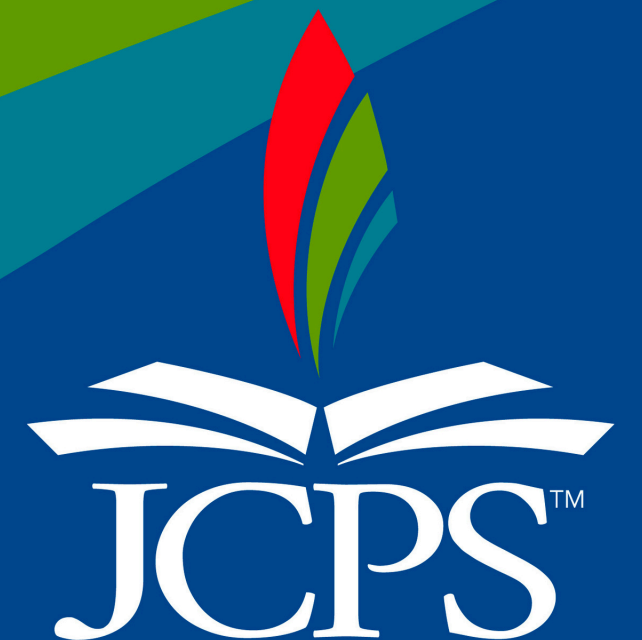


# Human Resources Board Report

November 18, 2025



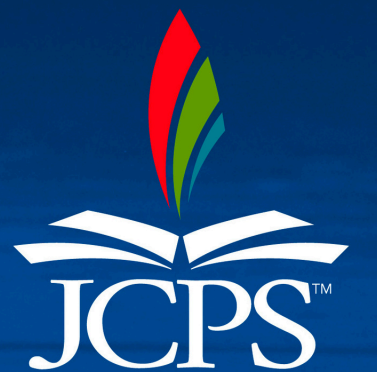
# JCPS Mission & Vision

## Mission

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

## Vision

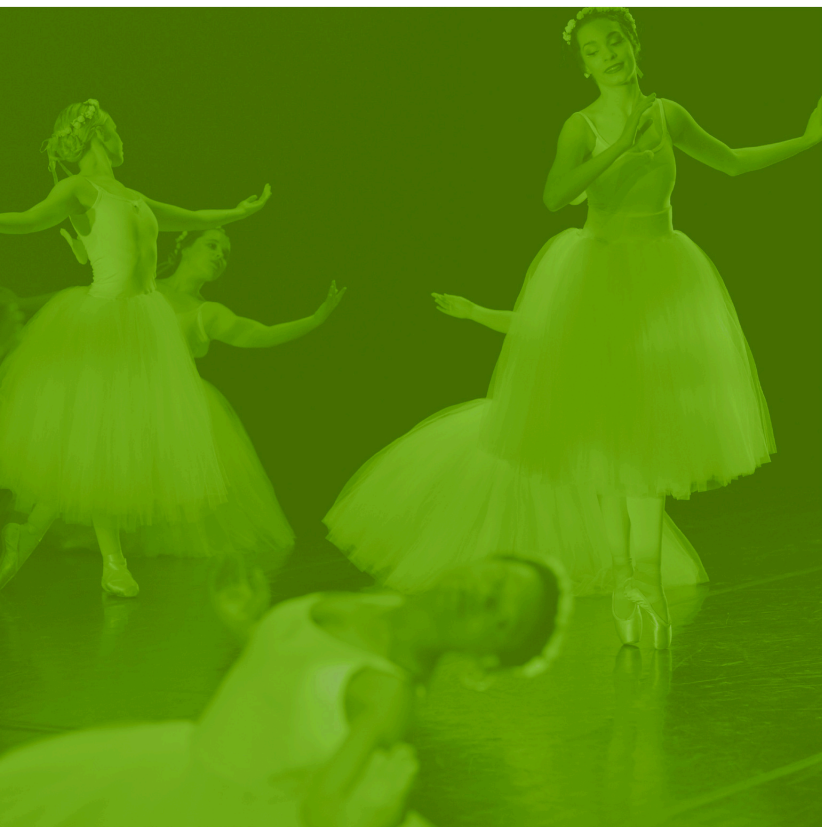
All Jefferson County Public Schools students graduate prepared, empowered, and inspired to reach their full potential and contribute as thoughtful, responsible citizens of our diverse, shared world.







# How many teachers do we have?



As of July 8<sup>th</sup>  
vacancies 6,030  
362



As of August 27<sup>th</sup>  
vacancies 6,410  
247



As of November 6<sup>th</sup>  
vacancies 6,477  
194

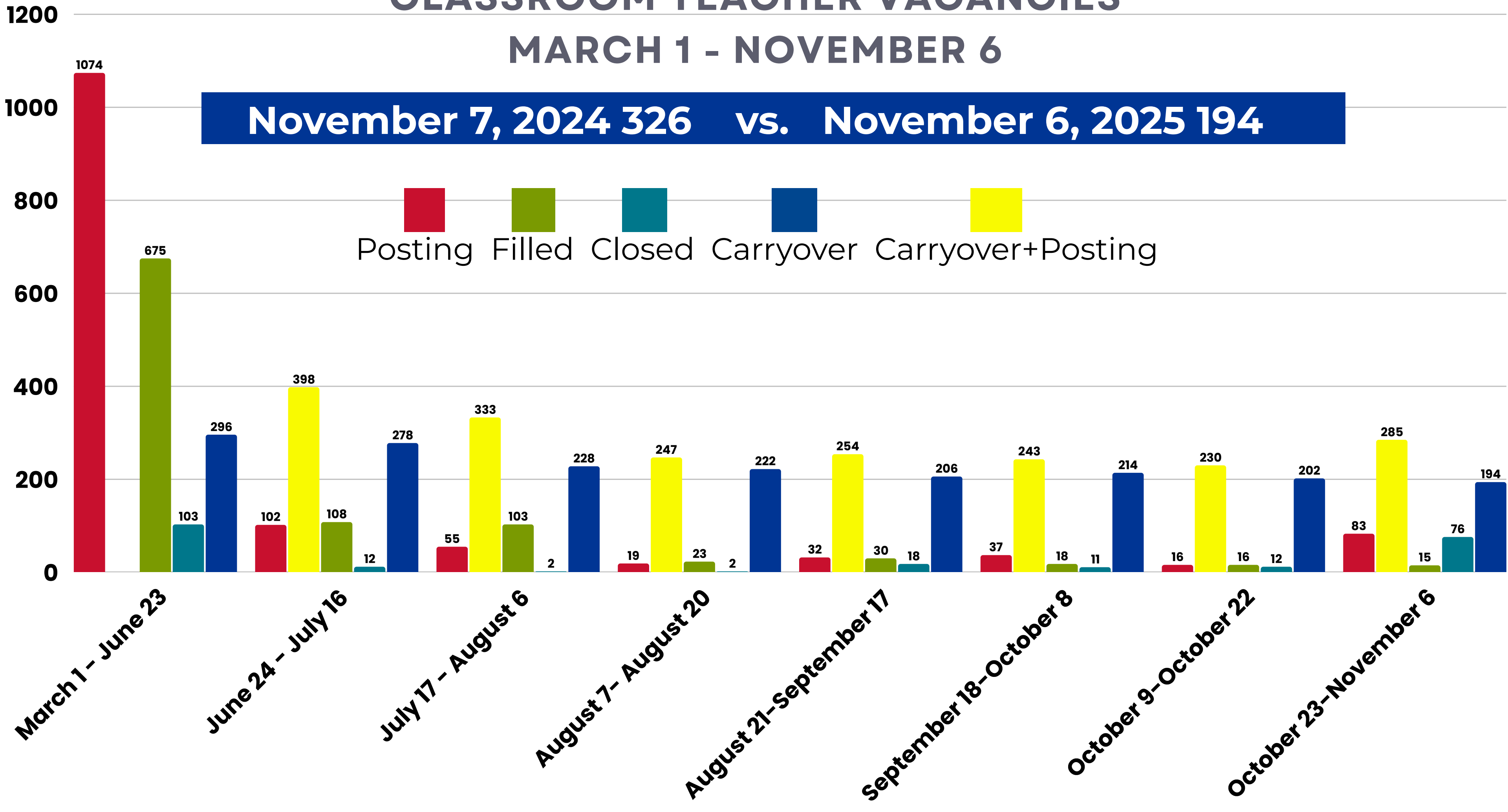


# CLASSROOM TEACHER VACANCIES

MARCH 1 - NOVEMBER 6

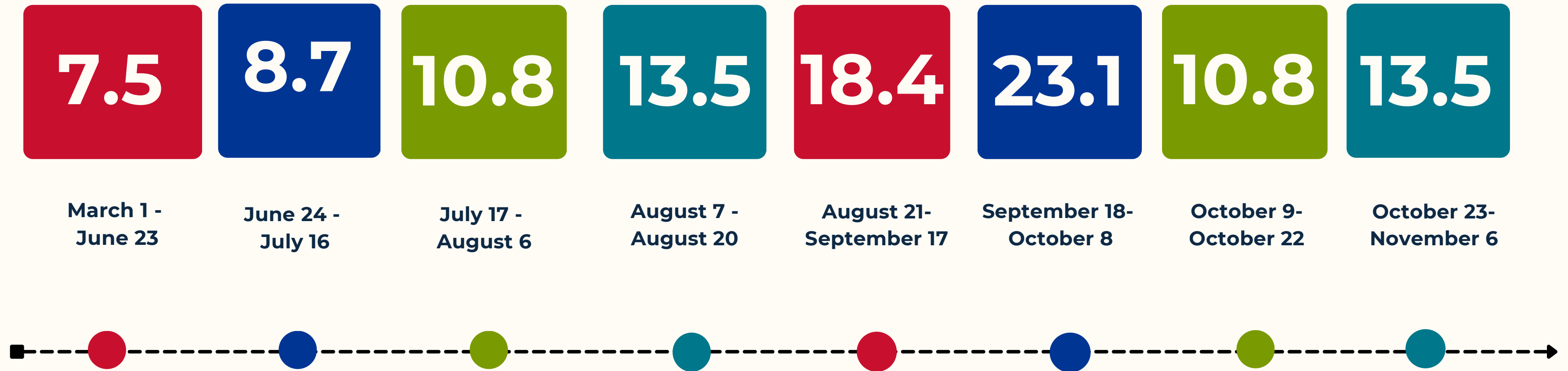
**November 7, 2024 326 vs. November 6, 2025 194**





Posting Filled Closed Carryover Carryover+Posting





# 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	<b>1,472</b>	Total Resource Teachers Filled	<b>1,105</b>	Total Resource Teachers Closed/Not Filled	<b>120</b>	<b>1</b>	<b>247</b>
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 1<sup>st</sup> - August 20<sup>th</sup>

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

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



## 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	342	Elementary School Teachers	297	Elementary School Teachers	27	18
Middle School English Teachers	46.5	Middle School English Teachers	31.5	Middle School English Teachers	9	6
Middle School Math Teachers	70	Middle School Math Teachers	43	Middle School Math Teachers	20	7
Middle School Science Teachers	69	Middle School Science Teachers	26	Middle School Science Teachers	32	11
Middle School Social Studies Teacher	32	Middle School Social Studies Teacher	26	Middle School Social Studies Teacher	5	1
High School English Teachers	47	High School English Teachers	35	High School English Teachers	8	4
High School Math Teachers	65	High School Math Teachers	26	High School Math Teachers	28	11
High School Science Teachers	66	High School Science Teachers	34	High School Science Teachers	20	12
High School Social Studies Teacher	36	High School Social Studies Teacher	25	High School Social Studies Teacher	6	5
State Agency Secondary Teachers	47	State Agency Secondary Teachers	23	State Agency Secondary Teachers	12	12
CTE Teachers	76	CTE Teachers	55	CTE Teachers	14	7
ECE Teachers	318	ECE Teachers	191	ECE Teachers	68	59
Early Childhood (ECH) Teachers	40	Early Childhood (ECH) Teachers	29	Early Childhood (ECH) Teachers	3	8
English Language Development (ELD) Teachers	89	English Language Development (ELD) Teachers	65	English Language Development (ELD) Teachers	15	9
Itinerant Teachers	129	Itinerant Teachers	86	Itinerant Teachers	21	22
Mental Health Practitioners	21	Mental Health Practitioners	19	Mental Health Practitioners	0	2
Speech Language Pathologists	7	Speech Language Pathologists	5	Speech Language Pathologists	1	1
Librarians	13	Librarians	12	Librarians	1	0
Resource Teachers	38	Resource Teachers	33	Resource Teachers	3	2
Intervention Teachers	69	Intervention Teachers	61	Intervention Teachers	7	1
Academic Instructional Coaches	29	Academic Instructional Coaches	27	Academic Instructional Coaches	1	1
ECE Implementation Coaches	37	ECE Implementation Coaches	31	ECE Implementation Coaches	0	6
Counselors	53	Counselors	46	Counselors	0	7
Assistant Principals	27	Assistant Principals	23	Assistant Principals	2	2
Principals	7	Principals	7	Principals	0	0
Total Classroom Teacher Positions Posted	1472.5	Total Classroom Teacher Positions Filled	992.5	Total Classroom Teacher Positions Closed/Not Filled	288	192
Total Resource Teachers Posted	173	Total Resource Teachers Filled	152	Total Resource Teachers Closed/Not Filled	301	211
Total School-Based Admin Positions Posted	87	Total School-Based Admin Positions Filled	76	Total School-Based Admin Positions Closed/Not Filled	2	9

**March 1-November 6: 1,472.5 posted-992.5 filled-288 closed= 192 vacant classroom teachers, 211 total certified**

# School-based Classified Vacancies August 28th

Total Vacant IAs

Early Childhood 25

ECE 111

Kelly Services IAs in Place

2

13

CLASSIFIED						
Classified Positions Posted		Classified Positions Filled		Closed/Not 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

# School-based Classified Vacancies November 6th

Total Vacant IAs

Early Childhood 36

ECE 62

Kelly Services IAs in Place

8

40

CLASSIFIED						
Classified Positions Posted		Classified Positions Filled		Closed/Not Filled		Positions Still Vacant
ECH Instructional Assistants	133	Filled ECH Instructional Assistants	89	Closed/Not Filled ECH Instructional Assistants	8	36
ECE Instructional Assistants	256	Filled ECE Instructional Assistants	148	Closed/Not Filled ECE Instructional Assistants	46	62
Instructional Assistants	133	Filled Instructional Assistants	93	Closed/Not Filled Instructional Assistants	16	24
All other school based classified	507	Filled All other school based classified	341	Closed/Not Filled All other school based classified	65	101
Total Classified Positions Posted	1029	Total Classified Positions Filled	671	Total Classified Positions Closed/Not Filled	135	223



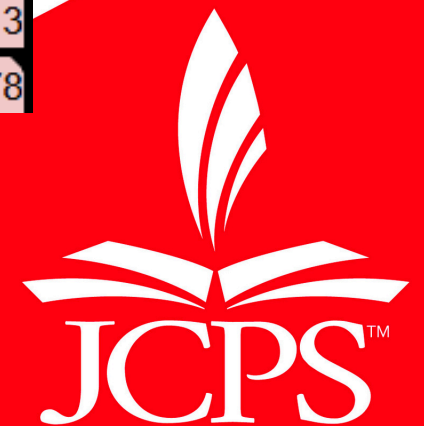
# Operations

## March 1 - August 28th

Operations				
Positions Posted		Positions 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

## March 1 - November 6th

Positions Posted		Positions Filled		Positions Still Vacant
Facility Services	183	Filled Facility Services	172	11
Nutrition Services	195	Filled Nutrition Services	171	24
Maintenance	44	Filled Maintenance	14	30
Transportation (non-bus drivers)	26	Filled Transportation (non-bus drivers)	13	13
Total Operations Positions Posted	448	Total Operations Positions Filled	370	78



# Central Office

\*hiring pause

## March 1 - August 28th

**Total Positions Posted 185**

**Total Positions Filled 126**

**Vacant 59**

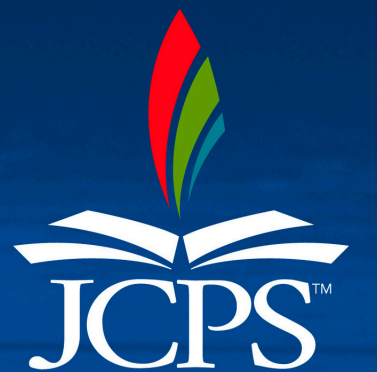
## March 1 - November 6th

**Total Positions Posted 207**

**Total Positions Filled 155**

**Positions Closed 6**

**Vacant 46**





Total March 1 - November 6

Certified Resignations 222

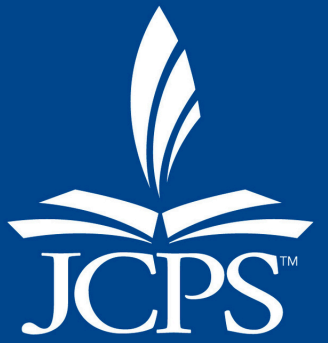
Certified Retirements 255

Total Vacancies as of:

June 23<sup>rd</sup> 928

August 20<sup>th</sup> 746

November 6<sup>th</sup> 558



Classified Resignations 336

Classified Retirements 131

Teacher Retention 95.8%

# Recruitment Initiatives...

- Hosting or attending 47 job fairs/events to date this year
- Placing veterans through the Army Skills Program-Skillbridge Individual Internships
- Connecting digitally - LinkedIn (77 influenced hires), Handshake (81 influenced hires), and HBCU Careers (1,000 job views/month)
- Strengthening teacher pipelines
  - 68 student teachers representing 8 universities
  - 238 December grads in contact with our recruiters
  - 570 field experience or practicum university students
  - 37 Teach Kentucky participants
  - 50 2026-27 Louisville Teacher Residency (LTR)
  - 29 Option 9 candidates across 3 universities

