Steelton-Highspire School District

Staffing and Enrollment Report

March 4, 2026

On November 12, 2025, the School Board directed the superintendent and CRO to engage in a staffing and enrollment study (see page two).

The following pages contain enrollment and staffing data comparisons from the 2019-20 school year with the current, 2025-26, school year.

- Data in the black font are actual data.

The administration recommends that the following methodology be used in making final decisions on staffing needs:

- Consider not rehiring areas of retirement to the extent pragmatic,
- Consider the academic impact for students—areas of greater impact should have higher staffing priority.

The current state of the law requires no PDE approval or justification for furlough of support personnel.

The current state of the law requires that furlough (“suspension”) of teachers be justified through loss of enrollment and/or reduction/curtailment of the program or through economic conditions. Reduction and/or curtailment of program no longer required PDE approval.

Administrative recommendations are on the last page of this report.

RECOMMENDATION: that the Board directs the Chief Recovery Officer and Superintendent to do the following as per Initiatives FM1 and FM6 in the Financial Recovery Plan:

- Study the professional staffing needs of the District based upon instructional program requirements and student enrollment; and

- Determine the minimum professional staffing needs of the District for the upcoming school year based upon the forgoing studies; and

- Make recommendations to the School Board during February and March 2026, based upon the considerations set forth in the Public School Code, concerning whether any professional or temporary professional employee positions should be maintained, added, reduced or eliminated during the 2026-27 school year; and

- If a recommendation is made for elimination or reduction of positions, implement the established procedures through termination of specific temporary professional employees, suspension of specific professional employees or demotion of specific professional employees, obtaining such approvals from the Department of Education that may be required for the alternation or curtailment of educational programs; and

- Notify any temporary professional and professional employees who may be affected by the recommendations.

- Consult with and work with District legal counsel to insure the correctness and completeness of the process.

Approved: November 12, 2025—Steelton Highspire School Board

Elementary School (Grades K-6)

Between 2019-20 and 2025-26, enrollment counts from the October 1st snapshot in the Elementary School increased from 751 to 794 students, which represents a 5.7% increase.

This growth was concentrated in Grades K-4, while Grades 5-6 have shrunk in size since 2019-20.

SHSD Elementary School Enrollment

Grade	2019-20	2025-26	Teachers
K	105	116	6
1	110	117	6
2	98	114	5
3	101	104	5
4	93	124	5
5	125	116	5
6	118	103	4
Total	**750**	**794**	**36**

During the same period, the District expanded staffing in the elementary school building from 77 to 106, which represents a 37.7% growth.

This expansion in staffing spanned across several position types including learning support teachers, personal care assistants, and paraprofessionals.

SHSD Elementary School Staffing by Type

Staff Type	2019-20	2025-26
Classroom Teachers	36	36
Reading Specialists	1	1
Learning Support Teachers	3	9
Autism Support Teachers	2	3
Emotional Support Teachers	2	2
Gifted Support Teachers	0	0
Reading Coach	0	0
Math Coach	0	1
Guidance Counselors	2	2
Health/Phys. Ed.	1	1
Art	1	1
Music	2	1
Librarian	1	1
ESL	1	2
Instructional Coach	0	1
Computer	1	1
Dean of Students	1	1
IT Coach	0	1
Behavioral Intervention	1	1
ISS	1	1
School Psychologist	0	1
Nurse	1	1 (c)
PCAs	0	12
Paraeducators	11	17
Social Worker	1	1
Secretaries	2	2
Custodians	6	2 (pm c)
Total	**77**	**106**

Source: October Enrollment Counts and District Staffing Reports

Middle and High School (Grades 7-12)

Between 2019-20 and 2025-26, High School enrollment increased from 540 to 625 students. This total increase of 85 students was equivalent to a 15.7% growth.

This enrollment growth was concentrated among Grades 10-12, while flat or declining enrollment occurred in Grades 7-9.

Enrollment data suggests that the District is losing students in the transition years to the "junior high school" grade levels, which potentially poses long term headwinds for future year enrollment counts in Steelton-Highspire programs.

During the same time period, staffing in the High School experienced an increase from 48 to 78 staff members, which is equivalent to a 62.5% increase.

SHSD Middle and High School Enrollment

Grade	2019-20	2025-26
7	126	110
8	101	102
9	132	111
10	76	87
11	47	106
12	58	109
Total	**540**	**625**

SHSD High School Staffing by Type

Staff Type	2019-20	2025-26
Core Teachers	24	22
Learning Support Teachers	4	10
Life Skills Teachers	1	1
Emotional support Teachers		1
Spec Ed Transition		1
Gifted Support Teachers	0	0
Guidance Counselors	2	2
College/Career counselor		1
Nurse		2 (c)
Health/Phys. Ed.	3	3
FCS	0	0
Industrial Tech/Ag	0	0
Art	1	1
Band	1	1
Music/theater	1	1
Librarian		0
Foreign Language	1	1
Business/Technology	0	0
Computer		1
ESL		2
ISS	1	1
JPO		1
Interventionalist	1	1
Athletic Director	1	1
Dean of Students	1	1
Neighboring Academy		2 (c)
Paraeducators		7
Social Worker		1
Check and Connect		1 (c)
Technology Specialist		1
Secretaries	2	2
Custodians	4	6
Total	48	78

2025-2026 Special Education Student/Staff Numbers

Building	Teacher	Students	Support Staff
ES	Autism Support Teacher (K-1)	8	3 PCA's
	Autism Support Teacher (VB-MAPP)	6	3 PCA's
	Autism Support Teacher (PEAK)	8	3 PCA's
	K Readiness Teacher (K)	11	2 PCA (1:1)
	Intensive Learning Support Teacher (K-2)	8	1 Para
	Intensive Learning Support Teacher (3-4)	9	1 Para
	Intensive Learning Support Teacher (5-6)	12	1 Para
	Learning Support Case Manager (K-2)	14	
	Learning Support Case Manager (3-4)	9	
	Learning Support Case Manager (5)	15	
	Learning Support Case Manager (6)	11	
	K-3 Transition (Behavior) Teacher	5	1 PCA (1:1)
	K-3 Emotional Support Case Manager	7	1 Para
	4-6 Emotional Support Case Manager (social worker/TSR Coordinator)	7	1 Para
MS	Learning Support Case Manager (7)	12	.5 Para
	Learning Support Case Manager (8)	11	.5 Para
	TSR Teacher (7-9)	5 (+reg ed)	1 Para
HS	Learning Support Case Manager (9)	17	
	Learning Support Case Manager (10)	13	
	Learning Support Case Manager (11)	13	
	Learning Support Case Manager (12)	12	
	Autism Support (7-12)	7	1 PCA/1 Para (covering for PCA who is out)
	Intensive Learning Support (higher)	12	1 Para
	Intensive Learning Support (lower)	14	1 Para
	FT & Itin ES (9-12)	10	

RECOMMENDATIONS:

Personnel & Staffing Reductions

Instructional & Professional Staff (Est. $1,600,000)

- Furlough one JSHS Science teacher
- Furlough one ES Instructional Coach
- Furlough ES Transition teacher
- Furlough one PCA
- Furlough 10 paraeducators
- Furlough two In-School Suspension Coordinators
- Review Special Education Audit Recommendations
  - Furlough four Learning Support/Therapeutic Support teachers (2 ES, 2 JSHS)
  - Furlough one part-time School Psychologist position/contracted position

Administrative & ACT 93 Staff (Est. $525,000)

- Furlough one Assistant Director of Buildings and Grounds
- Furlough one HS Dean of Students position (Restructure HS staff to cover)
- Furlough one Student Services/Special Ed office (reduction from five to four FTE).
- Furlough one Business Office position (reduction from five to four FTE).

- Furlough two day-to-day substitute teachers in HS (Hire two part-time supervisors for centralized digital lesson supervision) and one in ES

- Make Math Coach K-12 and be supervised by Director of C&I

- Make Technology Coach be supervised by Director of C&I and Technology Director