



REDLANDS UNIFIED SCHOOL DISTRICT

THE WORK FORCE 2019-2020

- As of June 1, 2020, the following statistics were accurate:
 - There were 1,115 certificated contract employees placed on the Certificated Salary Schedule.
 - There were 988 classified contract employees.
 - There were 100 Management Team positions.
- The District employed over 965 certificated and classified substitute employees this year.
- The District sent out a total of 3,552 W-2s to employees this year.
- Approximately 89% of the teaching staff made more than \$65,000 this year.
- Approximately 609 (54.6%) of the District’s teachers have 14 or more years of service in education, and approximately 84% have a minimum education of 45 units beyond a BA degree.
- A total of 195 (20%) of the District’s classified staff have 16 or more years of service to the District.
- The District’s cost of the benefit package remained at \$11,916 per employee effective July 1, 2020.
- The turnover rate for employees was as follows:

| | |
|-------------------------------|------|
| Certificated (non-management) | 5.7% |
| Classified (non-management) | 8% |
| Management | 2% |
- A total of 213 classified employee vacancies were filled during the year. Of the 111 classified vacancy processes that involved qualified candidates from within the bargaining unit and outside the District, 58 bargaining unit members were selected. 21 of these vacancies consisted of the hiring of Campus Monitor I, Campus Monitor II, Instructional Paraprofessional II – Special Education, Child Nutrition Services Worker I and Child Nutrition Services Worker I – Cashier Positions.
- An average of 95 substitute teachers were provided daily during the months of August 2019 thru June 2020.

AVERAGE TEACHER COST

| | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
|---------------------------|-----------------|-----------------|-----------------|-----------------|------------------|
| Compensation | | | | | |
| K-12 Salary (E-5) | \$80,376 | \$82,594 | \$85,061 | \$84,840 | \$89,813 |
| Health & Welfare Benefits | \$11,916 | \$11,916 | \$11,916 | \$11,916 | \$11,916 |
| TOTAL | \$92,292 | \$94,510 | \$96,977 | \$96,756 | \$101,729 |