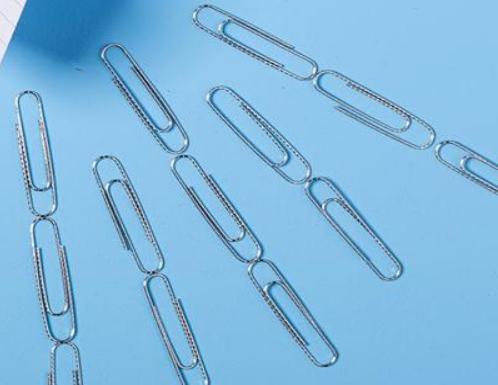




Staffing Analysis Study

Menahga Public Schools

9.21.2026



Introductions



Rick Kreyer
Senior Employee Experience
Consultant

CESO Overview



The *Center for Effective School Operations* - **CESO** - believes in the power of an equitable learning journey for every student.

Our expertise in K-12 operations keeps organizations running smoothly so leaders can focus on what matters most.

theceso.com

Study Overview & Goals

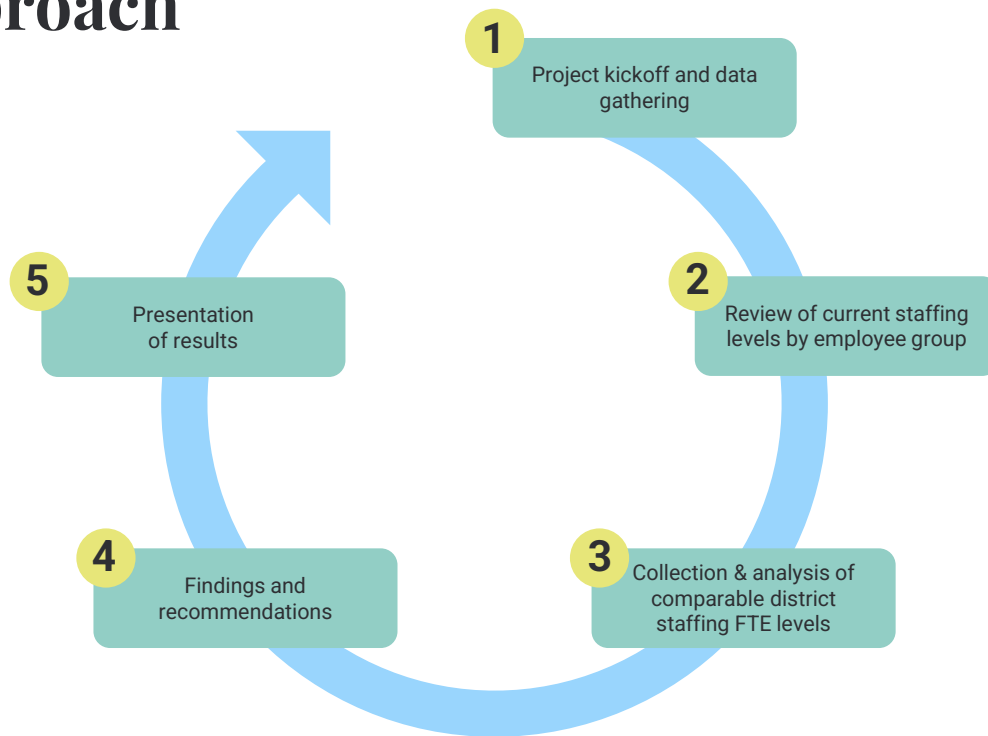
Scope: Comprehensive study to review District Staffing levels and compare to similar sized districts.

Primary Goals:

- Benchmark Menahga staffing levels by employee groups against comparison districts
- Identify any outliers and recommend possible changes for upcoming budget cycles.



Our Approach



Staffing Level Benchmarking

CESO collected student enrollment and staff full-time equivalents (FTE) for the following employee categories:

- Administration
- Teachers
- Support Staff
- Paraprofessional
- Special Education Instructional Staff
- Custodial
- Food Service
- Transportation



Staffing Level Benchmarking

District	Number of Buildings	Student Enrollment	Total Staff - Actual
<i>Menahga</i>	2	1,141	181.02
Cannon Falls	4	1,050	206
Esko	1	1,267	190.75
Howard			
Lake-Waverly-Winstead	3	1,337	183.625
Montevideo	4	1,360	274
Wadena-Deer Creek	2	1,100	233
Zumbrota-Mazeppa	3	1,261	218
<i>Average</i>	3	1,229	217.56

Staffing Level Benchmarking

Employee Type	Menahga FTE	Comparable District Average FTE	Adjusted Comparable Average FTE	Comparison
Administration	6	7.5	6.9	Lower
Teachers	66.92	86	84	Lower
Support Staff	12.1	27.04	17.61	Lower
Paraprofessionals	43	44.88	42.16	Higher
Special Education	11	16.7	15.04	Lower
Food Service	10	12.1	11.56	Lower
Custodial	10	12.5	11.7	Lower
Transportation	22	16.75	17.59	Higher

Findings

Staffing Levels

- **Findings:** Menahga is overall staffed very efficiently for a district of this size. In most employee categories, Menahga is staffing at lower FTE levels than comparable districts.

The notable exceptions are in the Paraprofessional and Transportation areas

- **Recommendations:** These two employee groups may be areas to reexamine staffing levels for future budget years.

In the future, the district may have an opportunity to reduce custodial staffing through attrition as vacancies occur.

Growth in online students causes need for additional clerical and administrative support.



Findings

Staffing Levels (continued)

Why Menahga Transportation and Paras are higher

Transportation

- Large rural service area spanning multiple counties
- 28 routes (15 bus, 13 van)

Paraprofessionals

- Significant intervention investment
- Helped reduce special education population from 22% to approximately 13%.



Findings

Strategic Staffing Partnerships

- **Opportunities:** Internal staffing is only part of the staffing equation.
- **Recommendations:** The district may also look at the use of external contracted sources (Freshwater, Sourcewell and others) for transportation routing, special education, food service, business, HR or other services to see if those would be more cost effective to provide internally or externally through partner organizations.



Next Steps

- Continue to review program needs and staffing levels for next year's budgeting process.
- Monitor changes in funding for ADSIS, Summer Unemployment, transportation reimbursement and other funding sources
- Review bus routing to see if efficiencies in routing could lead to reduced number of routes and lower needed driver staffing.
- Monitor vacancies to adjust staffing to program needs.





Questions?





Thank You!

