

# Staffing Report

## Effective October 1, 2020

February 10, 2021



Shrewsbury Public Schools

Barb Malone  
Executive Director of Human  
Resources

---

# Staffing Report

## Overview:

- MUNIS is the municipal information system in use by both the School Department and Town of Shrewsbury for accounting and payroll
- Allows us to run reports from MUNIS that can then be downloaded into Excel and manipulated in a variety of ways



Shrewsbury Public Schools

---



---

# Staffing Report

## Department of Elementary and Secondary Education

- “EPIMS” report was submitted in December 2020
- Will be publicized by the Department in the 2021-2022 school year
- Based off of the PowerSchool system, which is used for staff and student records and scheduling

## MUNIS and PowerSchool

- Human Resources/IT cross-referenced MUNIS personnel FTE to PowerSchool scheduling FTE
  - Thank you to Christine Mattero, Pam Panarelli, Eric Bauer
- Our internal staffing report is based off of MUNIS; state report is based off of PowerSchool; the two systems are created and maintained for different purposes.



Shrewsbury Public Schools

---

---

# Staffing Report

## FY 21 Staffing Overview:

- FY 21 Budgeted 842.80 positions
- FY 21 Actual 834.48 positions (-8.32 FTE)

## Factors:

- **Covid-19 Staffing Impacts: 25.8 FTE in Long-Term Substitute Teachers hired to staff hybrid and remote models (not included in staffing totals above)**
- **Highly competitive market for all roles**



Shrewsbury Public Schools

---



---

# Staffing Report: Demographics

- **“EPIMS” submission to Department of Elementary and Secondary Information**
  - **93.53% of our employees self-identify as “white”, which does not match our student demographic.**
  - **Benchmark for future progress in diversifying staff**



Shrewsbury Public Schools

---



---

# Staffing Report: Demographics

- **Day-to-day Substitute Teachers**
  - Human resources department focus on diversity
  - First step towards paraprofessional, Long-term substitute teacher, and regular teacher roles
  - Crucial role this year in covering for teacher/paraprofessional quarantine needs
  - 48% self-report as “white”, 32% did not self-report, 18% as Asian, 2% self-reported as a member of a different group.
  - This result is closer to our student demographic



Shrewsbury Public Schools

---

# Staffing Report

*Questions?*



Shrewsbury Public Schools

Barb Malone  
Executive Director of Human  
Resources