

**Natrona County School Board Subcommittee
Human Resources
November 9, 2009
1:00-3:00**

AGENDA

- | | | |
|-------|------------------------------|---------|
| I. | Board Topics | |
| II. | Organizational Assessment | 10 mins |
| III. | Budget/Attrition | 20 mins |
| IV. | Substitute | 10 mins |
| V. | Classified Incentive Program | 25 mins |
| VI. | Employees Hired After 12/31 | 25 mins |
| VII. | Comparison Staffing | 20 mins |
| VIII. | Future Topics | 10 mins |

HR Board Subcommittee Minutes 11/9/09

Present: Mark Mathern, Joel Dvorak, Gayle Schnorenberg, Carol Glasgow, Doreen McGlade, Patty Hines, Mike Pyska, Syd Webb, Tracylee Anderson, Cyndee Guthmiller, Deborah Hudson, Kendra Brazelton, Cheryl Caster, Renee Rickabaugh, Shannon Jackett, Crystal Mueller, Rita Walsh, Steve Degenfelder, Arlene Steward

OA

- Reviewed Mission & Goals for HR Departments
- Joel commends HR for moving ahead and meeting their goals, he appreciates the work

Budget/Attrition

- 85% of NCS D cost is staff related
- Postings and increase in hours take 3 signatures (Joel, Steve, Crystal)
- Some positions have been saved
- Certified Staffing group is meeting to align with model
- Classified Staff group is developing a model
- Spec Ed and Transportation \$\$ are reimbursed not provided up front
- Reviewed the attrition information and graphs
- In November we will be going into analysis
- Discussed how to have the conversations about positions that won't be filled next year
- It's difficult to become leaner, we will feel the pain of attrition
- We haven't started operational cutting positions yet

Substitute

- Reviewed 'Grow Your Own Substitute' hand out
- There were various reasons why 17 of the 23 original participants completed the course
- Step 4 in the hiring process changed and will now require a STEDI diploma with their application (not if they hold a standard teaching certificate)
- Applicants will take and pay for the STEDI test on their own, not at the CSF Employee Services office
- If hired, they will be reimbursed the \$39 fee
- Substitute positions are posted, moving forward to hire 20 more certified subs
- Reviewed Aesop dashboard information, HR will continue work on dashboards

Classified Incentive Program

- Committee met with people who had participated in past Compensation IBAP
 - Tried to simplify the document

- Talked about necessary changes
- Learned history
- Discussed changes to document draft
- Concern that the wording under Admin Regs will limit course work
 - #1 re-worded second sentence to read; *Human Resource Services will validate whether or not the skills obtained through the training qualify current or potential job-alignment.*
 - #2 re-worded first sentence to read; *If training schedule will impact the employees regular work day, approval for course must be obtained from the immediate supervisor.*
 - #3 no changes to draft
 - #4 re-worded to read; *Credits/CEUs must be earned while in the employ of the Natrona County School District. In order to receive incentive pay/CEU, cost must be paid by the employee. If there is no charge for CEUs, the employee must pay for workshop fees in order to qualify for incentive pay. No college transcript credit will count prior to July 1, 1997 and no CEU credit will count prior to July 1, 2009.*
 - #5 reworded the first sentence to read; *Application for the incentive may be made twice per year, once in the first semester effective the fifth student contact day and once in the second semester effective the first student contact day, provided the coursework has been completed and the request has been received by Human Resource Services on or before either of those dates.*
 - #6 no changes to draft
 - #7 no changes to draft
- Will submit changes to policy and Admin Regs to Board
- HR will work with Business Services to cost-out the change
- Will bring back forms and change to Admin Regs as Future Topics

Employees Hired After 12/31

- Certified/Classified not eligible for insurance benefits
- Benefits available if they are employed the following school year (continued employment)
- How do we address employees that don't feel they can miss a day if they are sick because they will lose pay
- Can use sick bank if employee is sick, not if family member is sick
- Classified employees earn sick time (reasonable expectation of job continuation)
- Crystal will form a small group to discuss the issue of Employees Hired After 12/31 and will bring back information to HR Board Subcommittee

Comparison Staffing

- Reviewed Spring 2008 data from the WEA compensation survey
- Discussion on student/staff ratio-- Laramie 1 vs. Natrona 1 vs. Campbell

- Concern expressed that survey may or may not reflect a common definition for 'administrators'
- Data accounts for positions not FTEs
- Also look at 602 data
-

Future Topics

- OA
- Comparison Data
- Classified Incentive
- Employees Hired After 12/31

NATRONA

COUNTY SCHOOLS

Natrona County School District

The Natrona County School District empowers every learner to grow, excel, and be successful contributors to the local/global community.

All NCSD students will read at grade level by the end of third grade.
NCSD will perform within the top 10 percent in Wyoming on state assessments.
All NCSD students will graduate and be prepared for college or high-skills career.
NCSD will maintain environments that are physically and mentally safe and healthy for everyone.
NCSD will be efficient and effective in its operations and classrooms.

Human Resources Service Mission & Goals November 9, 2009

Human Resource Services

The Human Resource Services provides positive, efficient, and effective HR customer service to all stakeholders by applying the Compact through a systems approach to continuous improvement.

HR Services will provide STARS service to all customers.
HR Services will live the guiding principals and philosophies of the Compact.
HR Services will champion continuous improvement.

Compact Office

The Compact Office ensures the enculturation of the Compact to NCEA, NCAESS, SEIO, NCASE, Cabinet, Board of Trustees, Parents, Community and students with a systems approach for continuous improvement.

Goal 1

The Compact will be visible to Natrona County School District stakeholders and the community

Goal 2

Natrona County School District stakeholders refer to the Compact when making decisions.

Employee Compensation and Occupational Health Department

Employee Compensation and Occupational Health Department provides an effective, competitive, and compliant compensation and benefits program for all stakeholders by utilizing a systems approach to continuous improvement.

Goal 1

Decrease absenteeism by 50% by July 1, 2010.

Goal 2

All employees will be engaged 100% of the time while they are at work.

Employee Group Insurance Department

The Employee Group Insurance Department provides and administers appropriate insurance benefits effectively and efficiently to all stakeholders through a systems approach to continuous improvement.

Goal 1

100% of members partake in some type of preventative offering.

Goal 2

Reduce health insurance claims by 10% by August 2008 data.

Employee Services Department

Employee Services Department provides positive, efficient and effective resources for the recruiting, retaining, and exiting of personnel by utilizing a systems approach to continuous improvement.

Goal 1

100% of annual evaluations accurately reflect the strengths of all employees as defined by their job descriptions.

Goal 2

100% of administrators/supervisors go to their designated HR Generalist 100% of the time as a trusted resource.

Human Resource Information Systems Office

HR Information Systems Office creates and maintains accurate and efficient data systems for all stakeholders by using a systems approach to continuous improvement.

Goal 1

100% accurate employee data

Goal 2

100% accurate automated HR processes to decrease paper allowing HR professionals to spend more time with customers.

Goal 3

100% of HR modules from Links are implemented.

Organization Development Department

The Organizational Development Department empowers all stakeholders to understand their roles, build competencies, and refine job embedded skills using a systems approach to ensure continuous improvement.

Goal 1

100% employee competency

Goal 2

OD is a leader in systems approach.

Goal 3

Be a Learning Center for all stakeholders within public education.

Substitute Services Department

The Substitute Services Department provides positive, efficient, and effective continuing education in the absence of NCSD regular personnel using a systems approach for continuous improvement.

Goal 1

100% absences filled daily

Goal 2

100% Quality Substitutes

Natrona County School District Attrition plan 2009

Historical overview

August 2009, Business Services communicated a downfall in the national and state economy. This reality has caused the district to begin planning for a potential shortfall in future funds at Natrona County School District (NCSD). Given that approximately 85% of our operating budget is dedicated to staff costs, preparing a plan to decrease these costs are imperative to the financial health of NCSD. As a commitment to the community of NCSD, cost reduction through staff attrition has been determined as the method for decreasing cost. Human Resources began the process of saving individual positions soon after Business Services announced the efforts to prepare for budget shortfalls.

Plan for FTE savings at end of the 2009-2010 as staff retire/separate from NCSD.

1. Within staffing model positions
 - a. Certified
 - i. Leaders of NCSD have begun work to revise the certified staffing model.
 - ii. Staffing levels should be examined with regard to school and program. In addition, the staffing should be aligned to staffing model and examine the possible of a minimum class size.
 - iii. For the last five years an average of 20 certified staff retire from the district except last year when 46 certified staff retired.
 - iv. Over the last five years we have hired on average 119 new certified with an anomaly in 2006-2007 new certified staff of 169.
 - v. One Year Only (OYO) average around 40 annually. These positions are for only the year the individual was hired. 2008-2009 NCSD hired 43 OYO.
 - vi. There is a potential for 60 certified openings in 2009-2010.
 - b. Classified
 - i. Stakeholders groups will begin work on creating a classified staffing model.
 - ii. Classified staff retires an average of 12 per year.
 - iii. Classified staff stays around 190 per year of new hires.
 - iv. Classified openings could be as many as 100 positions.
 - c. Administrators
 - i. Administrator positions are at-will and very seldom leave before the end of the year.
 - ii. Potential retirements for administrators could be as many as 6.
2. Outside staffing model positions
 - a. 2009-2010 as position has opened up; discussions take place to explore alternative ways to do the work.

- b. The efficient and effective process work that is being done within the district has allowed the decrease of duplication, the ability to let go of programs or processes that do not serve the mission of the district, and opened up communications to discover how to offer services without additional cost.
 - c. Art, music, PE are driven by number of sections. When developing capacity levels the number of sections will be examined for efficient operations.
3. Special education and transportation positions
- a. The funding for Special Education and Transportation is reimbursed by the state in the year after it is incurred.
 - b. To best serve the public, both functions are maintaining the current level of funding with the exception of positions that have been identified above.
4. Grants
- a. Although the funding of positions through grants does not affect the general budget without due diligent, the district could be statutorily obligated to certified staff who have completed three consecutive years with the district.
 - b. The programs designed and implemented through grants allow the District to determine the success of an initiative before embracing the project.
 - c. When it is determined the program is a success division leaders will examine how to fund the initiative through the general budget by abandoning less successful programs.
 - d. When a position is posted the end date of the position will be indicated. Wording will be included to reaffirm funding will be discontinued at the end date.

2009 – 2010 Positions saved to date:

Attendance officer
Psychologist
Instructional Strategist
Manager – Custodial Services
3.11 Instructional Facilitator

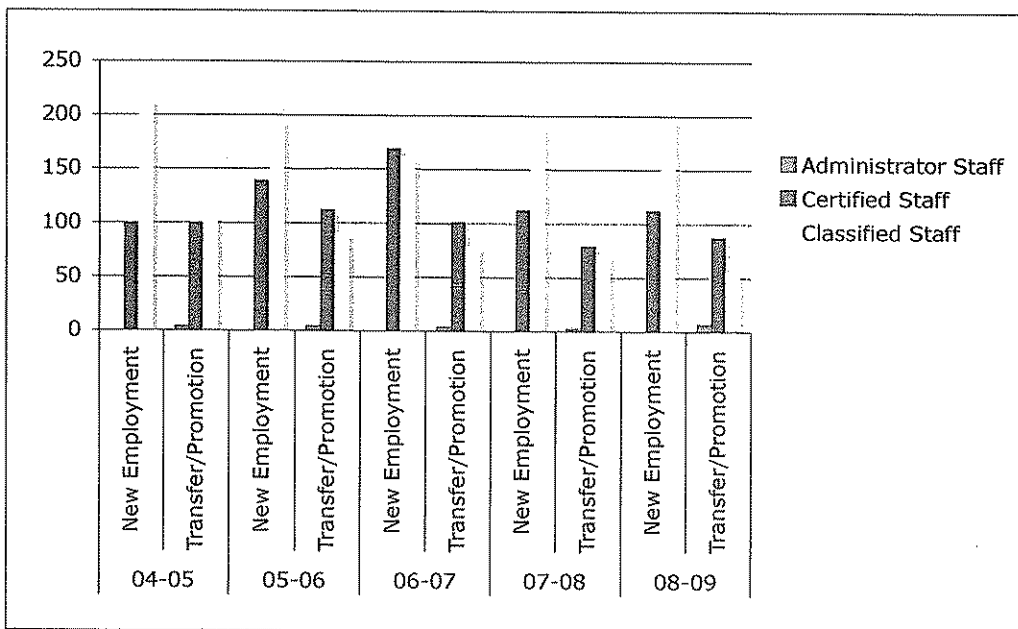
NCSD Employee Data Report

New Hires and Transfers

	04-05		05-06		06-07		07-08		08-09	
	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion
Administrator Staff	2	4	3	5	0	4	0	3	5	7
Certified Staff	99	99	139	112	169	101	112	79	112	87
Classified Staff	214	107	195	91	162	79	190	72	197	56

This data reflects new employees to the district either as first time employees, returning employees or one year only teachers rehired.

This data reflects current employees transferring to another position or location and/or current position name/status change through EMS program.

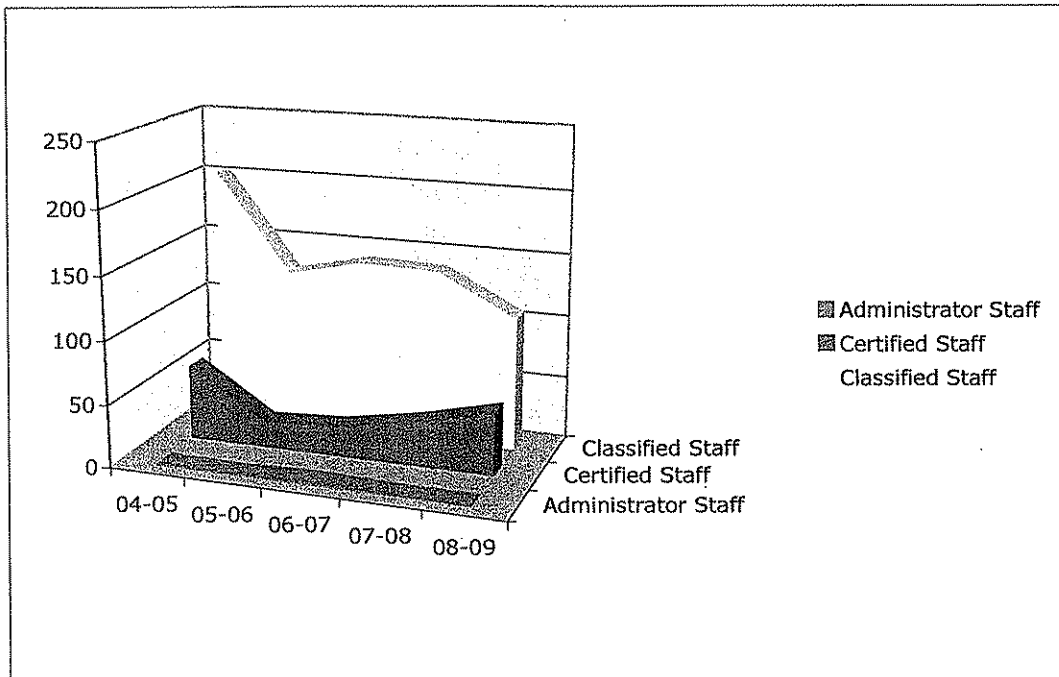


Please note: The numbers are actual number of people not actual FTE status. All of the data includes employees paid with general and federal dollars. Information reported was primarily collected from the Board Reports. Other information came from the Mainframe & LINKS System.

NCSD Employee Data Report

Resignations/Terminations

	04-05	05-06	06-07	07-08	08-09
Administrator Staff	1	0	2	0	0
Certified Staff	60	21	24	35	50
Classified Staff	204	126	139	137	105



Please note: This data reflects employees who have resigned or have been terminated from their position(s).

NCSD Employee Data Report

Retirements

	04-05		05-06		06-07		07-08		08-09	
	Retirements	Early Notification for Retirement	Retirements	Early Notification for Retirement	Retirements	Early Notification for Retirement	Retirements	Early Notification for Retirement	Retirements	Early Notification for Retirement
Administrator Staff	3	1	1	1	0	1	1	2	1	1
Certified Staff	5	17	1	23	3	14	4	15	18	28
Classified Staff	2	7	2	10	3	16	7	3	5	10

Administrator Staff
Certified Staff
Classified Staff

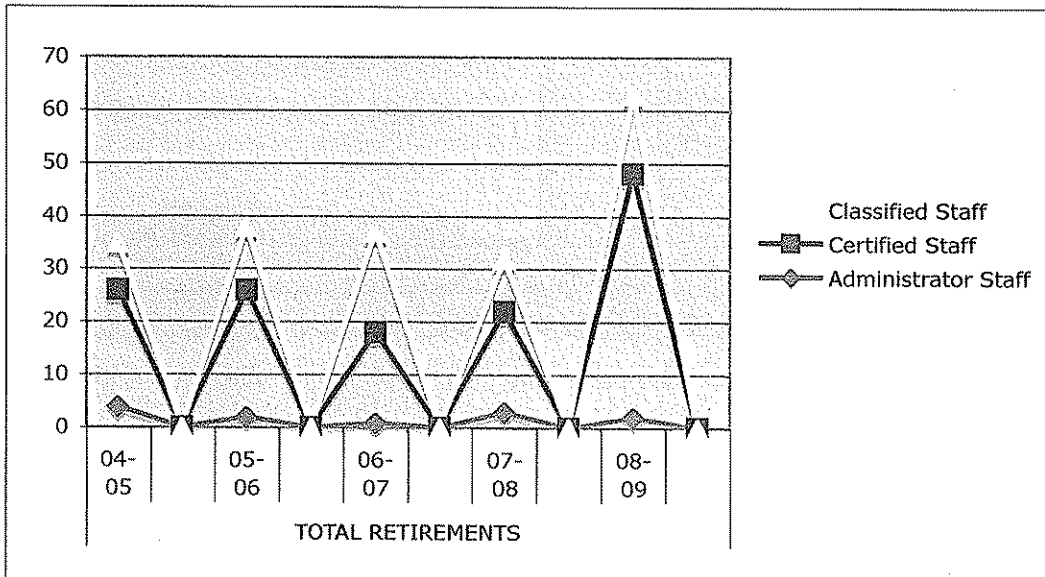
This data reflects employees who have retired without voluntary early notification incentive.

This data reflects employees who have retired and notified the district through the voluntary early notification incentive program.

TOTAL RETIREMENTS

	04-05	05-06	06-07	07-08	08-09
Administrator Staff	4	2	1	3	2
Certified Staff	22	24	17	19	46
Classified Staff	9	12	19	10	15

Administrator Staff
Certified Staff
Classified Staff



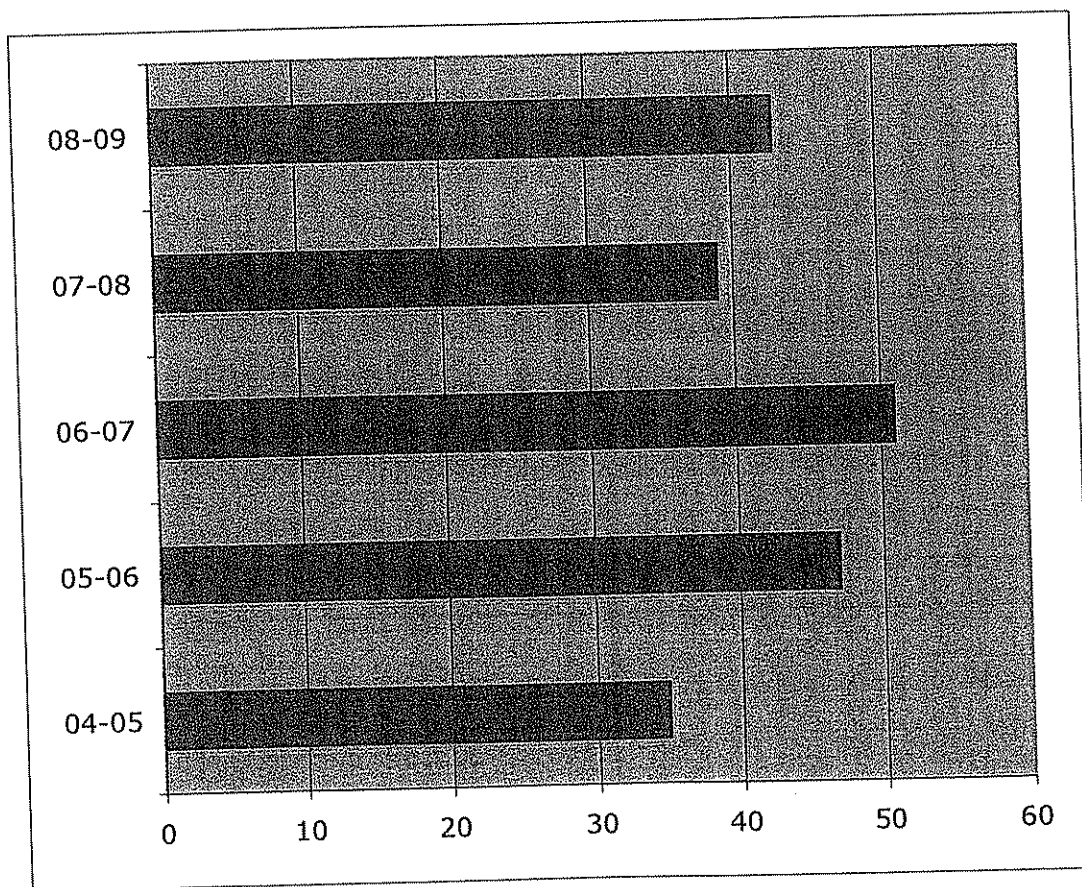
NCSD Employee Data Report

One Year Only Employees

Certified Staff

04-05	05-06	06-07	07-08	08-09
35	47	51	39	43

This data reflects one year only certified employees who have not given a resignation, however, may have been hired back the next year.



[REDACTED]

Substitute Services

970 N. GLENN RD. * CASPER, WY 82601 8 FAX: (307) 253-5385 * WWW.NATRONASCHOOLS.ORG

November 9, 2009

Grow Your Own Substitute Update

Number of participants who completed the course

17

Twenty three people signed up for the course.

Number of participants who completed the course and took the STEDI assessment

10

Seven passed with an 85% or better meeting the requirement.

Number of participants who passed and applied for a position with the District

7

Five of the seven where hired.

How can we advertise the sub hiring process to the public?

In combination with feedback and reevaluation of the process and procedures, we have improved the process.

A statement is in the works that will go out through Community Relations.

Step four of the hiring process has been revised to read as follows:

Step 4: Submit a copy of the STEDI Substitute Diploma indicating a score of 85% or above on the Substitute Skills Assessment test. Verification of the Diploma's authenticity will be processed through Substitute Services. Applicants who hold a current State of Wyoming Standard Teaching Certificate do not have to complete this step.

Applicants will need to go to the STEDI website stedl.org to complete the Substitute Skills Online Training in order to take the assessment and receive a diploma. The Substitute Skills Package is \$39.95. Substitutes will have access to the package, after purchase, for two years. If a package is purchased, the Substitute Teacher Handbook can be purchased for an additional \$19.95. The assessment is available upon completion of the course.

Revised 11/6/09

Kendra Brazelton Substitute Coordinator (307) 253-5232	Tierney Manning Substitute Services Secretary (307) 253-5225	Pam Clark SODA (307) 253-5232	Christy Keele SODA (307) 253-5232
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[REDACTED]

Substitute Services

Step 4: Complete the online assessment.

This assessment was designed by the Substitute Teaching Institute (STEDI) at Utah State University. The Sub Assessment may only be taken online. Appointments for testing can be scheduled through Employee Services. Candidates may take the assessment a maximum of four times, to obtain a passing score of at least 85%. It takes an average of 30 minutes to complete each section, with a total of four sections. A copy of test results showing a passing score will be printed for attachment to the employee application. You will need this before you can be considered for an interview. A study guide Substitute Teacher Handbook is available from Employee Services to be used prior to taking the assessment.

Adopted 9/23/09

The following addition was made to the rates of pay information included in the hiring process document:

Newly hired substitutes will be reimbursed for the cost of the STEDI online Substitute Skills Package after completion of their first assignment.

Adopted 11/6/09

Stats Update

Absence fill rate for October 12, 2009 through November 6, 2009 was 84%

Previous rates: September 14, 2009 through October 9, 2009 was 84%

August 10, 2009 through September 11, 2009 was 97%

Kendra Brazelton	Tierney Manning	Pam Clark	Christy Keele
Substitute Coordinator	Substitute Services Secretary	SODA	SODA
(307) 253-5232	(307) 253-5225	(307) 253-5232	(307) 253-5232

IMPROVEMENT INCENTIVE POLICY FOR CLASSIFIED PERSONNEL

The Natrona County School District Board of Trustees recognizes that continued training and education is important to all employees. To support this goal, the District administration is authorized to develop guidelines and procedures for implementing an adequate financial incentive for additional college training or continuing education unit (CEU).

To this end, the District authorized Human Resource Services ~~the Personnel Department~~ to implement procedures to recognize additional training and supervise the incentive awards for employees.

For the purposes of this policy, training is defined as transcript college courses or CEUs helpful to the position held or useful to qualify for a better position within the District.

Adopted: June 11, 1984
Revised: April 25, 1988
Revised: October 23, 1989
Revised: June 23, 1997
Reviewed: June 1, 2000
Readopted: October 23, 2000
Revised:

IMPROVEMENT INCENTIVE FOR CLASSIFIED PERSONNEL

1. Credits must be helpful to the position held or to qualify for a better position within the District. Human Resource Services will validate whether or not the skills obtained through the training qualify per job-alignment. ~~Examples of courses that may be taken are as follows: computer course work, Seven Habits of Highly Effective People, ADHD training, Boys Town, CPR and First Aid, Teaching Assistant for Paraprofessional Program courses, education related courses, etc.~~ All courses must be college hours and transcript credit, or if college transcript credit is not available for skill-based learning, Continuing Education Units (CEUs) may be earned as approved by Human Resource Services (15 contact hours = 1 CEU).
2. Approval for courses must be obtained from the immediate supervisor if training will impact the employees regular work day. Human Resource Services ~~personnel~~ will determine eligibility of courses in the event of questionable application. An appeal can be made to the ~~Executive Director for Human Resource Services.~~
3. Pay increases will be awarded upon the successful completion of college transcript credit or CEU equivalent (a "C" or better or an "S" grade). A pay increase of \$375.00 per year will be awarded upon receiving eight (8) credits/CEUs. An additional pay increase of \$375.00 will be awarded upon receiving an additional seven (7) credits/CEUs, making a total of \$750.00 per year for fifteen (15) credits. An additional pay increase of \$750.00 per year will be awarded for each fifteen (15) credits/CEUs earned thereafter up to a total of \$2,250.00 per year for the completion of forty-five (45) credits/CEUs.
4. Credits/CEUs must be earned while in the employ of the Natrona County School District and credit/CEU cost must be paid by the employee. No college transcript credit will count prior to July 1, 1997 and no CEU credit will count prior to July 1, 2009. (Note: this needs to be discussed)
5. ~~The yearly increment will be added twice each year.~~ Application for the incentive may be made twice per year, once in the first semester effective the fifth student contact day of school in the fall or the first student contact and once in the second semester effective the first day of the semester, provided the coursework has been completed and the request has been received in the ~~Executive Director of~~ by Human Resource Services on or before either of those dates. Incentives added for the second semester will be prorated.
6. ~~It is the responsibility of the individual employee to make the request in writing for the upgrade, and to present all transcripts to the Executive Director for Human Resources~~ apply for the incentive by submitting a completed Classified Incentive Request form to Human Resource Services by the semester deadline dates. The individual employee must also submit all documentation for completed coursework (official college transcripts and/or CEU verification) to Human Resource Services in a timely manner.
7. The Board reserves the right to revoke or make exceptions to any of the above stated criteria.

Revised: August 20, 1998
Reviewed: June 1, 2000
Readopted: October 23, 2000
Revised: August 20, 2001
Reviewed:

NATRONA

COUNTY SCHOOLS

Central Services Facility - Human Resource Services
970 North Glenn Road, Casper, WY 82601
(307) 253-5231

Supervisor Approval Form Classified Incentive Courses

Date of Request: _____

Worksite/Location: _____

Employee Name: _____ Employee ID: E0 _____

Position/Job Description Title: _____

Regular Work Days/Hours: _____

Name/Location of Organization Teaching Course: _____

Course Number _____ Course Name _____

Date(s) of Course: _____ Time of Day: _____

Supervisor Plan (How will you cover while employee is gone?):

Supervisor Signature _____

Date of Signature _____

HUMAN RESOURCE USE ONLY

Form received Human Resource Services

Date: _____

NATRONA

COUNTY SCHOOLS

Central Services Facility - Human Resource Services
 970 North Glenn Road, Casper, WY 82601
 (307) 253-5226

Classified Incentive Request Form

Date of Request: _____

Worksite/Location: _____

Name: _____

Employee ID: E0 _____

I am requesting a pay incentive for the first semester second semester of _____ school year.

TRANSCRIPT CREDIT

CEU CREDIT (15 contact hours = 1 CEU)

I have completed a total of <input style="width: 50px;" type="text"/> transcript credits My transcript(s) will be arriving from: _____ _____ _____	I have completed a total of <input style="width: 50px;" type="text"/> CEU credits. My verification documentation is included from: _____ _____ _____
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Employee Printed Name _____

Employee Signature _____

HUMAN RESOURCE USE ONLY

<h4 style="text-align: center;">INCENTIVE DOCUMENTATION</h4> <p><input type="checkbox"/> Request received by deadline date</p> <p><input type="checkbox"/> Supervisor approval received (if applicable)</p> <p><input type="checkbox"/> Transcript received</p> <p><input type="checkbox"/> CEU verification received</p>	<h4 style="text-align: center;">INCENTIVE LEVEL</h4> <p><input type="checkbox"/> Eight (8) credits \$ 375.00 annual benefit</p> <p><input type="checkbox"/> Fifteen (15) credits \$ 750.00 annual benefit</p> <p><input type="checkbox"/> Thirty (30) credits \$1,500.00 annual benefit</p> <p><input type="checkbox"/> Forty-five (45) credits \$2,250.00 annual benefit</p>
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- INCENTIVE ADDENDUM COMPLETED**
- Copy submitted to HRIS Dept.
 - Copy submitted to PAYROLL Dept.
 - Incentive Packet Filed in Personnel File

Initials _____ Date: _____

Initials _____ Date: _____

Initials _____ Date: _____

Initials _____ Date: _____

Request for Intervention Form
Send Completed for to: Leadership Group (LG)
Compact Administrative Assistant
Central Services

Name: Doreen McGlade Date: Resubmitted 2/17/09
School/Work Site: NCEA Position: NCEA President
Phone: 259-5178

Explanation of the issue (a. Number of people involved; b. Scope of issue; c. Describe the controversy; d. Timeline; e. Budgetary implications
- *Note prior steps taken to date to resolve the issue/s):

Employees hired after Dec. 31 do not qualify for insurance benefits (at least for certified employees - I'm not sure about classified). Therefore, they are considered "non-benefitted" - which has led to confusion regarding sick leave, personal days, and other benefits.

This was originally discussed in LG in January of 2008 and referred to HR. LG has not received a follow up report, so I'd like to make sure Crystal is aware of the issue. (☺)

Signature: Doreen E McGlade Date: 2/17/09

-----Do not write below this line -----

CASE # 14 Date Intervention Request Form Received: _____
Date of Intervention: _____
LG Recommendation: _____
Recommended Timeline: _____
LG Contact Individual: _____
LG Communication: _____
Sending Party: _____
Receiving Party: _____
Follow-up Actions: _____

2008 Wyoming District Employees

District	Administrators	Certified	Classified	Total	Enrollment	Ratio to Students
Albany 1	24	393	354	771	3544	4.60
Big Horn 1	6	84	70	160	617	3.86
Big Horn 2	8	65	57	130	648	4.98
Big Horn 3	6	51	56	113	502	4.44
Big Horn 4	5	45	40	90	329	3.66
Campbell 1	35	724	753	1512	7985	5.28
Carbon 1	13	185	139	337	1787	5.30
Carbon 2	11	97	96	204	650	3.19
Converse 1	14	188	172	374	1696	4.53
Converse 2	6	71	62	139	685	4.93
Crook 1	11	120	124	255	1085	4.25
Fremont 1	13	158	139	310	1671	5.39
Fremont 2	3	27	23	53	191	3.60
Fremont 6	5	43	39	87	387	4.45
Fremont 14	7	82	85	174	556	3.20
Fremont 21	8	57	53	118	445	3.77
Fremont 24	4	31	46	81	311	3.84
Fremont 25	12	217	214	443	2454	5.54
Fremont 38	5	61	60	126	327	2.60
Goshen 1	16	187	185	388	1816	4.68
Hot Springs	6	69	72	147	655	4.46
Johnson	14	137	94	245	1222	4.99
Laramie 1	108	1178	914	2200	12933	5.88
Laramie 2	8	100	92	200	841	4.21
Lincoln 1	8	60	70	138	629	4.56
Lincoln 2	15	229	269	513	2650	5.17
Natrona 1	63	1121	1022	2206	11642	5.28
Niobrara 1	7	43	39	89	376	4.22
Park 1	14	143	158	315	1676	5.32
Park 6	14	213	185	412	2154	5.23
Park 16	3	22	12	37	122	3.30
Platte 1	11	137	132	280	1089	3.89
Platte 2	5	30	22	57	205	3.60
Sheridan 1	10	109	65	184	929	5.05
Sheridan 2	20	304	281	605	3121	5.16
Sheridan 3	3	19	23	45	101	2.24
Sublette 1	8	88	70	166	989	5.96
Sublette 9	7	62	65	134	691	5.16
Sweetwater 1	34	437	577	1048	4957	4.73
Sweetwater 2	17	242	243	502	2671	5.32
Teton 1	13	246	188	447	2294	5.13
Unita 1	19	277	250	546	2973	5.45
Unita 4	6	74	75	155	730	4.71
Unita 6	8	69	76	153	672	4.39
Washakie 1	8	130	179	317	1306	4.12
Washakie 2	1	20	15	36	94	2.61
Weston 1	8	75	83	166	820	4.94
Weston 7	7	30	25	62	291	4.69
Totals	642	8445	7955	17270	86519	5.01

Sorted by Administrator Percentages

District	Administrators	Admin/Total	Certified	Cert/Total	Classified	Class/Total	Total
Weston 7	7	11%	30	48%	25	40%	62
Platte 2	5	9%	30	53%	22	39%	57
Park 16	3	8%	22	59%	12	32%	37
Niobrara 1	7	8%	43	48%	39	44%	89
Fremont 21	8	7%	57	48%	53	45%	118
Sheridan 3	3	7%	19	42%	23	51%	45
Big Horn 2	8	6%	65	50%	57	44%	130
Lincoln 1	8	6%	60	43%	70	51%	138
Fremont 6	5	6%	43	49%	39	45%	87
Johnson	14	6%	137	56%	94	38%	245
Fremont 2	3	6%	27	51%	23	43%	53
Big Horn 4	5	6%	45	50%	40	44%	90
Sheridan 1	10	5%	109	59%	65	35%	184
Carbon 2	11	5%	97	48%	96	47%	204
Big Horn 3	6	5%	51	45%	56	50%	113
Unita 6	8	5%	69	45%	76	50%	153
Sublette 9	7	5%	62	46%	65	49%	134
Fremont 24	4	5%	31	38%	46	57%	81
Laramie 1	108	5%	1178	54%	914	42%	2200
Sublette 1	8	5%	88	53%	70	42%	166
Weston 1	8	5%	75	45%	83	50%	166
Park 1	14	4%	143	45%	158	50%	315
Converse 2	6	4%	71	51%	62	45%	139
Crook 1	11	4%	120	47%	124	49%	255
Fremont 1	13	4%	158	51%	139	45%	310
Goshen 1	16	4%	187	48%	185	48%	388
Hot Springs	6	4%	69	47%	72	49%	147
Fremont 14	7	4%	82	47%	85	49%	174
Laramie 2	8	4%	100	50%	92	46%	200
Fremont 38	5	4%	61	48%	60	48%	126
Platte 1	11	4%	137	49%	132	47%	280
Unita 4	6	4%	74	48%	75	48%	155
Carbon 1	13	4%	185	55%	139	41%	337
Big Horn 1	6	4%	84	53%	70	44%	160
Converse 1	14	4%	188	50%	172	46%	374
Unita 1	19	3%	277	51%	250	46%	546
Park 6	14	3%	213	52%	185	45%	412
Sweetwater 2	17	3%	242	48%	243	48%	502
Sheridan 2	20	3%	304	50%	281	46%	605
Sweetwater 1	34	3%	437	42%	577	55%	1048
Albany 1	24	3%	393	51%	354	46%	771
Lincoln 2	15	3%	229	45%	269	52%	513
Teton 1	13	3%	246	55%	188	42%	447
Natrona 1	63	3%	1121	51%	1022	46%	2206
Washakie 2	1	3%	20	56%	15	42%	36
Fremont 25	12	3%	217	49%	214	48%	443
Washakie 1	8	3%	130	41%	179	56%	317
Campbell 1	35	2%	724	48%	753	50%	1512

District	Administrators	Sorted by Certified Percentages				Total	
		Admin/Total	Certified	Cert/Total	Classified		Class/Total
Park 16	3	8%	22	59%	12	32%	37
Sheridan 1	10	5%	109	59%	65	35%	184
Johnson	14	6%	137	56%	94	38%	245
Washakie 2	1	3%	20	56%	15	42%	36
Teton 1	13	3%	246	55%	188	42%	447
Carbon 1	13	4%	185	55%	139	41%	337
Laramie 1	108	5%	1178	54%	914	42%	2200
Sublette 1	8	5%	88	53%	70	42%	166
Platte 2	5	9%	30	53%	22	39%	57
Big Horn 1	6	4%	84	53%	70	44%	160
Park 6	14	3%	213	52%	185	45%	412
Converse 2	6	4%	71	51%	62	45%	139
Albany 1	24	3%	393	51%	354	46%	771
Fremont 1	13	4%	158	51%	139	45%	310
Fremont 2	3	6%	27	51%	23	43%	53
Natrona 1	63	3%	1121	51%	1022	46%	2206
Unita 1	19	3%	277	51%	250	46%	546
Converse 1	14	4%	188	50%	172	46%	374
Sheridan 2	20	3%	304	50%	281	46%	605
Big Horn 2	8	6%	65	50%	57	44%	130
Big Horn 4	5	6%	45	50%	40	44%	90
Laramie 2	8	4%	100	50%	92	46%	200
Fremont 6	5	6%	43	49%	39	45%	87
Fremont 25	12	3%	217	49%	214	48%	443
Platte 1	11	4%	137	49%	132	47%	280
Fremont 38	5	4%	61	48%	60	48%	126
Weston 7	7	11%	30	48%	25	40%	62
Niobrara 1	7	8%	43	48%	39	44%	89
Fremont 21	8	7%	57	48%	53	45%	118
Sweetwater 2	17	3%	242	48%	243	48%	502
Goshen 1	16	4%	187	48%	185	48%	388
Campbell 1	35	2%	724	48%	753	50%	1512
Unita 4	6	4%	74	48%	75	48%	155
Carbon 2	11	5%	97	48%	96	47%	204
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Big Horn 3	6	5%	51	45%	56	50%	113
Unita 6	8	5%	69	45%	76	50%	153
Lincoln 2	15	3%	229	45%	269	52%	513
Lincoln 1	8	6%	60	43%	70	51%	138
Sheridan 3	3	7%	19	42%	23	51%	45
Sweetwater 1	34	3%	437	42%	577	55%	1048
Washakie 1	8	3%	130	41%	179	56%	317
Fremont 24	4	5%	31	38%	46	57%	81

Sorted by Classified Percentages

District	Administrators	Admin/Total	Certified	Cert/Total	Classified	Class/Total	Total
Fremont 24	4	5%	31	38%	46	57%	81
Washakie 1	8	3%	130	41%	179	56%	317
Sweetwater 1	34	3%	437	42%	577	55%	1048
Lincoln 2	15	3%	229	45%	269	52%	513
Sheridan 3	3	7%	19	42%	23	51%	45
Lincoln 1	8	6%	60	43%	70	51%	138
Park 1	14	4%	143	45%	158	50%	315
Weston 1	8	5%	75	45%	83	50%	166
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Park 16	3	8%	22	59%	12	32%	37

Natrona County School District Staff Distribution 2008

