



## Staffing – Teacher/Admin/SSS Instructions School Year 2013-2014

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A personnel record is required to be submitted for ALL individuals employed in a position for which certification is offered through the Department of Education (DOE). For example, this would include all instructional, administrative and school service specialists' positions.

If a person is hired for a position for which he/she is certified through another agency or professionally certified and DOE also offers the certification (i.e. social workers licensed by Department of Social Services) please complete a personnel record form for these individuals.

**If you have specific questions about whether an individual should be included please contact Jantina at 605-668-2904.**

**School Districts who contract personnel through cooperatives in South Dakota should not report those personnel. Each cooperative is required to report their staff. The Office of Certification and Teacher Quality will check to make sure staff is properly certified.**

### **Personnel data is collected from the following types of schools:**

- Public School Districts
- State Special Schools
- Cooperatives and Multi-Districts
- Non-Public School Systems
- Alternative Programs
- Tribal/Bureau of Indian Affairs Schools

## Updating Personnel Records

**HELPFUL SUGGESTION:** Print the report “Report: By Staff Person (School Year 2010 and Beyond)” and be sure to use the selection criteria of data “2014”. Use these printouts to make your updates before beginning the process of encoding the changes for 2013-2014.

It is recommended you staple this form with the Staff Position and Assignment Collection Form, which contains a blank record for those additional staff hired. This can be accessed at <http://doe.sd.gov/ofm/prf/documents/StaffInfr.pdf> .

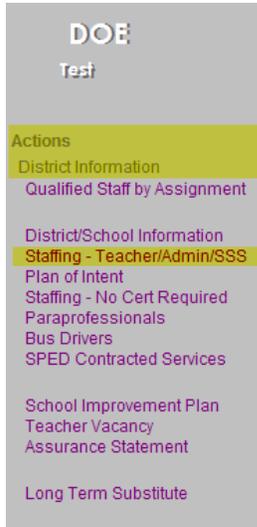
## Reviewing the Report

- Below is a picture of the Report

The screenshot shows a form titled "STAFF PERSON REPORT". The form contains several fields for personal and professional information, including Name, Date of Birth, Gender, Email, SSN, Hispanic, Race, Reporting Type, Total Instructional Salary, Total Admin/SS Spec Salary, Total Teaching Experience (prior to this school year), Total Admin/SS Spec Experience (prior to this school year), Status Co, and Total FTE. Below these fields is a table with columns for Attendance Center, Position Code, Assignment Code, Classes, Assignment FTE, and quarterly/semester periods (Q1, Q2, Q3, Q4, II, T1, T2, T3).

- Print the Report so you can view better
- Areas of the Report that will need to be updated in the individuals Personnel Record Form:
  - Race/Ethnicity
  - Instructional Salary
  - Admin/SS Specialist Salary
  - Total Teaching Experience
  - Total Admin/SS Spec Experience
  - Assignments
  - Number of Classes
  - Checkboxes located in the Assignment Screen (filtered by assignment)

- Login to the PRF Database and go to the Staffing-Teacher/Admin/SSS Screen:
  - Actions
  - District Information
  - Staffing – Teacher/Admin/SSS



**NOTE: A District has been created to use for Testing and Training. The names, social security numbers and other identifying information are not real people. They have been created.**

**District Teacher / Admin / SSS Staffing List**

Include only incomplete records Refresh

	SSN	Name	Employed Previous Year	Updated Current Year
	504-99-0099	Allred, Lynton	N	
	504-44-4444	Curtis, Denise	N	
	503-33-2211	Curtis, Nancy	N	
	504-22-1122	Gordon, Aaron	N	
	516-88-9922	Gordon, Brad	N	
	505-11-9911	Gordon, Clark	N	
	503-33-1122	Gordon, Don	N	
	502-33-7788	Roberts, Ann	N	
	223-00-1122	Roberts, Helen	N	
	503-88-6677	Roberts, Jack	N	

Add Employee Data
Exit

A feature is the ability to view a partial listing of your records. The options depend on the number of teachers. Below is an example:

District Teacher / Admin / SSS Staffing List

List last names starting with: [A-G] [H-M] [N-Z] [List All]  Include only incomplete records Refresh

SSN	Name	Employed Previous Year	Updated Current Year
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Add Employee Data Exit

- To Update a persons information do the following:
  - Click on the icon next to the person you need to edit.

District # 88008 District Name Apple Blossom School District 88-8 GO

District Teacher / Admin / SSS Staffing List

Include only incomplete records Refresh

SSN	Name	Employed Previous Year	Updated Current Year
504-99-0099	Allred, Lynton	N	
504-44-4444	Curtis, Denise	N	
503-33-2211	Curtis, Nancy	N	
504-22-1122	Gordon, Aaron	N	
516-88-9922	Gordon, Brad	N	
505-11-9911	Gordon, Clark	N	
503-33-1122	Gordon, Don	N	
502-33-7788	Roberts, Ann	N	
223-00-1122	Roberts, Helen	N	
503-88-6677	Roberts, Jack	N	

Add Employee Data Exit

- This will take you directly to the individual's record.

- You will see the following screen which has information from the previous school year. If you have previously completed the Race/Ethnicity question then there will be a plus sign by the Demographic information and you will not see that part of the screen.

## Demographic Information Showing

Teacher / Admin / SSS Staffing (Curtis, Nancy X)

**Demographic**

SSN: 503-33-2211 | Last Name: Curtis | First Name: Nancy | Middle Name: X

Gender: Female | Birth Date: 12/15/1967 | Ethnicity: White, non Hispanic

**Federal Race/Ethnicity**

Is the individual Hispanic/Latino? Choose

Is the individual from one or more of these races? Check all that apply:

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

**Employment**

No Longer Employed: Choose | Reporting Type: T - Teacher

Status: Employment in this school system has been continued.

Total Instructional Salary: 33500 | Total Admin/School Service Specialist Salary: 0

Total Teaching Experience (prior to this school year): 7 | Total Admin/School Service Specialist Experience (prior to this school year): 0

## Demographic Information Not Showing – Race/Ethnicity completed

Teacher / Admin / SSS Staffing (Curtis, Nancy X)

**Demographic**

**Employment**

No Longer Employed: Choose | Reporting Type: T - Teacher

Status: Employment in this school system has been continued.

Total Instructional Salary: 33500 | Total Admin/School Service Specialist Salary: 0

Total Teaching Experience (prior to this school year): 7 | Total Admin/School Service Specialist Experience (prior to this school year): 0

House Qualified?: N | Personnel Record Completely Updated?: Choose

**Assignments**

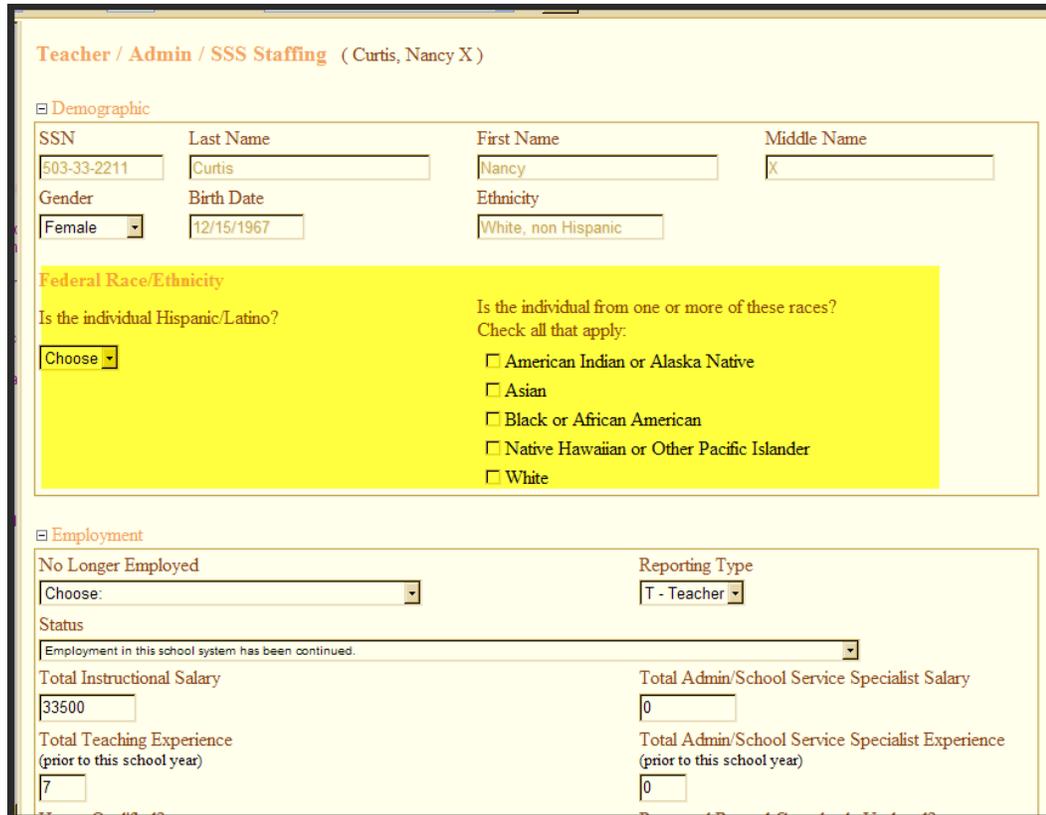
Total Calculated FTE (This field is calculated from the PRF Assignment records below): 1.04 | FTE Override: 0.00

Attendance Center	Position	Assignment	Classes	Sped	Min	Wk	Q1	Q2	Q3	Q4	T1	T2	T3	Wk	Min
03-Little Red School	20220 Elementary School Teacher	20210 Multi-Grade Combination Room	0			1720	X	X	X	X					1650

Add Assignment | FTE is greater than 1.0. The ADD Assignment button has been disabled.

Save | Print | Cancel

- Below is the area where the Race/Ethnicity question is located. Answer the question – “Is the individual Hispanic/Latino?” (Yes or No) and then select the Race. You should check all that apply.



Teacher / Admin / SSS Staffing (Curtis, Nancy X)

Demographic

SSN: 503-33-2211 | Last Name: Curtis | First Name: Nancy | Middle Name: X

Gender: Female | Birth Date: 12/15/1967 | Ethnicity: White, non Hispanic

**Federal Race/Ethnicity**

Is the individual Hispanic/Latino? Choose

Is the individual from one or more of these races? Check all that apply:

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

Employment

No Longer Employed: Choose | Reporting Type: T - Teacher

Status: Employment in this school system has been continued

Total Instructional Salary: 33500 | Total Admin/School Service Specialist Salary: 0

Total Teaching Experience (prior to this school year): 7 | Total Admin/School Service Specialist Experience (prior to this school year): 0

- If the person you are updating was reported last year and did not let their certificate expire, their "**Reporting Type**" will be pre-filled. Otherwise, select the "Reporting Type". If an employee has 1/2 time administrative assignments and 1/2 time teacher assignment, chose only one of the reporting types.
  - **Teacher** - an individual who has completed an approved education program for teachers at an accredited four-year institution or a professional development plan for alternative certification and has been issued a South Dakota certificate.
  - **Administrator** - an individual who has completed an approved graduate program for principals or school superintendents at an accredited institution and has been issued a South Dakota certificate.

- **School Service Specialist** - an individual who serves as a school counselor, a school social worker, school psychologist, school psychological examiner, school speech/language pathologist, school library media specialist, special education director, business manager/CFO or curriculum director and has been issued a South Dakota certificate
- **Instructor** - an individual who has not completed the traditional route to licensure but who is on a professional development plan to complete the alternative route to licensure.
- **Non-Certified Educator** - a person that is not actively certified by DOE. Appendix A outlines the difference between a non certified educator and a Long Term Substitute Teacher.

- **Total salary** must be reported as instructional and/or administrative/school service specialist (whichever is appropriate).
  - **DO NOT INCLUDE BONUS MONEY, LONGEVITY PAY, EXTENDED CONTRACT PAY, STIPENDS AND EXTRA-DUTY PAY.** Note: These are not used when calculating salaries, average salaries, etc.
  - Round all salaries to the nearest whole dollar.
  - If there is not yet an agreement regarding salaries (impasse), please report the salary they were paid last year and notify Jantina Nelson-Stastny when you will update your records.

- Update the years of experience. **Years reported here should not include current school year!**

**Only report years of experience PRIOR to the 2013-2014 school year.**

- **Total Instructional Experience:** Total years of classroom teaching experience with actual instructional time in front of the class, prior to this school year.

If a part-time principal and part-time teacher, count one year instructional and one year administrative.

If "non-certified" teacher (hired for that position -- **NOT** substituting for another staff person that is absent for a specified period of time) do **NOT** count as years of experience.

Include years of experience for Alternative Certification to count towards the years of total "teaching experience".

- **Total Administrative/School Service Specialist Experience:** Total years as an administrator and/or school service specialist prior to this school year including CEO and school psychologist.

If full-time librarian and teach 1 class, count one-year administrative experience only.

- **Status Code** is pre-filled to #5 if reported the person was reported the previous year. Otherwise, choose one of the following codes:
  1. New Employee: 1<sup>st</sup> year hired as a certified staff in any school district, in any state
  2. New Employee: Previously employed out of state
  3. New Employee: Previously employed in another SD School District
  4. New Employee: Has been absent from field of education 1 or more year(s)
  5. Employment in this school system has been continued
  6. Re-employed in a school district following an absence of 1 year or more

- **Total Calculated FTE** - This field will be automatically calculated. An FTE of greater than 1.00 is not valid. Please be sure to check this FTE before saving your record.

**NOTE: Do not change the question - Personnel Record Completely Updated? to a Yes until all Assignments of have been updated.**

- **The Assignment Screen Summary** provides basic information about the assignment. This includes:
  - Attendance Center
  - Position Code
  - Assignment Code
  - Number of classes for Core Content Assignments
  - Checkboxes
    - SPED will show in the box if the box has been checked identifying the “Special Education Teacher is the Teacher of Record for a core content class”.
    - CRS will show in the box if the box has been checked identifying “Class Size Reduction Teacher”.
    - DC will show in the box if the box has been checked identifying “This assignment is offered to the student via **DIGITAL CURRICULUM** (not including SD Virtual School)”
      - APEX has a full blown package with teachers and curriculum that is approved by the virtual schools, but NE Ed Services is only using the content and not a teacher so it is not approved by the state department. Basically APEX allows NE Ed Services to just purchase the curriculum. APEX has two products that go by the same name but don’t deliver the same way. It is like a district is purchasing a text book from NE Ed Services through APEX. Ultimately there is not a teacher. The district is granting the credit so they be required to report a highly qualified teacher using the below coding:

Attendance Center  
01 - Waubay HS - 01

Position Code  
20400 - High School Teacher

Assignment Code  
22210 - Personal Finance

Quarter 1  Quarter 2  Quarter 3  Quarter 4

Assignment FTE  
0.01

Check all appropriate boxes:

- Employed and Paid by this district but assignment carried out at another district. Not to include Shared Staff.
- PDC TEACHER THROUGH THE USD PROGRAM
- This assignment is offered to the student via **DIGITAL CURRICULUM** (not including SD Virtual School)
- The teacher is providing the assignment through **ELECTRONIC DISTANCE INSTRUCTION**.

Save Cancel Show HQ/POI

- ED will show in the box if the box has been checked identifying “The teacher is providing the assignment through ELECTRONIC DISTANCE INSTRUCTION”.
- INTR will show in the box if the box has been checked identifying “**INTERVENTIONS** (Reading, Math, Science or Language Arts) are provided”.
- ESL will show in the box if the box has been checked identifying “**ENGLISH AS A SECOND LANGUAGE (ESL)** Teacher, who is the teacher of record and awards the grade, is teaching the Core Content Assignment.”
- AD will show in the box if the box has been checked identifying “Employed and **Paid by this district** but **assignment** carried out **at another district. Not to include Shared Staff.**”

- FTE stands for full-time equivalent, which is a way to measure the number of hours required to perform the work done
- Quarters or Trimesters assignment is taught
- Total Calculated FTE stands for full-time equivalent, which is a way to measure how many full-time employees would be required to perform the work done in the school.

Attendance Center	Position	Assignment	Classes	Checkboxes	FTE	Q1	Q2	Q3	Q4	T1	T2	T3
08-Lincoln Elem - 08	20220 Elementary School Teacher	51045 Reading, Grade 5	1		1.00	X	X	X	X			

- Enter the person's class assignments by clicking on the **"Add Assignment"** button.

**NOTE: If the person you are updating was reported last year, their assignment information will be pre-filled.**

- Below is a picture of the Assignment Information Screen. Depending on the assignment selected, you will see a list of checkboxes. To add an Assignment:

**Assignment Information**

Attendance Center  
01 - Central HS - 01

Position Code  
20400 - High School Teacher

Assignment Code  
80003 - School Publications

Quarter 1  Quarter 2  Quarter 3  Quarter 4

Assignment FTE

Check all appropriate boxes:

- Employed and Paid by this district but assignment carried out at another district. Not to include Shared Staff.
- PDC TEACHER THROUGH THE USD PROGRAM.
- This assignment is offered to the student via DIGITAL CURRICULUM (not including SD Virtual School)
- The teacher is providing the assignment through ELECTRONIC DISTANCE INSTRUCTION.

Save Cancel Show HQ/POI

- Select the appropriate **Attendance Center**
- Select the appropriate **Position Code**

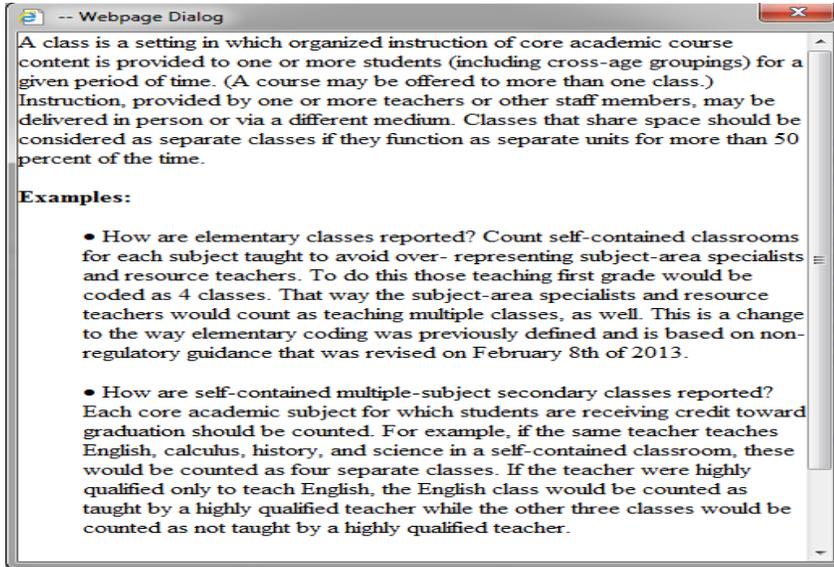
NOTE: If you are receiving an Electronic/Distance class offered through another district and have someone monitoring the room, report the full time equivalency (FTE) for the monitor on the Classified Staffing Screen with a position code 72-E-Mentor.

- Select the appropriate **Assignment**

**NOTE: If you do not see the Assignment Code this means the person is not qualified to teach that assignment. You must select the Position Code of Non Authorized and then all assignments will be shown.**

**This may trigger a Plan of Intent for most assignments.**

- The **quarters or trimesters** will be pre-filled. **Click on the button if you need to remove a quarter or trimester (i.e. assignment is not for a full year).** Report individuals on maternity leave as full time because they are the one fulfilling that position for the school year.
- The number of Classes/Period Taught must be identified for each **Core Content** assignment. If you click on "**Click here for class definition**" the definition of a Class will display.



**A class is a setting in which organized instruction of core academic course content is provided to one or more students (including cross-age groupings) for a given period of time.** (A course may be offered to more than one class.) Instruction, provided by one or more teachers or other staff members, may be delivered in person or via a different medium. Classes that share space should be considered as separate classes if they function as separate units for more than 50 percent of the time.

**Examples:**

- **How are elementary classes reported?** Count self-contained classrooms for each subject taught to avoid over-representing subject-area specialists and resource teachers. To do this those teaching first grade would be coded as 4 classes. That way the subject-area specialists and resource teachers would **count as teaching multiple classes, as well. This is a change to the way elementary coding was previously defined and is based on non-regulatory guidance that was revised on February 8<sup>th</sup> of 2013.**

<b>Classes</b>			
<b>Description:</b>	<b><u>Multiple</u> Classes</b>	<b><u>One</u> Class</b>	<b>Reason:</b>
Multi-grade combination room involves the whole class with teaching occurring across several grades or a combination of Grades	<b>YES</b>	<b>NO</b>	Basic skills such as social science, science, mathematics, and language, are generally taught at separate grade levels, meaning the teacher has to prepare a separate lesson for each grade level. Take for example in a 2-3 multi-grade classroom the children are required to be working at a specific grade level so you would count this as 8 classes.

Elementary teacher who teaches 3 different computer classes for two-grade classrooms throughout the school year, each containing a different group of students would teach 3 classes	NO	YES	Since this is a two-grade classroom and the teacher only prepares one lesson, it would only be counted as one class. Take for an example an elementary with a grade span of KG-5 where the teacher doesn't teach each classroom separately. The class of 2 <sup>nd</sup> and 3 <sup>rd</sup> grade students receive the same instruction, so that would be counted as one class.
The 5 <sup>th</sup> grade self-contained teacher teaches reading, spelling, handwriting, phonics and math.	YES	NO	This would be two classes because reading, spelling, handwriting and phonics would count as language arts plus the math.
The 3 <sup>rd</sup> grade self-contained teacher teaches language arts, math, science, social science, and computers.	YES	NO	This would be four classes because the computer class is not a core-content area. The term "core content areas" is defined as: English, reading or language arts, mathematics, science, foreign languages, social science, and arts.

- How are self-contained multiple-subject secondary classes reported?** Each core academic subject for which students are receiving credit toward graduation should be counted. For example, if the same teacher teaches English, calculus, history, and science in a self-contained classroom, these would be counted as four separate classes. If the teacher were highly qualified only to teach English, the English class would be counted as taught by a highly qualified teacher while the other three classes would be counted as not taught by a highly qualified teacher.
- A social study teacher at the middle school or high school who teaches 5 different social studies classes throughout the school year, each containing a different group of students would teach 5 classes. This would be in a departmentalized setting.

**CHECKBOXES**

**Check all appropriate boxes:**

<input type="checkbox"/> Employed and <b>Paid by this district</b> but <b>assignment</b> carried out <b>at another district</b> . <b>Not to include Shared Staff.</b>
<input type="checkbox"/> <b>PDC TEACHER THROUGH THE USD PROGRAM.</b>
<input type="checkbox"/> <b>CLASS SIZE REDUCTION TEACHER</b>
<input type="checkbox"/> <b>INTERVENTIONS</b> (Reading, Math, Science or Language Arts) are provided
<input type="checkbox"/> The teacher is providing the assignment through <b>ELECTRONIC DISTANCE INSTRUCTION.</b>
<input type="checkbox"/> <b>SPECIAL EDUCATION TEACHER</b> , who is the teacher of record and awards the grade, is teaching the Core Content Assignment.
<input type="checkbox"/> <b>ENGLISH AS A SECOND LANGUAGE (ESL)</b> Teacher, who is the teacher of record and awards the grade, is teaching the Core Content Assignment.
<a href="#">Click here for special education and ESL definition</a>

The options that show on the screen are based on the assignment selected.

**PDC/USD Teacher:** This code should be checked when a school district partners with the University of South Dakota for the Professional Development Center Teacher Program. If the district does not have a formal agreement with USD for this program then this code should not be used.

**Class Size Reduction Teacher:** This code should be checked when Title II A funds are used for the purpose of hiring a Class Size Reduction Teacher.

**Interventionist:** This code should be checked when a teacher is providing interventions for students. This is based on the practice of providing high quality instruction and intervention based on a student's needs, changing instruction and/or goals through frequent monitoring of progress. Evidence-based instruction and behavioral strategies should be provided by highly qualified staff that is matched to student needs.

**Class Offered through Digital Curriculum:** This code should be checked when a district offers a class through the purchase of a specific curriculum. The digital curriculum does not provide a teacher to work with the student, therefore a

highly qualified teacher in the content area should be present. This does not include South Dakota Virtual School which is collected in a separate screen.

**Electronic Distance Education Teacher:** This should be checked when the teacher is providing the instruction to a class located in another district or attendance center. If this is checked then you will need to identify the district and attendance center which is receiving instruction via electronic distance education.

**Employed and Paid by this District but Assignment Carried Out at another District. Not to Include Shared Staff.** This box should be checked when a district sends one of their paid employees to another district/school to provide an assignment. An example is when a district employs a teacher, paid with Title funds, to teach the assignment at a Private School.

**Assignment carried out at another District/School and the salary of the staff person is paid by the "Receiving District":** This box will be seen only by Cooperative/Multi-Districts and should be checked when the Coop employs a staff person who goes to other districts to provide services through a 3rd Party Contract. Previously, many of these assignments would have been collected in the SPED Contracted Services Screen and encoded by the "receiving district". This change allows the Coop to enter the information about their staff person instead of providing the information to the other district to be encoded.

**Special Education Teacher:** Special Education Teacher, who is the teacher of record and awards the grade, is teaching the Core Content Assignment.

**English As A Second Language (ESL):** ESL Teacher, who is the teacher of record and awards the grade, is teaching the Core content Assignment.

- **Full-time equivalency** - which is a way to measure the FTE by assignment. FTE is defined as the number of total hours worked divided by the maximum number of compensable hours in a full-time schedule. SDCL 13-26-1 states that the school term for students in attendance for Kindergarten may not be less than 437.5 hours and for grades 4-12 may not be less than **962.5 hours** and ARSD

24:43:09:05 states that the school term for students in attendance in grades 1-3 may not be less than **875 hours**. As per SDCL 13-26-1, the school board shall set the number of days, and the length of the school day. For example, many schools have a mix of part-time and full-time employees, and part-time employees can vary widely in the number of hours worked. Some districts may have different workweek requirements, so it is important to define your own "equivalency."

- For example, if the normal **elementary schedule** for a quarter is defined as 218.75 hours ( 875 hours per school year / 4), then someone working 100 hours during that quarter represents  $100/875 = 0.11$  FTE.
- For example, if the normal **high school/middle school trimester schedule** divides the school year into three parts with teachers being assigned fewer classes each trimester than in a traditional semester schedule. While each class may meet for fewer weeks, each class period is generally longer, and instructional minutes in individual classes are not reduced.

**Example of a Trimester Schedule:**

Period:	Fall	Winter	Spring
1	English	Preparation	US History
2	Band	Band	Band
3	Algebra	Algebra	Preparation
4	Preparation	Spanish	Spanish
5	Biology	US History	Biology

1. **Step 1:** Calculate the teacher's total number of hours for each assignment. For example, according to this schedule band is taught all three trimesters

962.5	/	15	X	3	=	192.5
Total number of hours for high school classes		Total number of classes assigned at high school		Number of Band classes		Total hours per assignment

2. **Step 2:** Calculate the teacher's total FTE per assignment.

192.5	/	962.5	=	0.20
Total hours per assignment (use step #1 figure)		Total number of hours for high school classes		FTE by assignment

3. **Step 3:** Repeat these steps for each assignment.

- For example, another way of approaching the normal high school/middle school schedule is a quarter/semester/block schedule which divides the school year into two/four parts with teachers assigned more classes each block.

**Example of a 4x 4 Block Schedule:**

Period:	Quarter 1	Quarter 2	Quarter 3	Quarter 4
1	English	Preparation	Spanish	Preparation
2	Math	English	Band	Spanish
3	Lunch			
4	Band	Band	Preparation	History
5	Preparation	Math	Art	Science

1. **Step 1:** Calculate the teacher's total number of hours for each assignment. For example, according to this schedule band is taught all three quarters.

962.5	/	16	X	3	=	180.4688 so round to 180.47
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Total number of hours for high school classes		Total number of classes assigned at high school		Number of <b>Band</b> classes		Total hours per assignment
---	--	---	--	-------------------------------	--	----------------------------

2. **Step 2:** Calculate the teacher's total FTE per assignment.

180.47	/	962.5	=	0.1875 round to 0.19
Total hours per assignment (use step #1 figure)		Total number of minutes for high school classes		FTE by assignment

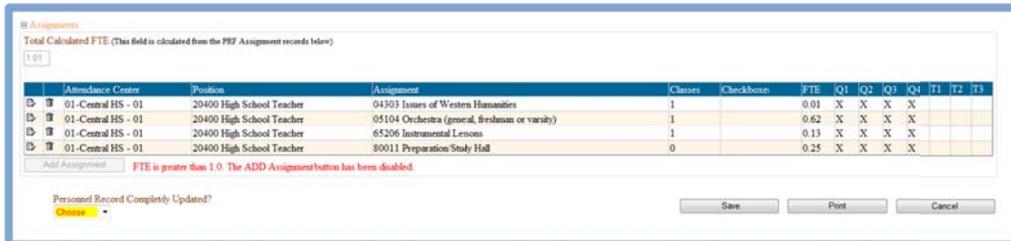
3. **Step 3:** Repeat these steps for each assignment.

- Manually enter the FTE by assignment.

**Click Save**

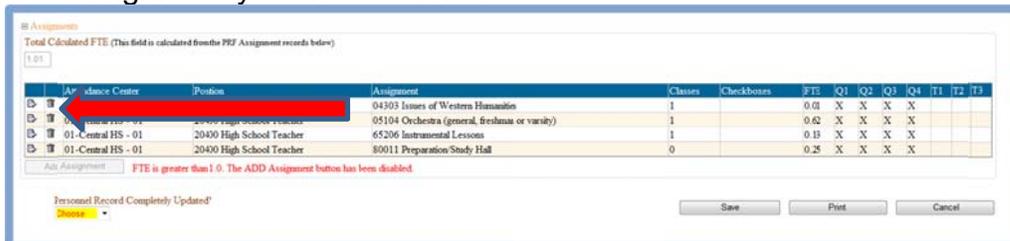
Continue with the above steps if you need to enter another assignment. If it totals more than a full-time (aka 1.00 FTE), you will receive the error message, "**Your FTE is > 1.0. Your ADD Assignment button has been disabled.**" A 1.00 FTE represents a full time employee.

- To Edit an Assignment** click on the icon on the far left of the assignment.



- Adjust the FTE by assignment and Click on Save.

- To Delete an Assignment** click on the icon of the trash can next to the assignment you want to delete.



- Click on Save.

## No Longer Employed Staff

- For all staff employed during the 2012-2013 school year but are “**No Longer Employed**” for the 2013-2014 school year you should select the appropriate reason.

It is recommended you have a list of all employees from the previous year who are No Longer Employed and complete them at one time. You can use the No Longer Employed Data Collection Format to help gather the needed data. This is located on the PRF website at <http://doe.sd.gov/ofm/prf/documents/StafNoEmp.pdf>.

**NOTE: If someone leaves during the school year, do not update their record to reflect they are No Longer Employed. This should be done the following year.**

Teacher / Admin / SSS Staffing (Curtis, Nancy X)

Demographic

Employment

No Longer Employed Choose: <input type="text"/>	Reporting Type T - Teacher <input type="text"/>
Status Employment in this school system has been continued. <input type="text"/>	
Total Instructional Salary 33500 <input type="text"/>	Total Admin/School Service Specialist Salary 0 <input type="text"/>
Total Teaching Experience (prior to this school year) 7 <input type="text"/>	Total Admin/School Service Specialist Experience (prior to this school year) 0 <input type="text"/>
House Qualified? N <input type="text"/>	Personnel Record Completely Updated? Choose <input type="text"/>

No Longer Employed

Choose:

- Choose:
- Other employment in education
- Other employment outside of education
- Retirement
- Family/personal relocation
- Employed in another accredited SD school/district.
- Employed in another school/district out of state
- Reduction-in-Force
- Non-Renewal
- Illness
- Death
- Employed by District in another capacity not tracked in Staffing Screen
- PDC Mentor
- On Leave of Absence or Sabbatical
- Reason unknown

- After completing this data field, indicate the personnel record form has been completely updated and Click on the Save Button. There is no need to update any other fields unless the employee has 0 years of experience. In this case, the system will require you to enter years of experience before it will allow you to save.

## Personnel Record Completely Updated?

- After completing all data fields, indicate that the personnel record form has been completely updated.
- Click on the Save Button.
- Continue editing other personnel.

# Assignments  
Total Calculated FTE (This field is calculated from the PRF Assignment records below)  
1.01

Attendance Center	Position	Assignment	Classes	Checkboxes	FTE	Q1	Q2	Q3	Q4	IT1	IT2	IT3
01-Central HS - 01	20400 High School Teacher	04303 Issues of Western Humanities	1		0.01	X	X	X	X			
01-Central HS - 01	20400 High School Teacher	05104 Orchestra (general, freshman or variety)	1		0.02	X	X	X	X			
01-Central HS - 01	20400 High School Teacher	65206 Instrumental Lessons	1		0.13	X	X	X	X			
01-Central HS - 01	20400 High School Teacher	80011 Preparation Study Hall	0		0.25	X	X	X	X			

Add Assignment FTE is greater than 1.0. The ADD Assignment button has been disabled.

Personnel Record Completely Updated?  
Display

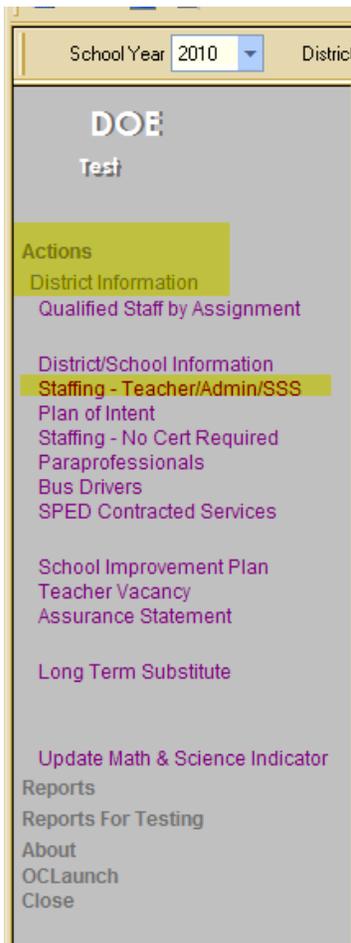
Save Print Cancel

**NOTE: Do NOT Complete this field until you have updated the entire record including the assignments.**

## Adding an Employee

Many of the steps are similar to editing an employee.

- **Login to the PRF Database and go to the Staffing – Teacher/Admin/SSS Screen:**
  - Actions
  - District Information
  - Staffing – Teacher/Admin/SSS



- **Click on the "Add Employee Data" button.**

**District Teacher / Admin / SSS Staffing List**

Include only incomplete records

Refresh

	SSN	Name	Employed Previous Year	Updated Current Year
	504-99-0099	Allred, Lynton	N	
	504-44-4444	Curtis, Denise	N	
	503-33-2211	Curtis, Nancy	N	
	504-22-1122	Gordon, Aaron	N	
	516-88-9922	Gordon, Brad	N	
	505-11-9911	Gordon, Clark	N	
	503-33-1122	Gordon, Don	N	
	502-33-7788	Roberts, Ann	N	
	223-00-1122	Roberts, Helen	N	
	503-88-6677	Roberts, Jack	N	

Add Employee Data      Exit

- Add the Employee Social Security Number

**Teacher / Admin / SSS Staffing - Specify SSN**

Please enter the Social Security Number of the person you will be adding and click the "Next" button:

Next      Cancel

- Click on Next

- **Data Fields**
- If the person has an active certificate through The Office of Certification and Teacher Quality (EX: Teacher, Administrator, School Service Specialist, or Instructor), the personal data fields will be completed for you.
- If this person does not currently have an active certificate through The Office of Certification and Teacher Quality (EX: Non-Certified Educator), you will be required to enter the personnel data fields.

- From this point forward, follow the directions for updating employee data.
- **Continue the above steps to add another new employee.**

## Retention of Personnel Records

The information outlined below details how long Schools are required to keep personnel records. The SD Local Schools retention manual is available on-line at: <http://www.state.sd.us/boa/records.htm>

### **SCL-65 PERSONNEL FILES:**

#### **R.D.B. # 85-023**

This series contains a folder for each employee in the school district. Information in the file may include, but is not limited to: application for employment, personal data sheet, personnel action notices, position description questionnaires, authorizations for payroll deductions, letters of reprimand and commendation, resume', service record, notice of resignation, W-4 forms, transcript, teacher's certificate, and supervisor's report of employee separation. The files serve as a history of the employee's service.

**RETENTION:** Retain current employee files in office. Transfer terminated employee files to storage for 2 years. Destroy 2 year after termination provided sufficient data on hours worked and compensation received has been maintained by the Department of Labor, Division of Retirement and Insurance.

If the employee is still working for the school, then the file would be consider active/current and needs to be retained.

If you have any other questions, please contact Dana Hoffer at (605)773-3589.

## Appendix A - Non-Certified Educator **OR** Long-Term Substitute

<b>Description:</b>	<b><u>Long-Term Substitute</u></b>	<b><u>Personnel Record Submitted for this Individual</u></b>	<b>Reason:</b>
Substitute hired to replace a teacher on maternity leave?	YES	NO	The teacher for whom the substitute was hired was reported on PRF and the substitute will be "temporary" but also hired for more than 10 consecutive days.
Individual is hired to replace a teacher AFTER the beginning of the school year and will assume the assignments of this teacher for the remainder of the school term?	NO	YES	Individual is assuming the assignments of the teacher. You need to add a personnel record form for this individual.
Non-certified person hired to teach for the entire school year?	NO	YES	This person is not "replacing" an existing teacher but was hired for this teaching position for the entire school year.
Non-certified person hired to fill a teaching vacancy as of October 15th with the intent to actively look for a certified teacher?	NO	YES	This person is not "replacing" an existing teacher but was hired for this teaching position with the intent of finding a certified teacher.
Teacher is sick for 3 days and substitute was hired?	NO	NO	Substitute must be hired for at least 10 consecutive school days.
Substitute replaces Teacher "A" for 5 days, teacher then returns for 1 day and then is gone for an additional 6 days?	NO	NO	According to the state statute the substitute must be replacing the same teacher for at least 10 CONSECUTIVE school days.
Substitute replaces Teacher "A" for 4 days and then Teacher "B" for 8 days?	NO	NO	Substitute must replace the SAME teacher for 10 consecutive days.
Substitute hired to replace Teacher "A" for 6 days, Teacher "A" returns for half days for 4 days with the substitute continuing to teach the remainder of the day?	YES	NO	Same teacher for 10 consecutive days -- this substitute meets the definition of a long term substitute.
Substitute hired to replace Educational Assistant	NO	NO	State law defines a long-term sub as a substitute teacher and Other School Personnel (i.e. educational assistant) are NOT teachers
Substitutes replaces the SAME teacher for 6 days and the long-term substitute gets sick for a day and then returned for another 4 days	YES	NO	As soon as the teacher returns to the classroom, the long-term substitute's days terminate. Same teacher for 10 consecutive days -- this substitute meets the definition of a long term substitute.
Substitutes replace the SAME teacher for 6 days and the teacher returned for a day and then the long-term substitute had to come back.	NO	NO	As soon as the teacher returns to the classroom, the long-term substitute's days terminate. Substitute must be hired for at least 10 consecutive school days.

## ATTACHMENT B

# UPDATING PERSONNEL RECORDS CHECKLIST

- Review the previous years report – “Report: By Staff Person” and add additional required information which can be collected using the Staffing Collection Document.
- Identify if the following information is correct for each individual and collect what is missing or has changed.
  - Race/Ethnicity field is mandatory. This field should be updated if it was not completed last year.
  - Review Reporting Type
  - Instructional Salary
  - Admin/SS Specialist Salary
  - Total Teaching Experience
  - Total Admin/SSS Experience
  - Assignments
    - Review the listing of Assignment Codes and make sure they reflect the correct assignments being taught.
    - Determine the number of classes/periods being taught per assignment
    - Review the FTE per assignment to ensure they are correct
    - Review SPED, ESL and other checkboxes
- Open the PRF Database and go to the Staffing – Teachers/Admin/SSS Screen and click on the icon by the employee that should be edited.
- Update Reporting Type if applicable
- Update Total Instructional Salary and/or Total Admin/SSS Salary
- Update Total Teaching Experience and/or Total Admin/SSS Experience
- Update all Assignments
  - Review Attendance Center
  - Review Position Code
  - Review Assignment Code
  - Review Quarters/Trimesters
  - Add Number of Classes/Periods Taught
  - Put a check in the appropriate check boxes.
- Personnel Record Completely Updated should be changed to Yes.