STAFFING UPDATE 2023-2024

TRANSITIONS

NEW STAFF

RECRUITMENT & RETENTION

BUDGET IMPLICATIONS





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

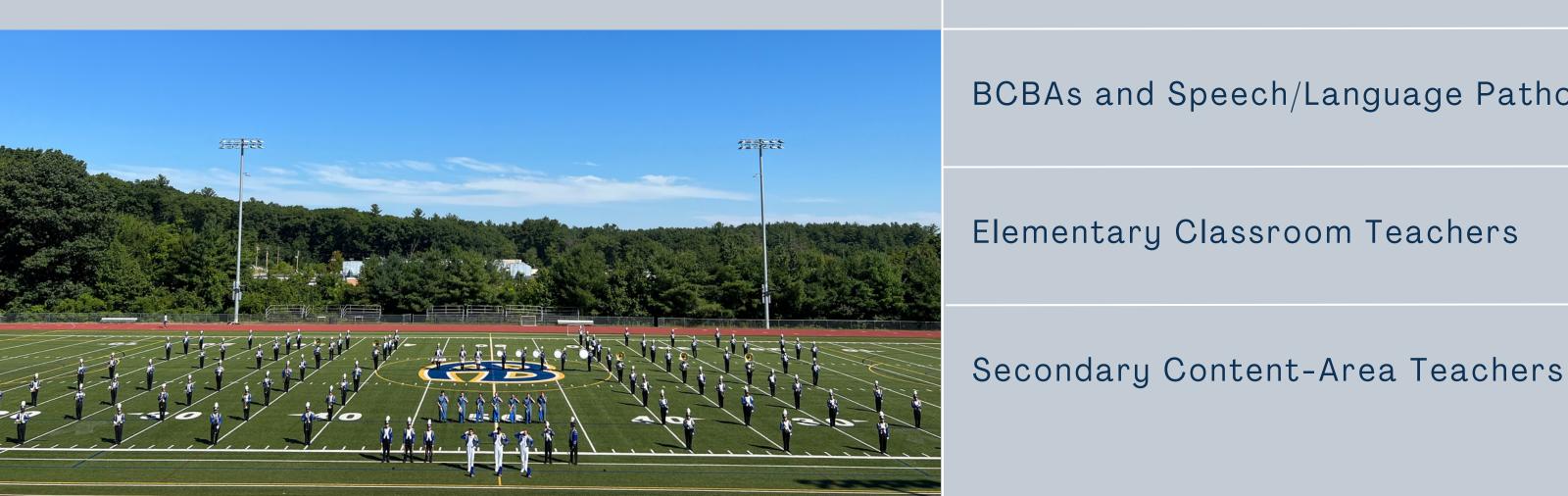
STAFF DEPARTURES & TRANSITIONS

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

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

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 adminisistrators.

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





NEXT STEPS

- Spotlight on retention strategies feedback from former and current staff
- 2 Expand role and scope of BIPOC Affinity Group and related activities
- 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

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.

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





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.

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

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.

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 an develop professionally