

# STAFFING UPDATE 2023-2024

TRANSITIONS

NEW STAFF

RECRUITMENT  
& RETENTION

BUDGET  
IMPLICATIONS



2023-2024



# ADMINISTRATION

## **7 NEW ADMINISTRATORS**

PRINCIPALS FOR DOUGLAS, GATES AND MERRIAM

DIRECTOR OF FINANCE & OPERATIONS

ASSISTANT DIRECTOR FOR SPECIAL EDUCATION

FACILITIES COORDINATOR

ASSISTANT PRINCIPAL, MERRIAM

**REDUCTION OF TWO SENIOR ADMIN POSITIONS AS  
PART OF FY24 BUDGET**

# STAFF DEPARTURES & TRANSITIONS

LEAVES OF ABSENCE FOR 23-24	7
RETIREMENTS	8
STAFF NOT RETURNING	44
STAFF RETURNING FROM LEAVE	3
STAFF CHANGING ROLES WITHIN AB	8



# NEW CERTIFIED STAFF FOR 2023-2024

# 45



English Language Educators 6

Special Educators - *Special Programs* 6

Special Educators - Learning Centers 3

Adjustment Counselors & Psychologists 4

BCBAs and Speech/Language Pathologists 3

Elementary Classroom Teachers 14

Secondary Content-Area Teachers 9

# SUPPORT STAFF

Fully staffing support positions continues to be a chronic challenge. Our district is competing with other school districts and other industries for a smaller pool of candidates. Our continued efforts to offer competitive compensation and possibly new incentives will have a substantive impact on budget planning for FY25

TRANSPORTATION

SUBSTITUTE TEACHERS

FOOD SERVICES

ASSISTANTS

CROSSING GUARDS



RECRUITMENT EFFORTS AND COMPETITIVE COMPENSATION PACKAGES

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*Increased hourly rates for all positions*

*Sign-on bonus*

*Referral bonus*

*Attendance bonus*

*Substitute participation incentives*

# STAFF DIVERSITY

## GOAL

The District has held a goal that by September 2024, educators who identify as non-white would account for 10% of our certified staff. This would equate to roughly 50 educators and administrators.

## STATUS

Our staff is less diverse in September 2023 than it was in September 2022.

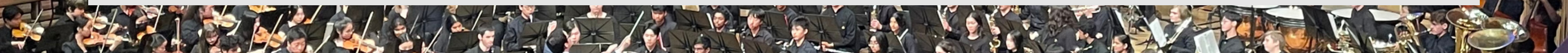
- Staff departures last year include BIPOC educators
- Of the 45 newly hired educators this year, only two (2) identify as non-white
- We continue to hover at 6% non-white educators
- Public-facing office staff continues to diversify especially with those who are bilingual



EDUCATOR DIVERSITY ←

# NEXT STEPS

- 1 Spotlight on retention strategies - feedback from former and current staff
- 2 Expand role and scope of BIPOC Affinity Group and related activities
- 3 Continuing with expanding recruitment strategies (MPDE membership)



# BUDGETING



## SALARIES

When we budget for new positions or to replace retirees, we budget for a teacher with a Masters and three years of experience (M3 = \$63,027).

This year, the average salary for newly hired educators is **\$73,036**, which is closer to an M6

Salary Range	Number of New Hires
\$54,167 to \$59,548	11
\$60,215 to \$63,207	7
\$63,093 to \$72,186	7
\$73,079 to \$82,617	7
\$85,850 to \$96,503	11



# FOOD FOR THOUGHT

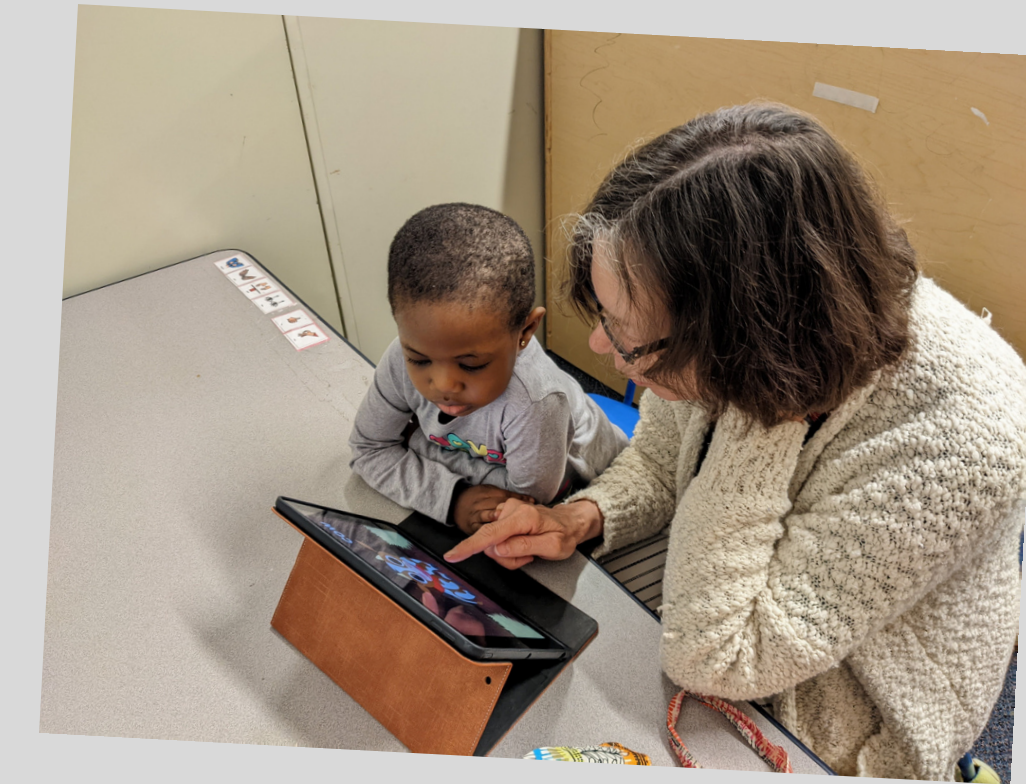


1

Since the pandemic, there has been substantially more movement of certified staff. Before 20-21, an average of 17 certified staff left the District (non-retiree); over the past two years, we are averaging 44 departures.

2

There are also specific certified roles that are particularly challenging to fill - psychologists, nurses, English language educators and special education service providers.



3

Competitive rates and benefits for support staff positions will be an ongoing theme. We need to identify other incentives or benefits that could expand our reach.

4

Adjustments to budgeting for personnel to reflect actual costs will impact the scope and contours of the FY25 budget discussion.

5

The challenges related to increasing staff diversity are fairly significant. The pool of candidates is small and the competition for those candidates is fierce; we need to identify other creative solutions.

6

Despite many challenges, A-B continues to recruit and hire highly qualified educators and is seen by many candidates as an attractive place to work and develop professionally.