

2013-14 Staff Report Update

Overview:

Each year, school districts report data about school staff and salaries to the Department of Public Instruction through the PI 1202 Annual Staff Report web application.

Results from this year's report show 100,109.9 full-time equivalent (FTE) staff working in the state's 424 school districts. This is an increase of 844.7 FTE staff compared to the prior school year. The Annual Staff Report uses five categories to group various positions. Those categories and FTE staffing levels for 2013-14 are: administrators (3,775.2), aides (10,794.5), other (21,155.1), pupil services (4,454.7), and teachers (59,930.5).

While overall staffing was up from the prior year for all categories (0.9 percent), there were 159 districts that had fewer FTE staff compared to the 2012-13 school year. Staffing is down more than 4,350 FTE from the 2008-09 school year.

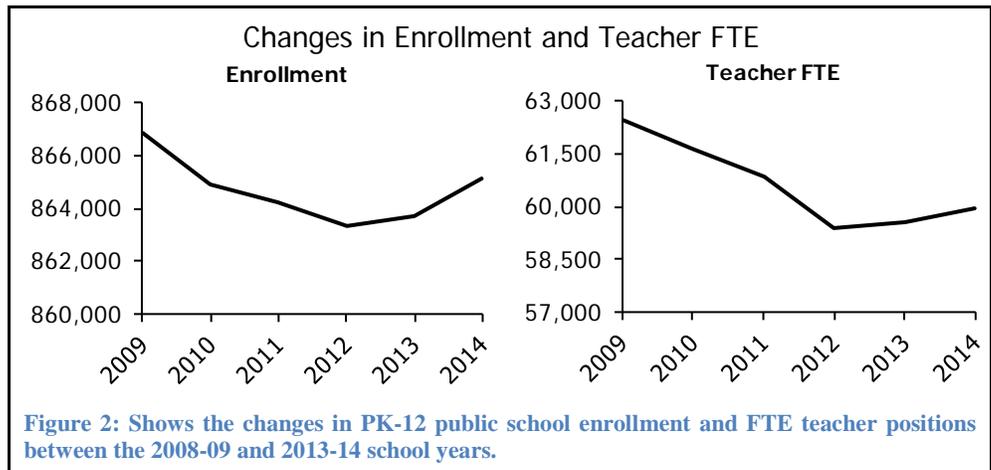
	1-Year Change	6-Year Change
Administrators	93.3	19.4
Aides	277.3	-586.8
Other	49.0	-1,354.3
Pupil Services	34.3	94.8
Teachers	390.7	-2,534.3
TOTAL	844.7	-4,361.2

Figure 1: Shows the difference in staffing levels statewide between the 2012-13 and 2013-14 school years and the 2008-09 and 2013-14 school years.

Enrollment and Selected Position Outlook:

Enrollment for 2013-14 included 865,119 PK-12 students, up 1,382 students or 0.16 percent from the prior school year. Overall, student enrollment was up in cities (1,404) and suburbs (1,247). Enrollment declined in towns (-452) and rural areas (-817). Compared to the 2008-09 school year, 2013-14 enrollment is down 1,752 students or 0.20 percent.

Historically, student enrollment fluctuates from year to year. The addition of 4-year-old kindergarten (4K) in 11 districts for the 2013-14 school year did have an impact, though it would be simplistic to suggest that the addition of 4K was the only reason for the slight increase in enrollment statewide. Districts adding 4K had an overall enrollment increase of 1,706 students between the 2012-13 and 2013-14 school years. Teaching positions in those districts were up 52.2 FTE for one year. Statewide, 93 percent of public school districts that provide elementary education offer 4K.



❖ Overall teaching staff positions increase

Between the 2012-13 and 2013-14 school years, teacher staffing positions increased by 390.7 FTE or 0.66 percent. The Kenosha School District reported the largest increase in teacher FTE positions: 155.5 for the 2013-14 school year. The previous school year, Kenosha reported a reduction of 178.1 FTE teachers. Other changes in teacher FTE positions for the 2013-14 school year included increases in the Green Bay Area Public (41.0), Appleton Area (40.7), Racine Unified (30.4), and Waukesha (24.6) school districts. The state's two largest districts — Milwaukee (-105.2) and Madison Metropolitan (-39.1) — had the largest FTE teaching position cuts. Overall, there were 184 school districts that cut teaching staff positions between the 2012-13 and 2013-14 school years.

❖ Teacher librarian staffing down, schools adding in other key positions

One-year staffing losses continued for teacher librarians, down 15.6 FTE from the 2012-13 school year. Over a six-year span, Wisconsin schools had 248.8 FTE fewer teacher librarians. Teacher librarians use their expert training in using books and technology to deepen student learning in collaboration with classroom teachers.

Between the 2012-13 and 2013-14 school years, Wisconsin added 201.7 FTE elementary teachers, 87.5 FTE mathematics teachers, 24.9 guidance counselors, and 24.5 career and technical education teachers. Over six years, the state is down 569.2 FTE elementary teachers, 498.7 career and technical education teachers, 167.0 special education teachers, 142.9 reading teachers, and 98.9 science teachers.

Cumulative Change from 2009 to 2014:

Cumulative staffing changes between 2008-09 and 2013-14 showed a statewide reduction in aides, teachers, pupil services, and other school staff. Overall staffing levels are down 4,361.2 FTE. Administrative staffing is up 19.4 FTE over the six-year span.

❖ Fewer teachers in classrooms, professional and support staff in schools

Teaching staff changes show that Wisconsin has 2,534.3 FTE fewer teachers in its schools, a decline of 4.1 percent between the 2008-09 and 2013-14 school years. Data shows the average classroom teacher is 41.9 years old, compared to last school year when the average age was 42.2 years and 42.7 years of age in the 2008-09 school year. The average teacher has 14.0 years of experience, down from the 2012-13 school year when average experience was 14.2 years and the 2008-09 school year when teachers averaged 14.5 years of experience.

The state data showed declines over the six-year span in the “other” classification: subject or program coordinators, individuals who integrate instructional technology, or staff who serve in a professional or support role in the school. Between 2008-09 and 2013-14, there were 1,354.3 fewer FTE positions in the “other” category, a 6.0 percent reduction in this portion of the workforce. For aides, the six-year decline was 586.8 FTE or 5.2 percent.

Data by locale, based on U.S. Census codes, showed Wisconsin rural areas, towns, and suburban areas had teaching staff increases over one year. Between 2008-09 and 2013-14, cities lost 961.2 FTE teachers; towns, 726.8; rural areas, 652.9; and suburban areas, 193.3.

Conclusion:

On a statewide basis, school district job losses as a result of cuts in the 2011-13 state budget appear to have slowed. The 2013-14 school year showed modest increases in staffing in all categories with suburbs experiencing the healthiest growth. Towns and rural areas continue to struggle with declining enrollment that impacts school budgets and the ability to adequately staff schools and provide programming that will ensure all students graduate college and career ready.

By state law, school districts must balance their budgets each year. Budget development is a collaborative effort between locally elected school boards and public school district administrative staff. Over repeated years of state resources failing to keep pace with inflationary cost increases, school districts have had to cut their budgets. By its nature, PK-12 education is a labor intensive endeavor. Districts continue to explore resource sharing, but pressure on local budgets has had a significant impact on school staffing levels across the state. Some districts have been much more deeply hurt by budget reductions than others.

