North Allegheny School District

HUMAN RESOURCES REPORT TO THE BOARD

September 2026

NORTH ALLEGHENY SCHOOL DISTRICT

STRATEGIC/ COMPREHENSIVE PLAN 2024–2029



GOALS

1. **ACADEMIC EXCELLENCE** — Ignite academic success, exceeding regional and national standards by combining innovative teaching methods and rigorous curricula that challenges students to stretch their potential.
2. **CONTINUOUS LEARNING** — Commitment to relevant, enriching staff development that fosters a culture of excellence for all.
3. **EMPOWERING STUDENTS** — Promote a school environment where students feel connected and their voices are encouraged, heard, and valued.
4. **FACILITIES for the FUTURE** — Invest in the maintenance and development of facilities and grounds that create future-ready learning spaces, reflecting our community pride and dedication to excellence in academics, arts, athletics and activities.
5. **SAFETY & WELLNESS** — Cultivate a safe educational environment where all students, staff and families feel secure, welcomed, and respected.

Professional Staff Hiring

Summer 2026, hired as of 3rd Day of School

	Contract Positions	LTS Positions	External Candidates	Internal Candidates	Total # Hired
Elementary Schools	16	8	17	7	24
Middle Schools	9	8	10	6	17
High Schools	7	4	8	3	11

FTE Positions by Classification

As of 3rd Day of School

Classification of Position	FTE # 2023-2024	FTE # 2024-2025	FTE # 2025-2026	FTE # 2026-2027
Administrators	37.00	41.00 *corrected	41.00	41.00
Professionals • Full-Time • Part-Time • Long-Term Substitutes (LTS)	699.10 660.00 15.10 24.00	703.80 665.00 15.70 23.10	701.30 668.00 16.20 17.10	693.90 665.00 12.40 16.50
Paraprofessionals • Full-Time • Part-Time • Long-Term Substitutes (LTS)	212.40	211.50	201.50 192.00 9.50 0	199.50 190.00 8.50 1
Confidentials	46.00	42.60	46.60	45.00
Custodial / Maintenance	94.00	95.00	95.00	97.00
Bus Drivers / Garage / Mechanics	92.00	94.00	88.00	87.00
School Police Officers	0.00	10.00	13.00	13.00
Total	1,180.50	1,196.90	1,186.40	1,175.40
3rd Day Student Enrollment	8,494	8,577	8,533	8,588

Professional Staff to Student Ratio of Comparator Districts

School District	Student Enrollment 2025-2026	Professional: Student Ratio 2025-2026
Butler Area SD	5,811	1:12.63
Fox Chapel Area SD	4,371	1:12.24
Hampton Township SD	2,562	1:12.67
Mt. Lebanon SD	5,470	1:12.46
North Allegheny SD 3rd day enrollment 2025-2026	**8,533**	**1:12.69**
North Hills SD	4,550	1:11.79
Pine-Richland SD	4,565	1:12.62
Quaker Valley SD	1,802	1:10.49
Seneca Valley SD	7,595	1:12.43
Shaler Area SD	3,816	1:11.34
Upper St. Clair SD	4,033	1:13.02

This data runs one year behind. Updated numbers are provided in February's report.

For New Professional Employees

Educational Information	Total Hired 2025-2026	Total Hired 2026-2027
NA Graduates Hired	12	2
NA Student Teachers Hired	8	1
Hired with Master's Degrees	35	10

For New Professional Employees

College or University	# of Hires	Percentage of Hires
Duquesne University	1	~1%
Indiana University of Pennsylvania	0	0%
Slippery Rock University	7	3%
University of Pittsburgh	3	6%
Other Schools: Gannon University, Grove City College, Penn State University, Muskingum University, United States Air Force Academy	7	3% (~1% each)

Advanced Degrees

Administrators	2024-2025	2025-2026	2026-2027
Master's Degrees	46.1%	48.7%	56.1%
Doctoral Degrees	48.3%	39%	29.3%
Professionals	**2024-2025**	**2025-2026**	**2026-2027**
Master's Degrees	72.2%	73.6%	74.7%
Doctoral Degrees	1.8%	1.9%	1.7%

Employment

Current Opportunities

- Special Education Assistants (Full-Time)
- Custodians (Full-Time)
- Bus Drivers and Mechanics (Full-Time)
- Substitutes (Day-to-Day)
  - Professional, Paraprofessional, & Guest Substitutes

JOIN THE TIGER TEAM!

Apply through the Careers link on the District's webpage


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