

HUMAN RESOURCES REPORT

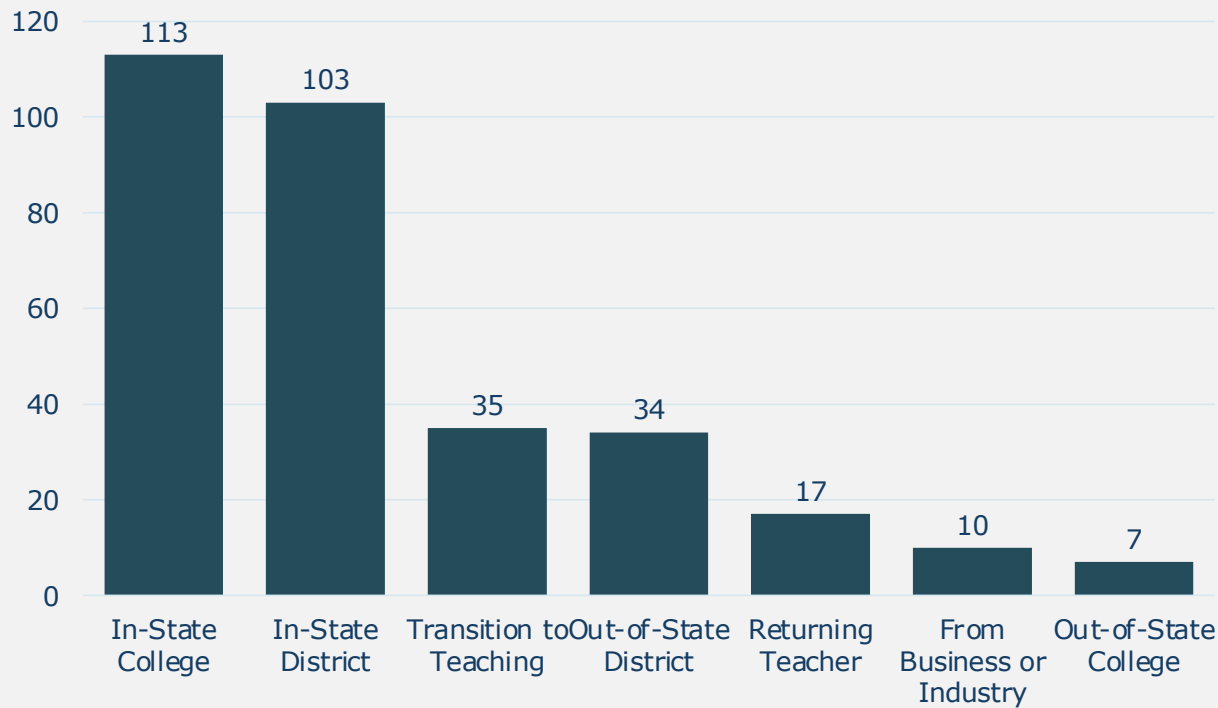
Board of Education Presentation

October 12, 2026



FY27 CERTIFIED HIRES

Certified Hire Recruitment Source FY27



319 Total Hires

- 47 WPS Guest Staff
- 44 Student Teachers
- 39 WPS Paraeducators
- 13 WPS Graduates (known)
- 67% of College Hires are from WSU
- 49% FY26 of Student Teachers hired in FY26 (44% FY25, 38% FY24)

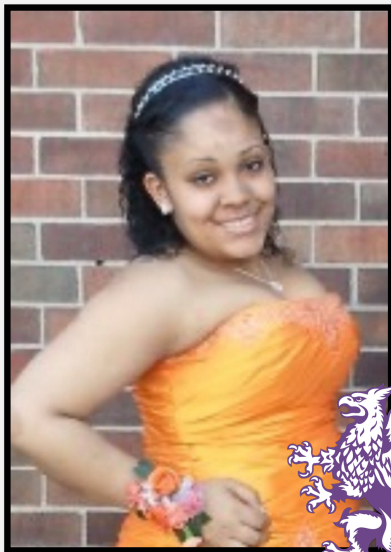
WPS GRADS TO THE FRONT OF THE CLASS



Mariah Arriaga
Fourth Grade
Anderson Elementary



WPS GRADS TO THE FRONT OF THE CLASS



Derisheae Belt

**Second Grade
Griffith Elementary**



WPS GRADS TO THE FRONT OF THE CLASS



Natalie Lummus

**Mathematics
East High School**



WPS GRADS TO THE FRONT OF THE CLASS



Regan Gadbury

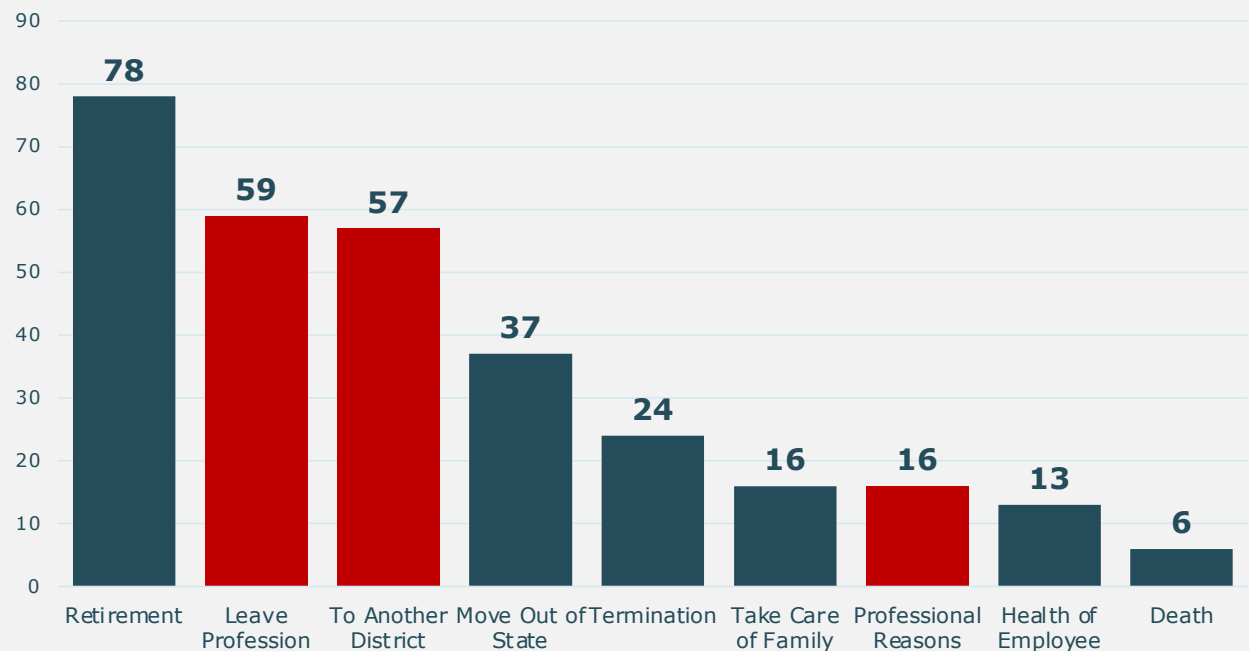
**Prekindergarten
Isely Traditional Magnet**



2026 TEACHER DEPARTURES

- 316 Separations
- 8.1% Turnover (8.9% FY25, 9.0% FY24)
- +46 Net difference of Teachers to Another District (103 Hired)
- 7.41 Years - Average experience of Teachers leaving to another District
- 3.91 Years – Average experience for Teachers leaving for Professional Reasons

Separation Reasons - Teachers 2025-26



Note: 10 separations tied to 'Other Position'

CLASSROOM POSITIONS AND VACANCIES

2025-26	Positions	Vacant	2026-27	Positions	Vacant
Elementary Teachers	1,264	13	Elementary Teachers	1,266	17
Middle School Teachers	553	16	Middle School Teachers	552	8
High School Teachers	699	9	High School Teachers	702	7
Special Educ. Teachers	525	29	Special Educ. Teachers	514	36
Paraeducators	1,436	54	Paraeducators	1,442	61

Data as of 10/1/2025 and 10/1/2026

TEACHER STAFFING TIMELINE



48%

Certificated retirements initiated after March (2018-2025)



20

April 20: the median application date of certified hires for 2026-27



45%

Of all transfers (~250 p/yr) occur in May or June – the highest month of internal transfers

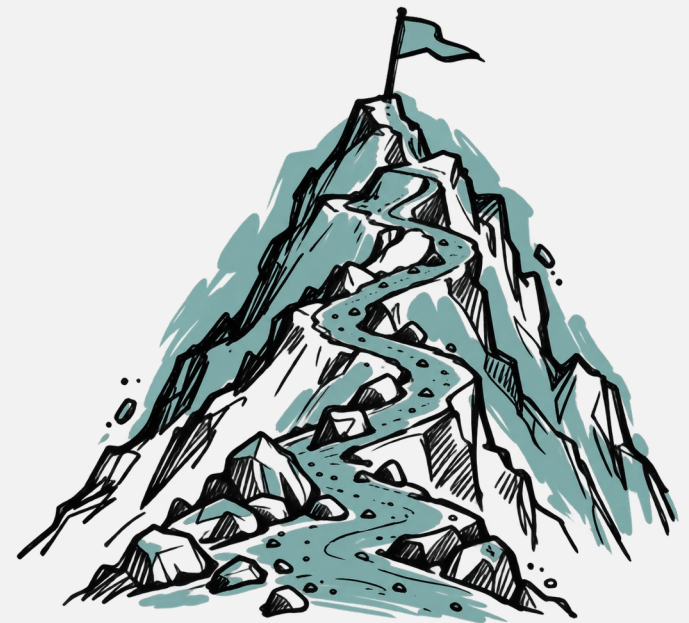


1.1:1

Ratio of External Hires to Internal Transfers as of June 1

OUR PATH FORWARD

- Early Retirement Incentive for Teachers and Administrators– Retirement commitments by Winter Recess (\$500 Net)
- Staffing Allocations for 2028 in February
- Initial placement of staff at closing schools beginning on January 8
- Transfer Deadline of April 16 for Internal Movement in Spring 2027
- Corresponding timeline adjustments as needed and/or connected



MOVING TOWARDS THRIVING

- **Nurse Practitioner**
- **Paraprofessional Training – Differentiation**
- **Added Supplemental Benefits:**
 - Critical Illness Insurance,
 - Accident Insurance,
 - Hospital Indemnity,
 - Long-Term Care, and
 - Improved Life Insurance Rates and Guaranteed Issuance
- **SmartDollar Financial Resources**
- **Removal of limitations on Family Illness**
- **IMARx Pharmacy Advocate Program**
- **Pregnancy Care Program**
- **Benefits and Beyond Fair on October 16**



AMAC - Room 813
8:00AM - 4:00PM

NUMBERS TO KNOW



- **68** Teaching Vacancies (9/28)
 - 36 of 68 are Special Education positions
 - 5 of 15 Secondary Vacancies are Science
 - 5 of 17 Elementary Vacancies are 5th Grade
- **61** Paraeducator Vacancies (9/28)
- **7.3%** - Healthcare Expense Trend through August
 - ~\$6.3M increase from 2025 (\$1,081 PEPM)
- **11.3%** - Guest Services Request Increase YTD (9/29)
- **86.75%** - Guest Services Fill Rate YTD (9/29)

STATE DATES AND ACTIVITIES

- Seal of Literacy – July 1, 2028
- Professional Reading Specialist License – July 1, 2030
- Licensure renewal cost increases (\$20) – October 1, 2026
- Legislative Agenda
- Recruitment Roadmap
 - 13 events between August and September
 - 16 scheduled events from October through March
 - Guest Staff partnerships at Veterans Affairs and community connections
 - Wichita State, Friends, Emporia State, Butler County Community College, University of Nebraska, Northeastern State, Pitt State, University of Kansas

THANK YOU!

