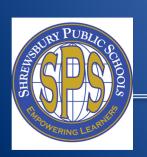
Staffing Report Effective October 1, 2020

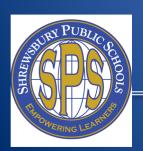
February 10, 2021



Barb Malone Executive Director of Human Resources

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



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 <u>PowerSchool</u> 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

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



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



Questions?



Barb Malone Executive Director of Human Resources