



Human Resources Division Update

March 9, 2026

Overview

What is the status of our staffing and vacancies?

- What needs do we have and how does our teaching pipeline support?
- How do our systems and timing effect vacancies?
- What challenges are we seeking solutions towards?

How have Guest Teachers been able to meet needs in the first semester?

What is the value, viability, and opportunities ahead of our healthcare program?

How are the perspectives of staff being sought and utilized?



WPS Employment Profile

Job Family	Employee Count	FY26 Hires (Transfers)	YTD 2025-26 Turnover %	2024-25 Turnover %	2023-24 Turnover %
Certified Teachers (UTW)	3,888	265 (480)	2.08%	8.92%	9.00%
Classified (SEIU)	2,635	384 (256)	6.49%	15.27%	17.18%
Certified Guest Staff	857	311 (27)	4.08%	29.55%	30.65%
KZ Technical (Non-Barg.)	300	14 (6)	5.67%	12.03%	9.63%
Administrators	249	8 (40)	1.20%	5.81%	6.97%
Security (SEIU)	76	3 (3)	6.58%	5.56%	1.41%
Total	8,005	985 (812)			



Staffing and Classroom Vacancies

2026-27 Current Snapshot

117 Teaching Vacancies

- 41 Elementary
- 27 Middle School
- 16 High School
- 33 Special Education

60 Paraeducator Vacancies

Proactive Measures

140 Student Teachers

11 Open Contracts Signed

38 Recruitment Events

2 Student Teacher Kickoff Events

Grow Your Own Teacher Program

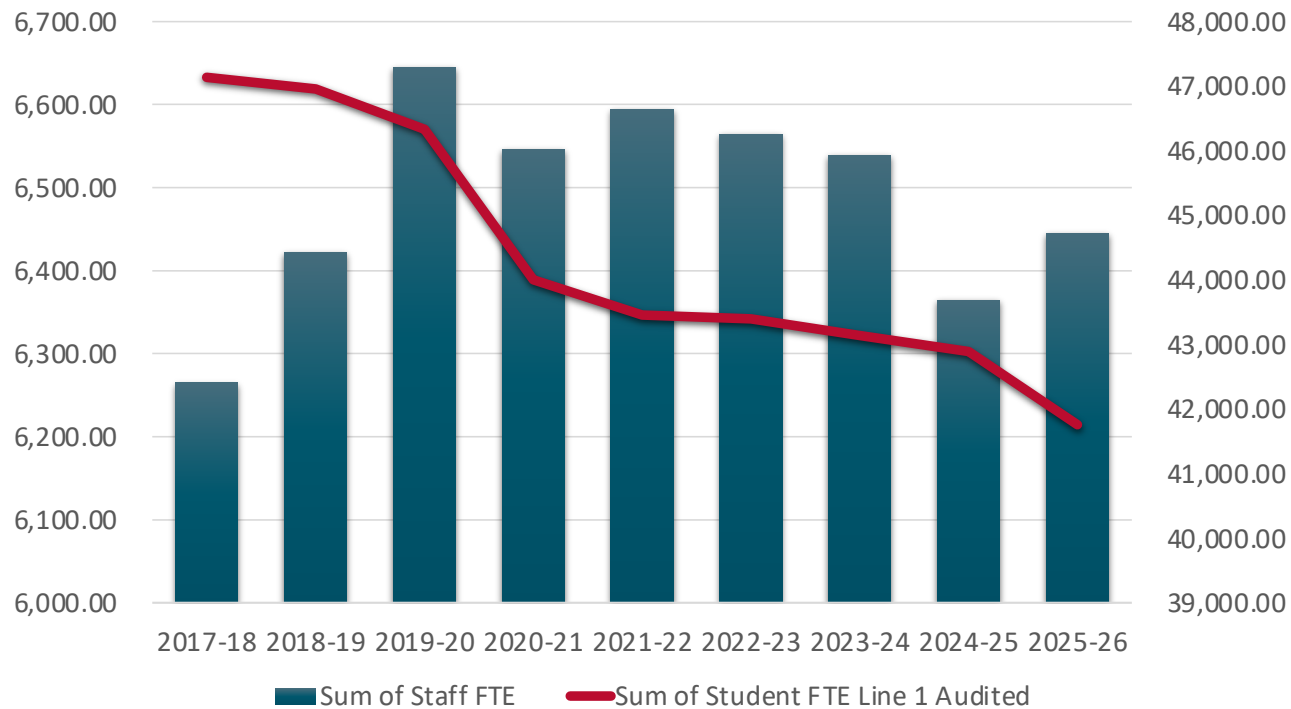
Employee Referral Bonus Programs

Historically, 40% of vacancies are known by February;
a majority (57%) of vacancies are not known until end of March

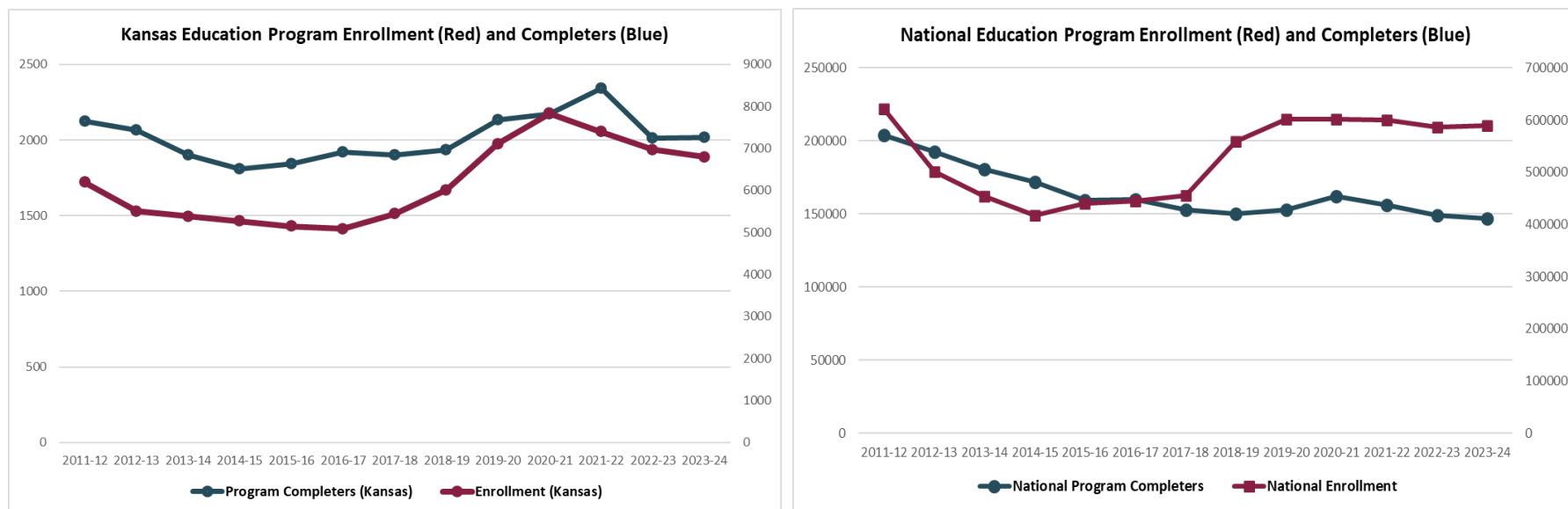
Data as of 3/02/2026



Staffing FTE and Student FTE



Teaching Pipeline (2011-2024)

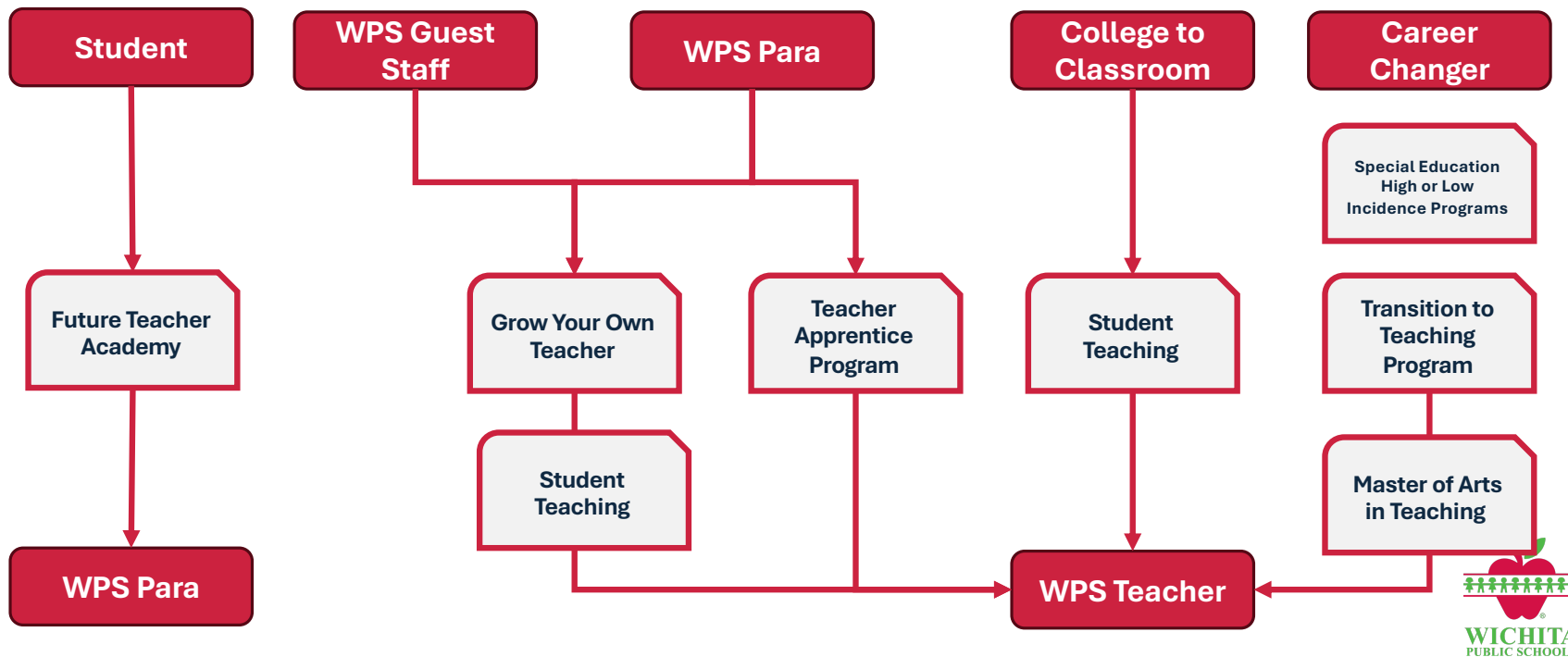


- Blue: -5.2% in Kansas Education Program completers (-28.0% National)
- Red: 9.7% Kansas Education Program enrollment increase (-5.1% National)



Source: Title II Higher Education Act – Public Reports – National Teacher Preparation Data

Pathways to Teaching



Teacher Salary Comparisons

District	Bachelor's Degree Entry	Bachelor's Degree Max and Steps	Maximum Salary and Steps
Wichita	\$51,626	\$60,310 (8)	\$81,081 (14)
Valley Center	\$50,481	\$55,822 (10)	\$81,702 (27)
Goddard	\$50,225	\$51,750 (5)	\$81,085 (26)
Derby	\$50,003	\$56,779 (15*)	\$85,354 (15*)
Andover	\$49,247	\$52,748 (6)	\$84,258 (24)
Maize	\$48,950	\$56,182 (13)	\$80,831 (22)

* Steps/Levels do not equate to Years of Service



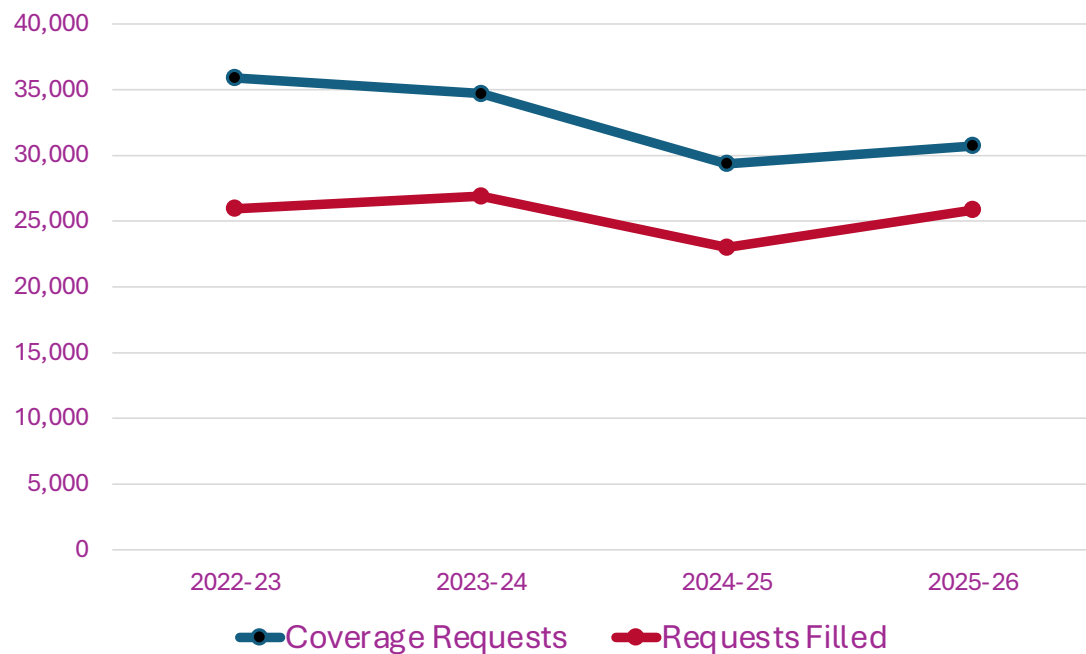
Staffing Challenges

- Timing and Sequencing of Separations and Hires
- Schools with less than full-time Child Study Team supports
- Schools without an Assistant Principal (tied to enrollment)
- Paraeducator Vacancies (47 currently) and Job Readiness
- Qualifications and candidate availability in Special Education
- Teachers hired through Alternative Programs: Student Teaching, IEP Readiness and Classroom Management Strategies
- General preparedness of new teachers, regardless of program



Guest Services and Fill Rates for Teachers

First Semester Coverage and Fill



84.1%

FY26 Fill Rate

5.7%

Fill Rate Increase
from FY25

4.7%

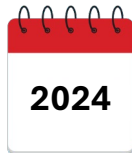
Coverage Request
Increase from FY25



Employee Benefits Data

\$1,007

2025 Calendar Year
Per Employee Per Month



\$947

2024 Calendar Year



\$923

2023 Calendar Year



\$807

2022 Calendar Year

- \$70.6 Million in Healthcare expenditures in 2025
- Employees contributed 7.0% of Plan Cost in 2025 compared to 17% market benchmark.
- BOE and Employee contribution rates unchanged since 2017
- 47% of Employees are enrolled in our \$0 Base Plan

District	Monthly Rate	Annual Rate	Deductible
Goddard	\$253.96	\$3,047.52	\$4,000.00
Maize	\$249.48	\$2,993.76	\$3,000.00
Andover	\$183.17	\$2,198.04	\$5,000.00
Valley Center	\$142.96	\$1,715.52	\$2,500.00
Derby	\$67.54	\$810.48	\$2,500.00
WPS Base Plan	\$0.00	\$0.00	\$4,500.00

Reflects Base Plan, Employee Only, with peer district plans most proximate



February Employee Benefits Survey

1,777 Employees participated, indicating:

- **87%** agreed that ‘I receive sufficient information about the WPS benefits plan...’
- **77%** agreed that ‘My Manager supports my wellbeing’
- **67%** believe they make the most of their benefits
- **54%** felt that WPS Benefits were ‘Excellent’ or ‘Above Average’ compared to peers
- **49%** indicated that WPS Benefits influenced their joining WPS
- Supplemental benefit interest: Critical Illness Insurance (40%),
Pet Insurance (17%) and Long-Term Care (17%)



Seeking Perspective

Vision: The Wichita Public Schools will be the premier district of choice and inspire each student and staff member to thrive and become future ready within the greater community.

- Spring Engagement Tour – Staff Experience
- February Benefits Survey
- Building Needs Assessments
- Exit Surveys (introduced in February)
- Upcoming: Stay Surveys, Employee Experience Survey





Thank You!