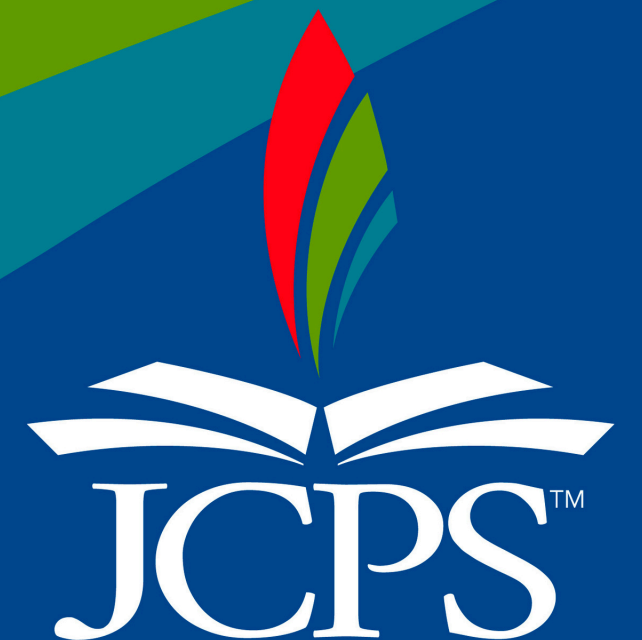


Human Resources Board Report

September 2, 2025



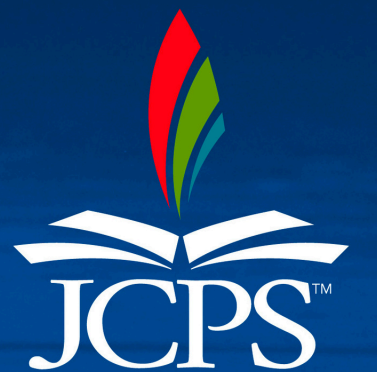
JCPS Mission & Vision

Mission

To challenge and engage each learner to grow through effective teaching and meaningful experiences within caring, supportive environments

Vision

All Jefferson County Public Schools students graduate prepared, empowered, and inspired to reach their full potential and contribute as thoughtful, responsible citizens of our diverse, shared world.



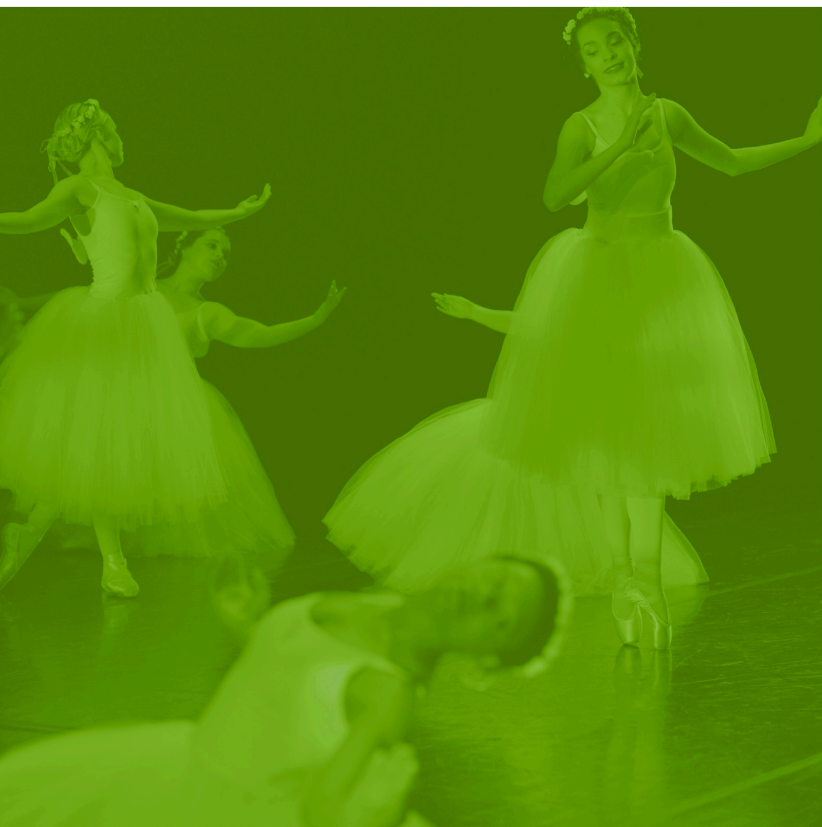


How many teachers do we have?

As of July 8th 6,030

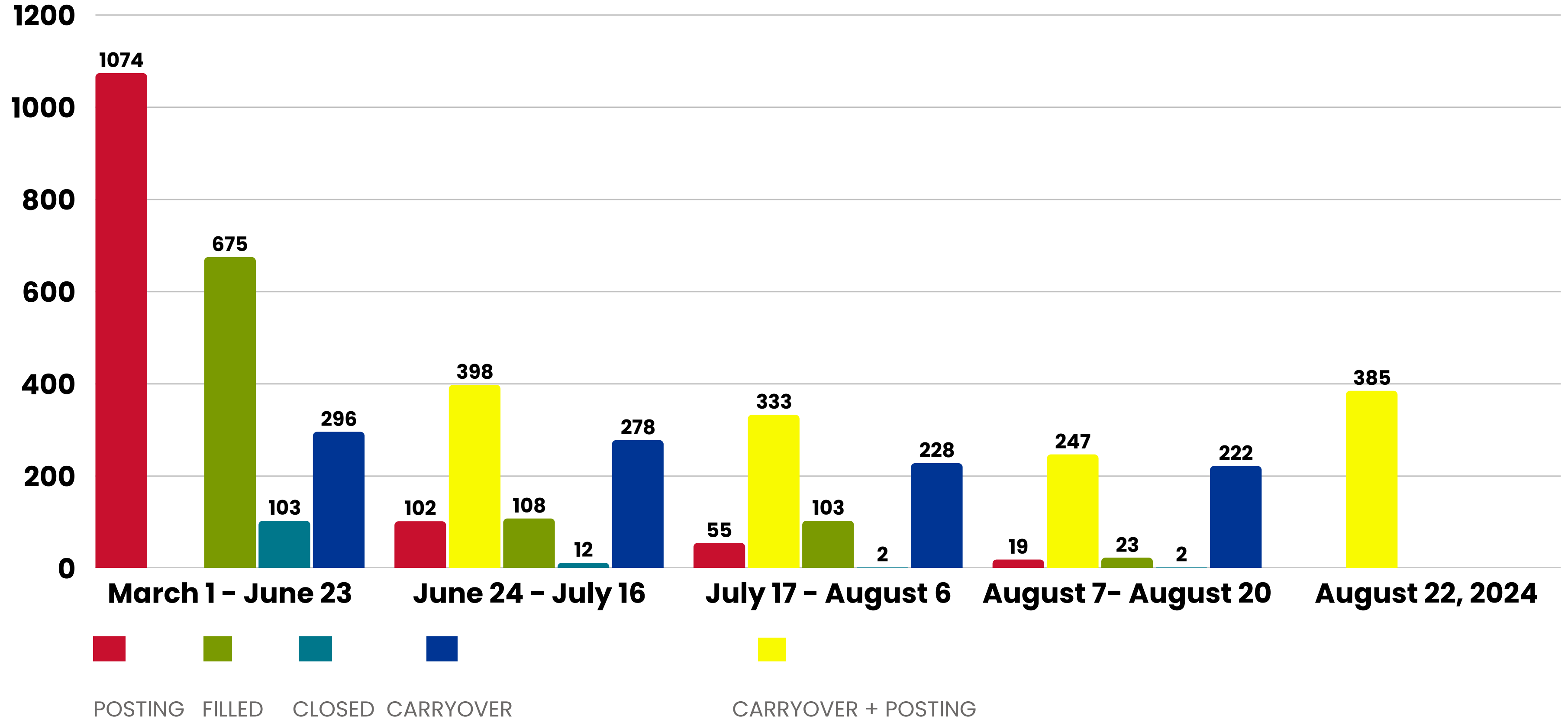
As of August 27th 6,410

362 vacancies reported
July 8th

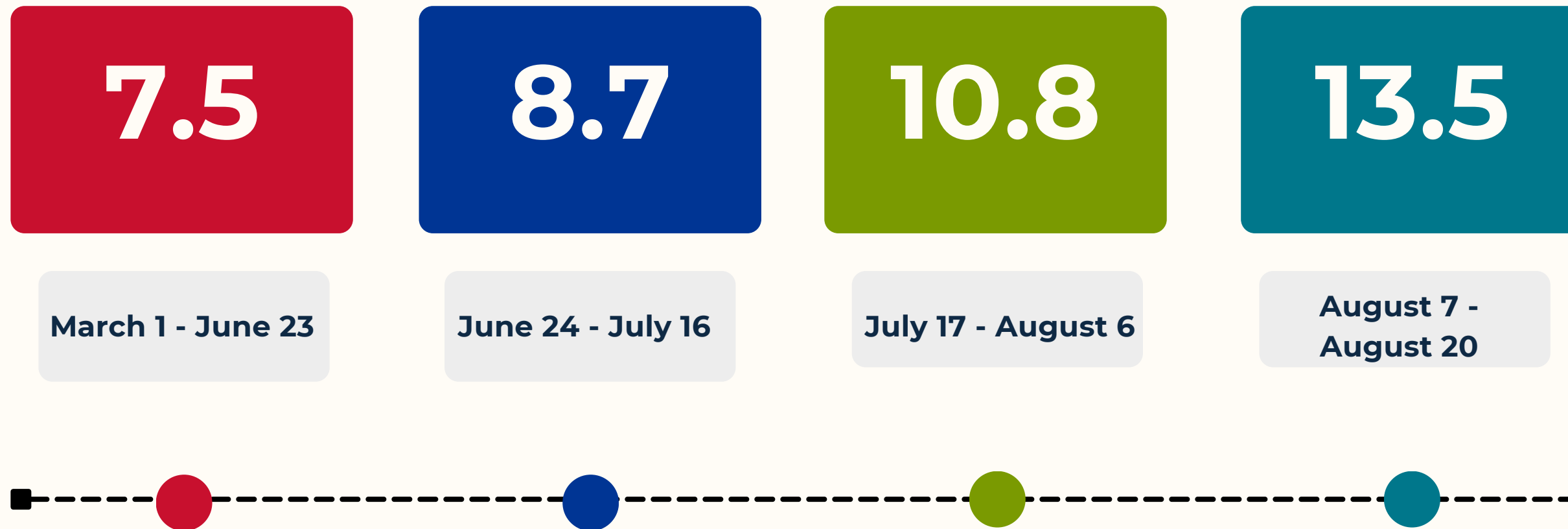






CLASSROOM TEACHER VACANCIES

MARCH 1 - AUGUST 20



Average Time from Posting to Acceptance - Interview and Processing



Academics Monthly TOTALS (School Based) - Since March 1							
CERTIFIED							
Certified Positions Posted		Certified Positions Filled		Certified Closed/Not Filled		Positions Still Vacant	
Elementary School Teachers	317	Elementary School Teachers	259	Elementary School Teachers	16		42
Middle School English Teachers	41	Middle School English Teachers	29	Middle School English Teachers	6		6
Middle School Math Teachers	64	Middle School Math Teachers	42	Middle School Math Teachers	14		8
Middle School Science Teachers	57	Middle School Science Teachers	25	Middle School Science Teachers	11		21
Middle School Social Studies Teacher	30	Middle School Social Studies Teacher	24	Middle School Social Studies Teacher	5		1
High School English Teachers	37	High School English Teachers	37	High School English Teachers	0		0
High School Math Teachers	47	High School Math Teachers	21	High School Math Teachers	7		19
High School Science Teachers	48	High School Science Teachers	29	High School Science Teachers	4		15
High School Social Studies Teacher	22	High School Social Studies Teacher	18	High School Social Studies Teacher	2		2
State Agency Secondary Teachers	45	State Agency Secondary Teachers	20	State Agency Secondary Teachers	12		13
CTE Teachers	54	CTE Teachers	38	CTE Teachers	6		10
ECE Teachers	262	ECE Teachers	177	ECE Teachers	21		64
Early Childhood (ECH) Teachers	35	Early Childhood (ECH) Teachers	28	Early Childhood (ECH) Teachers	2		5
English Language Development (ELD) Teachers	83	English Language Development (ELD) Teachers	73	English Language Development (ELD) Teachers	7		3
Itinerant Teachers	108	Itinerant Teachers	89	Itinerant Teachers	6		13
Mental Health Practitioners	18	Mental Health Practitioners	17	Mental Health Practitioners	0		1
Speech Language Pathologists	4	Speech Language Pathologists	3	Speech Language Pathologists	0		1
Librarians	14	Librarians	13	Librarians	0		1
Resource Teachers	32	Resource Teachers	31	Resource Teachers	1		0
Intervention Teachers	61	Intervention Teachers	56	Intervention Teachers	0		5
Academic Instructional Coaches	25	Academic Instructional Coaches	19	Academic Instructional Coaches	0		6
ECE Implementation Coaches	32	ECE Implementation Coaches	27	ECE Implementation Coaches	0		5
Counselors	42	Counselors	35	Counselors	0		7
Assistant Principals	23	Assistant Principals	21	Assistant Principals	0		2
Principals	7	Principals	7	Principals	0		0
Total Classroom Teacher Positions Posted	1250	Total Classroom Teacher Positions Filled	909	Total Classroom Teacher Positions Closed/Not Filled	119		222
Total Resource Teachers Posted	1,472	Total Resource Teachers Filled	1,105	Total Resource Teachers Closed/Not Filled	120	1	247
Total School-Based Admin Positions Posted	72	Total School-Based Admin Positions Filled	63	Total School-Based Admin Positions Closed/Not Filled	0		9

March 1st - August 20th

Total Posted: 1,508 (adding in 36 MHPs, SLPs, Librarians)

Total Filled: 1,138 (adding in 33 MHPs, SLPs, Librarians)

School-based Classified Vacancies

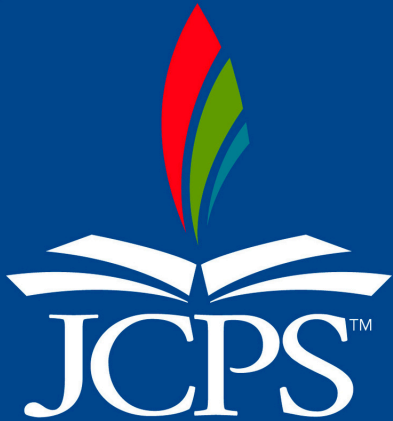
CLASSIFIED						
Classified Positions Posted		Classified Positions Filled				Positions Still Vacant
ECH Instructional Assistants	62	Filled ECH Instructional Assistants	37	Closed/Not Filled ECH Instructional Assistants	0	25
ECE Instructional Assistants	211	Filled ECE Instructional Assistants	86	Closed/Not Filled ECE Instructional Assistants	14	111
Instructional Assistants	48	Filled Instructional Assistants	42	Closed/Not Filled Instructional Assistants	2	4
All other school based classified	327	Filled All other school based classified	196	Closed/Not Filled All other school based classified	17	114
Total Classified Positions Posted	648	Total Classified Positions Filled	361	Total Classified Positions Closed/Not Filled	33	287

Total Vacant IAs

- Early Childhood 25
- ECE 111

Kelly Services IAs Placed as of August 28th

- Early Childhood 2
- ECE 13



Operations

Operations				
Positions Posted		Postions Filled		Positions Still Vacant
Facility Services	165	Filled Facility Services	109	56
Nutrition Services	154	Filled Nutrition Services	107	47
Maintenance	40	Filled Maintenance	1	39
Transportation (non-bus drivers)	21	Filled Transportation (non-bus drivers)	10	11
Total Operations Positions Posted	380	Total Operations Positions Filled	227	153

Bus Drivers Hired: 650

SNTAs Hired: 192

SNTA Vacancies: 8

Bus Driver Vacancies: Always Hiring



Central Office

Positions Posted		Positions Filled		Positions Still Vacant
Administration	1	Administration	0	1
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	0	Classified Administrators 8 and Above	0	0
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	1	Classified Non-Administrators	0	1
Chief of Staff	42	Chief of Staff	24	18
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	1	Classified Administrators 8 and Above	1	0
Certified Non-Administrators	2	Certified Non-Administrators	1	1
Classified Non-Administrators	39	Classified Non-Administrators	22	17
General Counsel	1	General Counsel	1	0
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	0	Classified Administrators 8 and Above	0	0
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	1	Classified Non-Administrators	1	0
Schools	8	Schools	6	2
Certified Administrators 8 and Above	1	Certified Administrators 8 and Above	0	1
Classified Administrators 8 and Above	0	Classified Administrators 8 and Above	0	0
Certified Non-Administrators	1	Certified Non-Administrators	0	1
Classified Non-Administrators	6	Classified Non-Administrators	6	0
Academics	28	Academics	21	7
Certified Administrators 8 and Above	15	Certified Administrators 8 and Above	11	4
Classified Administrators 8 and Above	0	Classified Administrators 8 and Above	0	0
Certified Non-Administrators	6	Certified Non-Administrators	4	2
Classified Non-Administrators	7	Classified Non-Administrators	6	1
Communications and Community Relations	2	Communications and Community Relations	2	0
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	1	Classified Administrators 8 and Above	1	0
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	1	Classified Non-Administrators	1	0
Human Resources	20	Human Resources	17	3
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	4	Classified Administrators 8 and Above	3	1
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	16	Classified Non-Administrators	14	2

Central Office

Diversity, Equity and Poverty	1	Diversity, Equity and Poverty	1	0
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	0	Classified Administrators 8 and Above	0	0
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	1	Classified Non-Administrators	1	0
Finance	15	Finance	7	8
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	4	Classified Administrators 8 and Above	3	1
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	11	Classified Non-Administrators	4	7
Technology	6	Technology	6	0
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	2	Classified Administrators 8 and Above	2	0
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	4	Classified Non-Administrators	4	0
Accountability, Research and Systems Improvement	3	Accountability, Research and Systems Improvement	1	2
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	0	Classified Administrators 8 and Above	0	0
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	3	Classified Non-Administrators	1	2
Exceptional Child Education	52	Exceptional Child Education	39	13
Certified Administrators 8 and Above	16	Certified Administrators 8 and Above	12	4
Classified Administrators 8 and Above	7	Classified Administrators 8 and Above	4	3
Certified Non-Administrators	13	Certified Non-Administrators	12	1
Classified Non-Administrators	16	Classified Non-Administrators	11	5
Operations	7	Operations	6	1
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	5	Classified Administrators 8 and Above	4	1
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	2	Classified Non-Administrators	2	0
Security	5	Security	1	4
Certified Administrators 8 and Above	0	Certified Administrators 8 and Above	0	0
Classified Administrators 8 and Above	0	Classified Administrators 8 and Above	0	0
Certified Non-Administrators	0	Certified Non-Administrators	0	0
Classified Non-Administrators	5	Classified Non-Administrators	1	4
Total Positions Posted	185	Total Positions Filled	126	59
Certified Administrators 8 and Above Posted	32	Certified Administrators 8 and Above Filled	23	9
Classified Administrators 8 and Above Posted	24	Classified Administrators 8 and Above Filled	18	6
Certified Non-Administrators Posted	22	Certified Non-Administrators Filled	17	5
Classified Non-Administrators Posted	113	Classified Non-Administrators Filled	74	39



Certified Resignations 189

Certified Retirements 207

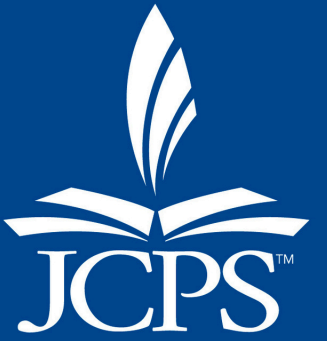
Classified Resignations 237

Classified Retirements 99

Total Posted Vacancies

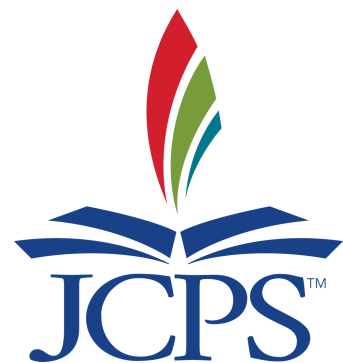
June 23rd 928

August 20th *687



*59 vacancies are not included in this count due to an August 6th pause in hiring positions not directly serving schools (Central Office)

Applitrack



HR and IT meet every other week with Frontline “change-makers” to address issues with the goal of improving overall functionality. Frontline is:

- Enhancing communication.
- Cleaning data from the system.
- Adding Human Capital Analytics (free).
- Providing maximization services to evaluate systems and ensure we are using all capabilities.
- Training multiple staff members.

Frontline is currently unable to improve mobile phone functionality. We intend to issue an RFP to evaluate other options.



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&
Exceptional Child
Education (ECE)**

**Get Paid From
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& Benefits!**

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10 am-2 pm**

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Apply Today!
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*As per board approved salary
placement rules.

** Critical Needs Stipend: \$3.50
**ECH & ECE Stipend: \$1.00