2018-2019
Annual Staffing Report

Claire Morton | Executive Director of Human Resources
Hiring Statistics and Trends by Employee Group

- Principals/Assistant Principals (FPA)
- Certified Staff (FEA)
- Classified Staff (ESSA)
- Non-Represented Staff (Exempt)
- Substitute Teachers and Temporary Workers
Fairbanks Principals' Association (FPA)
Principals/Assistant Principals
As of October 21, 2019

44 FPA members
  29 principals and 15 assistant principals

2 retired

1 resigned

2 new hires

2 new hires

6.8% turn over

7.2% DECREASE from last year
25% of new FPA hires are female

100% of new FPA hires are 40+ years of age

25% of new FPA hires are members of a minority group
Principals/Assistant Principals (FPA)
Minority New Hires-5 Year Trend Data

*Data in percentages*
Fairbanks Education Association (FEA)
Certified Teachers
As of October 21, 2019

881 FEA members
a decrease of 24 FEA members from the previous reporting period

47 retired

53 resigned
1 employee was terminated

89 new hires

0 FEA layoffs
first time since FY 2012-2013

11.4% turn over
1% DECREASE from last year
Certified Teachers
FEA New Hires

- 78% of new FEA hires are female
- 28% of new FEA hires are 40+ years of age
- 11.2% of new FEA hires are members of a minority group
Certified Teachers (FEA)
Minority New Hires-5 Year Trend Data

*Data in percentages*
Certified Teachers (FEA)
New Hire Statistics

- 88  FEA New Hires
- 35  First Year Teachers
- 23  Former UAF Graduates
- 14  2019 UAF Graduates
Educational Support Staff Association (ESSA)
Classified Staff
As of October 21, 2019

851 ESSA members
139 resigned
10 ESSA staff members were terminated
27 retired

197 hired
1 layoff

19.5% turn over
2.9% INCREASE from last year
Classified Staff
ESSA New Hires

- 73% of new ESSA hires are female
- 41% of new ESSA hires are 40+ years of age
- 29.5% of new ESSA hires are members of a minority group
Classified Staff (ESSA) Minority New Hires-5 Year Trend Data

*Data in percentages*
Non-Represented Staff
(Formerly Exempt)
As of October 21, 2019

107 non-represented staff
12 left the district
  1 non-represented staff member was terminated
8 resigned

23 hired
3 retired

10.2% turnover
9.6% DECREASE from last year
Non-Represented Staff New Hires

- 74% of new non-represented hires are female
- 57% of new non-represented hires are 40+ years of age
- 21.8% of new non-represented hires are members of a minority group
Non-Represented Staff
Minority New Hires-5 Year Trend Data

*Data in percentages*
Substitute Teachers/Temporary Workers
As of October 21, 2019

- **950** subs and temps (average daily count; temps fill in for absent classified staff and <15 hr/week employees)
- **$140** certified short-term subs (valid Alaska teacher certificate required to earn $140/day)
- **$126** non-certified short-term subs (48 college credit hours or Associate’s degree required to earn $126/day)

- **338** hired subs and temps
- **20** days+ valid Alaska teacher certificate required for long-term subs; pay rate aligns with teacher’s salary schedule.

- **93%** average fill rate for substitute teachers, a 2% decrease from last year
- **65%** average fill rate for temporary workers, comparable to previous years
Substitute Teachers/Temporary Workers
New Hires

73% of new Sub/Temp hires are female

35% of new Sub/Temp are 40+ years of age

26% of new Sub/Temp hires are members of a minority group
Substitute Teachers/Temporary Workers
Minority New Hires-5 Year Trend Data

*Data in percentages*
Sub/Temp Recruiting Events
Sub Round-Up 2019

10
Attended
new hire orientation during
the month of November 2019
and used a fingerprint
voucher.

24
Participants
attended the Sub Round-Up. Participants
heard from hiring managers, received
resume and interview tips, onsite
application help, and received a fingerprint
voucher ($49 value) to use in November
2019.

2nd Annual
Sub Round-Up took place in
October 2019.
attended the UAF Fall Job Fair with focus on recruiting UAF students for temporary and substitute positions.

North Pole Winterfest Bazaar
attended the NP Winterfest Bazaar with focus on recruiting subs and temps for the North Pole/Eielson area.

Dept. of Labor
attended the Dept. of Labor job fair with focus on recruiting for all open positions, specifically nutrition services and on-call custodians.

FNSB Job Fair
attended the FNSB Job Fair with focus on recruiting for all open positions, specifically nutrition services and on-call custodians.

UAF Spring Job Fair
attended the UAF Spring Job Fair with focus on recruiting UAF students for temporary and substitute positions.
Fairbanks North Star Borough Population

Data estimates from July 1, 2019 from the United States Census Bureau.

*Data in percentages*
Men--25%
Women--75%

Alaska Native/American Indian
Asian
African American/Black
Hawaiian/Pacific Islander
Hispanic
Caucasian
Multiple Races


*Data in percentages
Goal 1

Form a standing Inclusion and Diversity focus group composed of members from the diversity committee, community members, staff, and key members of the Fairbanks Coalition Builders (FCB) team.

Goal 2

Promote the Fairbanks North Star Borough School District as a highly desirable employer that offers an environment where differences are valued, respected, and celebrated.

Goal 3

Compile a core set of programs and training for staff, students, and the community designed to support the district’s commitment to inclusion and diversity.

Goal 4

Continually evaluate the recruiting and employment process to identify and remove barriers and ensure the District is identifying, attracting, hiring, and retaining a diverse pool of qualified staff.

IDAP Committee

- Principals (2)
- EEO Officer
- Recruiting/Staffing Coordinator
- Community Members (2)
- Support Staff
Thank You