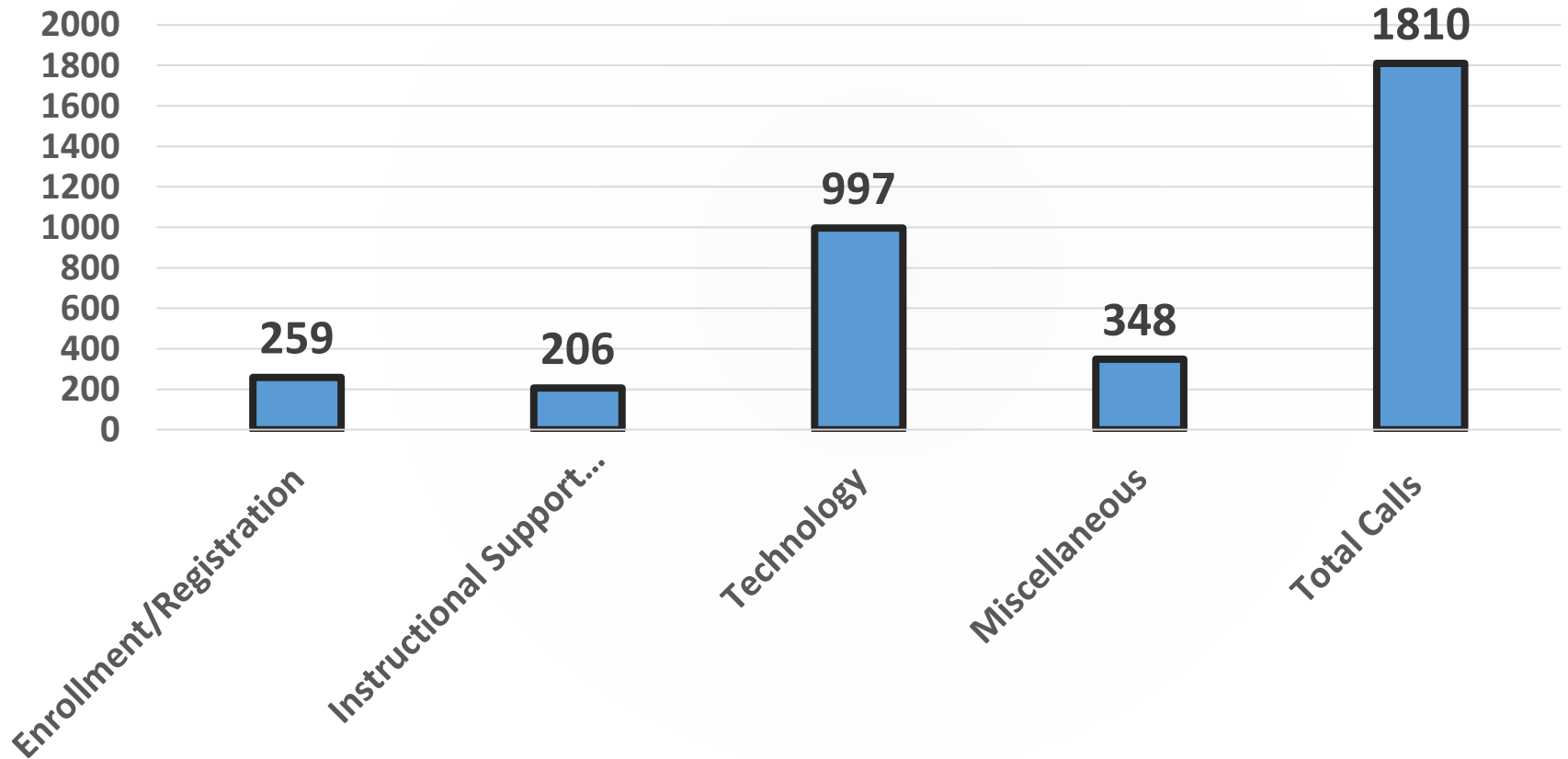
## 2020-2021 Call Reduction Explanation

- Transportation calls
- Enrollment/Registration
- Human Resources (Benefits/Substitutes)
- Student Recruitment/Placement

# GENERAL CALL CENTER



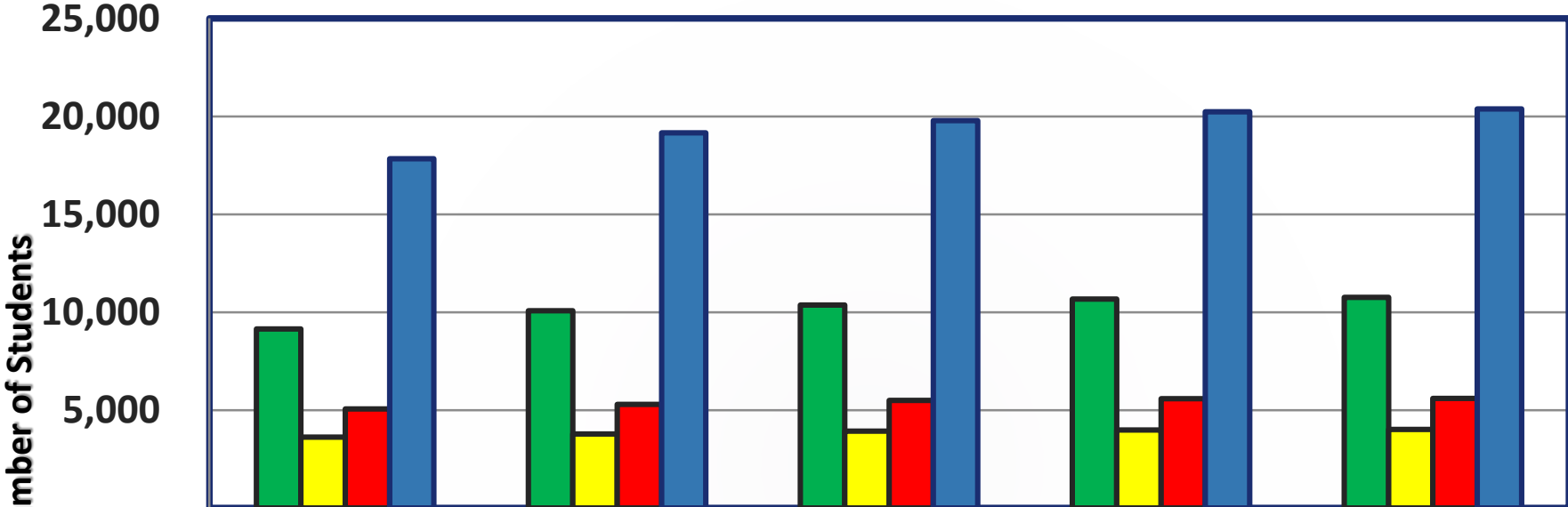
## TELEPHONE CALLS 26 DAYS





# VIRTUAL SCHOOL ENROLLMENT

## 2020-21 (4 Fridays and Membership Date)



|  | September 4 | September 11 | September 18 | September 25 | September 30* |
|--|-------------|--------------|--------------|--------------|---------------|
| <span style="color: green;">■</span> ELEM. | 9,142       | 10,069       | 10,363       | 10,668       | 10,757        |
| <span style="color: yellow;">■</span> Mid. | 3,629       | 3,790        | 3,930        | 3,992        | 4,013         |
| <span style="color: red;">■</span> HS.     | 5,059       | 5,297        | 5,496        | 5,579        | 5,602         |
| <span style="color: blue;">■</span> TOTAL  | 17,830      | 19,156       | 19,789       | 20,239       | 20,372        |

\* Official Membership Date

# ALTERNATIVE SITES



**Elementary &  
Middle  
Edmentum  
(236)**



**High School  
Edmentum  
(172)**



**Alternatives  
(241)**



**Included in previous totals**



# EQUIPMENT STILL OUT

|           | 08/07/2020 | 08/13/2020 | 08/15/2020 | 09/04/2020 | 10/02/2020 |
|-----------|------------|------------|------------|------------|------------|
| iPads     | 4,501      | 3,065      | 2,739      | 1,272      | 1,056      |
| Hot Spots | 1,952      | 1,664      | 1,527      | 690        | 640        |



☐ Damaged: 11%  
33.2%

iPads  
Hot Spots

912 are active  
144 are inactive



# DISTRIBUTION

## AUGUST 26 – October 2

| EQUIPMENT | DISTRIBUTED | NOT DISTRIBUTED | %     |
|-----------|-------------|-----------------|-------|
| iPads     | 13,106      | 2,712           | 82.9% |
| Laptops   | 4,494       | 1,591           | 74.3% |
| Hot Spots | 4,247       | **              | **    |

- 105 families have opted out
- 242 have supplied their own equipment
  
- Received 2,000 additional hot spots (total 6,000)
  - new hot spots are not phones
  - screen should not shatter



# FOOD SERVICE: MEAL RATES

|                     | 2018-2019      | 2019-2020     | 2020-2021     |
|---------------------|----------------|---------------|---------------|
| <b>Breakfast</b>    | <b>47%</b>     | <b>50%</b>    | <b>12%</b>    |
| <b>Lunch</b>        | <b>78%</b>     | <b>74%</b>    | <b>9%</b>     |
| <b>Total Meals:</b> | <b>105,036</b> | <b>99,125</b> | <b>69,396</b> |

- Participation rates are down 89% vs. last year
- Total Meals are down 575,862 vs. last year
- COVID Meals Breakfast 33,949
- COVID Meals Lunch 35,447
- Accomplishments
  - GenYouth Grant Mallinckrodt Elementary: \$2,000

# TRANSPORTATION



| INDEX                            | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021     |
|----------------------------------|-----------|-----------|-----------|-----------|---------------|
| # of Regular Buses               | 199       | 197       | 198       | 199       | 116           |
| # of Special Ed. Buses           | 78        | 79        | 78        | 77        | 39            |
| Total Routes/Buses               | 277       | 276       | 276       | 276       | 155           |
| % AM Bus On time Performance     | 96%       | 97%       | 96%       | 96%       | 98%           |
| % PM Bus On time Performance     | 97%       | 95%       | 94%       | 94%       | 99%           |
| MO Highway Patrol Bus Inspection | 93%       | 97%       | 96%       | 93%       | Not Available |
| Average Ridership per Day        | 12,824    | 12,502    | 11,514    | 10,656    | 1,724         |
| Eligible Students                | 19,630    | 16,451    | 16,418    | 17,409    | 2,282         |



# TRANSPORTATION:CALL CENTER



| TYPE             | 2015-2016    | 2016-2017    | 2017-2018    | 2018-2019  | 2019-2020  | 2020-2021  |
|------------------|--------------|--------------|--------------|------------|------------|------------|
| All calls        | <b>3,431</b> | <b>2,639</b> | <b>1,256</b> | <b>703</b> | <b>640</b> | <b>561</b> |
| Stop Information | <b>40%</b>   | <b>37%</b>   | <b>26%</b>   | <b>21%</b> | <b>23%</b> | <b>91%</b> |
| Address Change   | <b>4%</b>    | <b>3%</b>    | <b>2%</b>    | <b>9%</b>  | <b>12%</b> | <b>2%</b>  |
| Bus Status       | <b>52%</b>   | <b>56%</b>   | <b>68%</b>   | <b>57%</b> | <b>51%</b> | <b>5%</b>  |
| Complaints       | <b>3%</b>    | <b>3%</b>    | <b>4%</b>    | <b>5%</b>  | <b>5%</b>  | <b>2%</b>  |
| Other            | <b>1%</b>    | <b>1%</b>    | <b>-</b>     | <b>8%</b>  | <b>9%</b>  | <b>-</b>   |



# QUESTIONS