



School Based Staffing

Presentation to the Board of Education

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STAFFING UPDATE

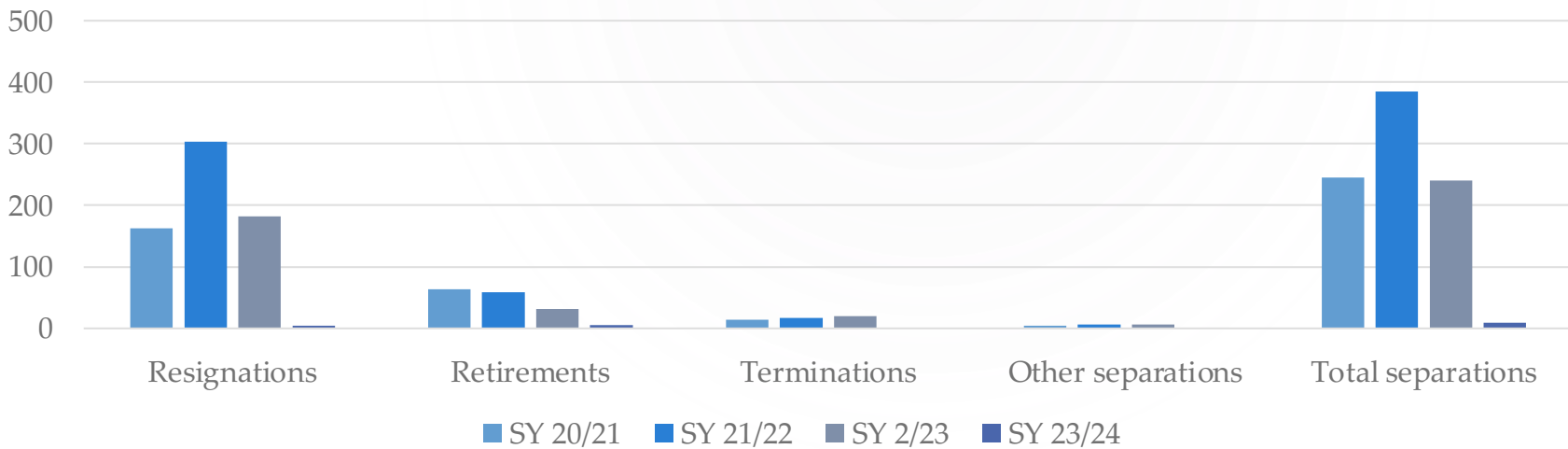


HIRES (Total Year)	2020-2021	2021-2022	2022-2023	July 1, 2023 - Present
Number of Teachers Hired	188	140	148	111*

SEPARATIONS	2020-2021	2021-2022	2022-2023	July 1, 2023 - Present
Number of Teachers Resigned	163	303	182	4
Number of Teachers Retired	64	59	32	5
Number of Teachers Terminated	14	17	20	0
Number of Other Teacher Separations (Death of Employee, Reduction in Force, etc.)	4	6	6	0
Total Separations	245	385	240	9

**Number of new teachers actively engaged in the hiring process
Employment offers are still being made for the 2023-2024 school year*

Teacher Separation Trends

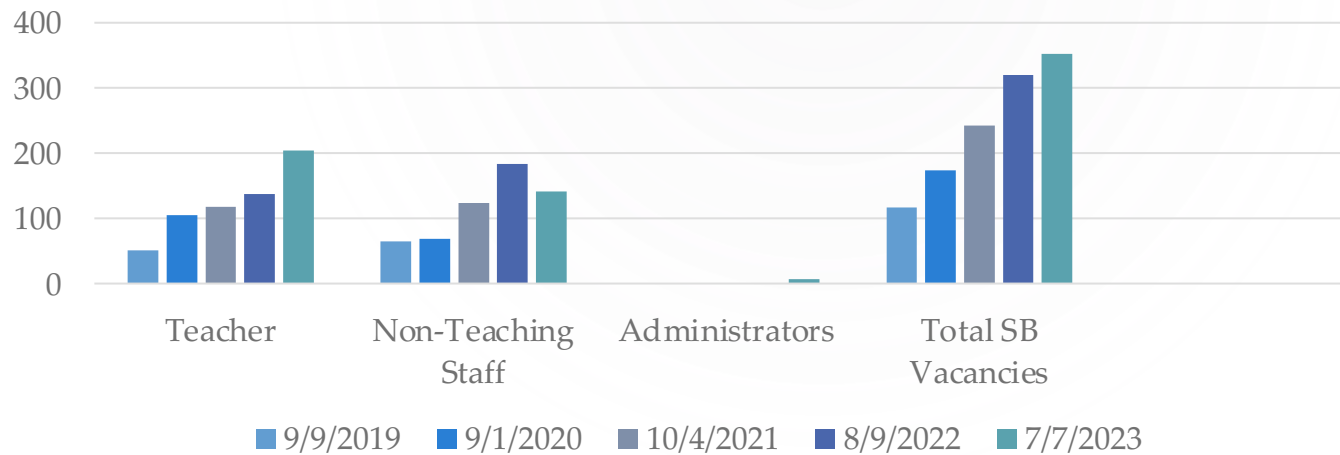




SCHOOL - BASED VACANCIES

VACANCIES	Sept. 9, 2019	Sept. 1, 2020	Oct. 4, 2021	Aug. 2, 2022	July 7, 2023
TEACHING STAFF	51	105	118	141	204
NON-TEACHING STAFF	65	69	124	169	141
Administrators	1	0	0	0	7
TOTAL VACANCIES	117	174	242	317	352

School Based Vacancy Trends





Highlights from the Year

- Attended 40+ hiring fairs (Over 850 meaningful contacts)
- Interviewed over 570 substitutes, aides, and assistants – hired 236 new support staff to the district
- 3% raise to salary schedule
- Created a credentialing system that will allow us to financially support those that are now able to get *certification with less than the required credit hours
- We covered the full cost for 276 substitute certificates for incoming employees
- Hired 148 certified teachers in the 22-23SY
- Paid our student teachers who committed to come back to us for next school year

Current Push to Hire

- Media campaign (radio, Billboards, television and social media)
- Working our priority schools list based on school needs
- Leveraging Handshake Premium to contact recent college graduates and current students
- Teacher Fellows are screening applicants and interviewing candidates daily
- Walking applicants through the application and onboarding processes with regular communications
- Taking applicants on campus tours upon request
- Reaching out to colleges and universities
- Offering relocation assistance for all teacher candidates moving from more than 50 miles away