



Fairbanks North Star Borough School District

# 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

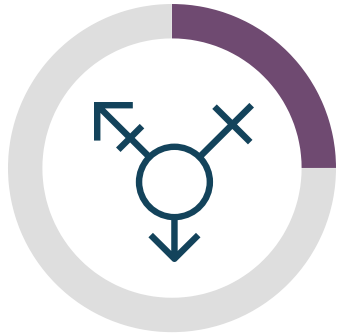
**1** resigned

**2** new hires  
principals

**2** new hires  
assistant principals

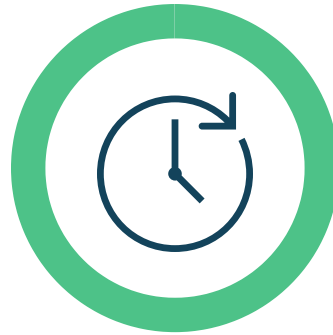
**6.8%** turn over  
7.2% DECREASE from last year

# Principals/Assistant Principals FPA New Hires



25%

of new FPA hires are **female**



100%

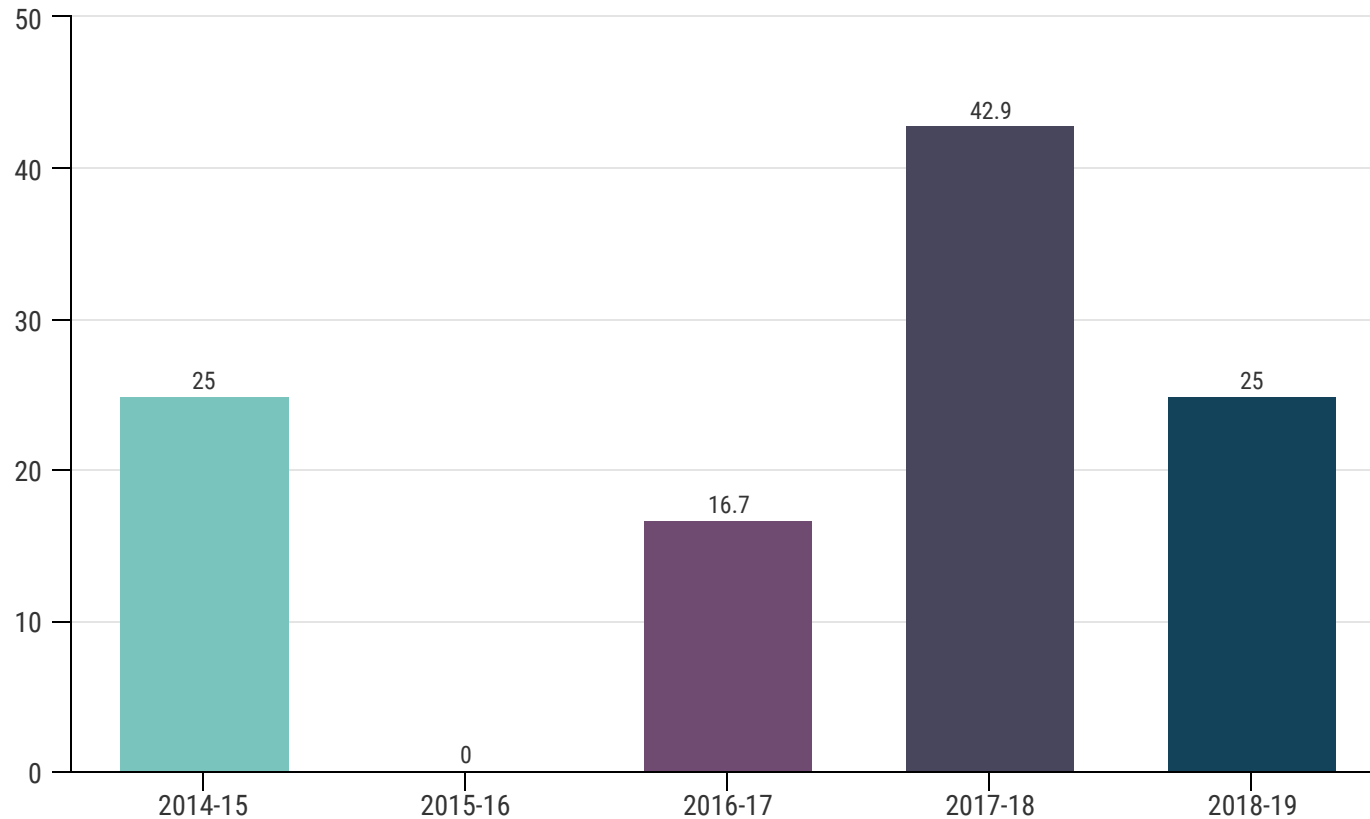
of new FPA hires are  
40+ years of **age**



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

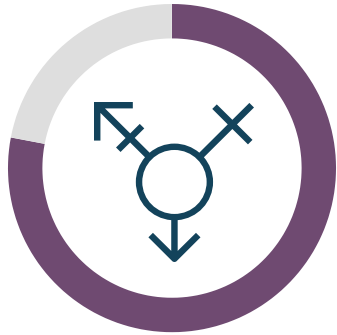
**53** resigned  
1 employee was terminated

**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%

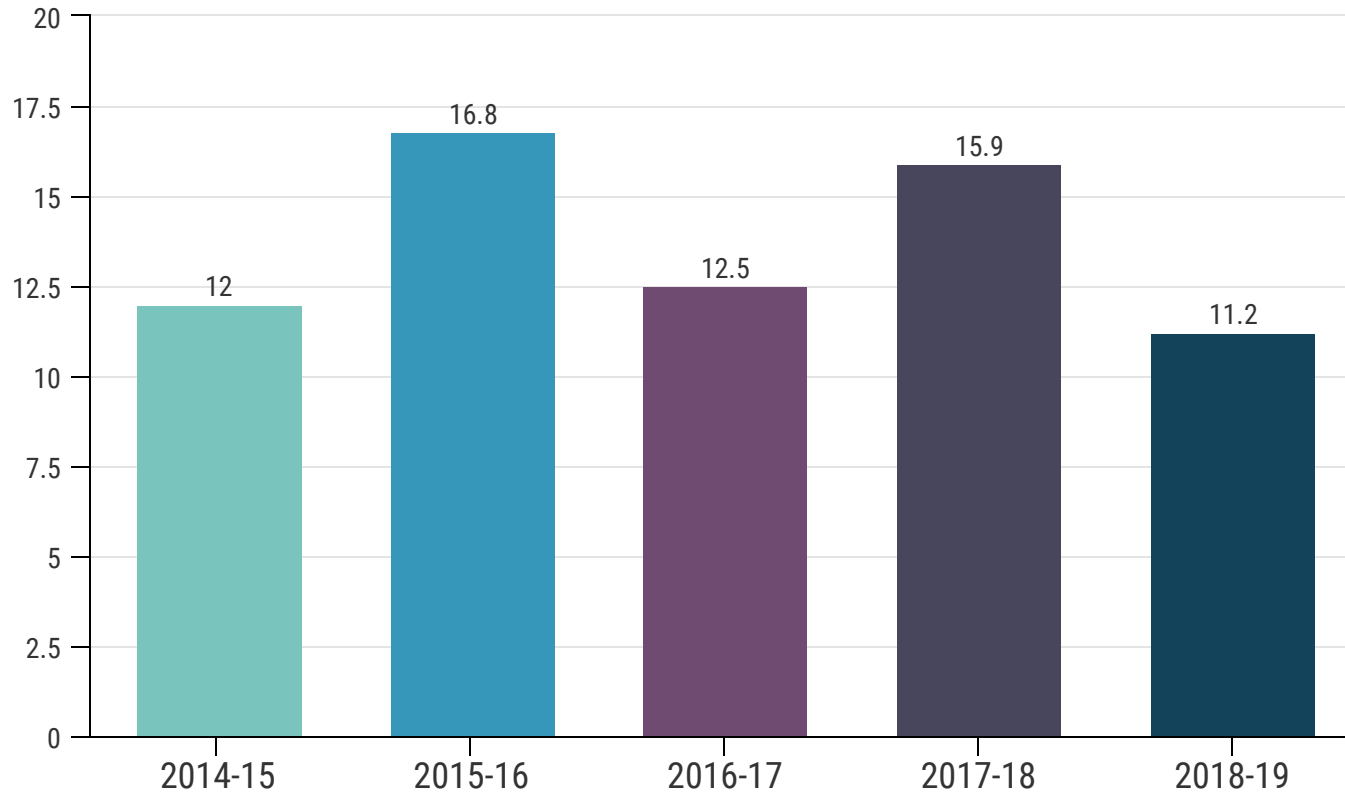
of new FEA hires are  
40+ years of **age**



11.2%

of new FEA hires are  
members of a **minority group**

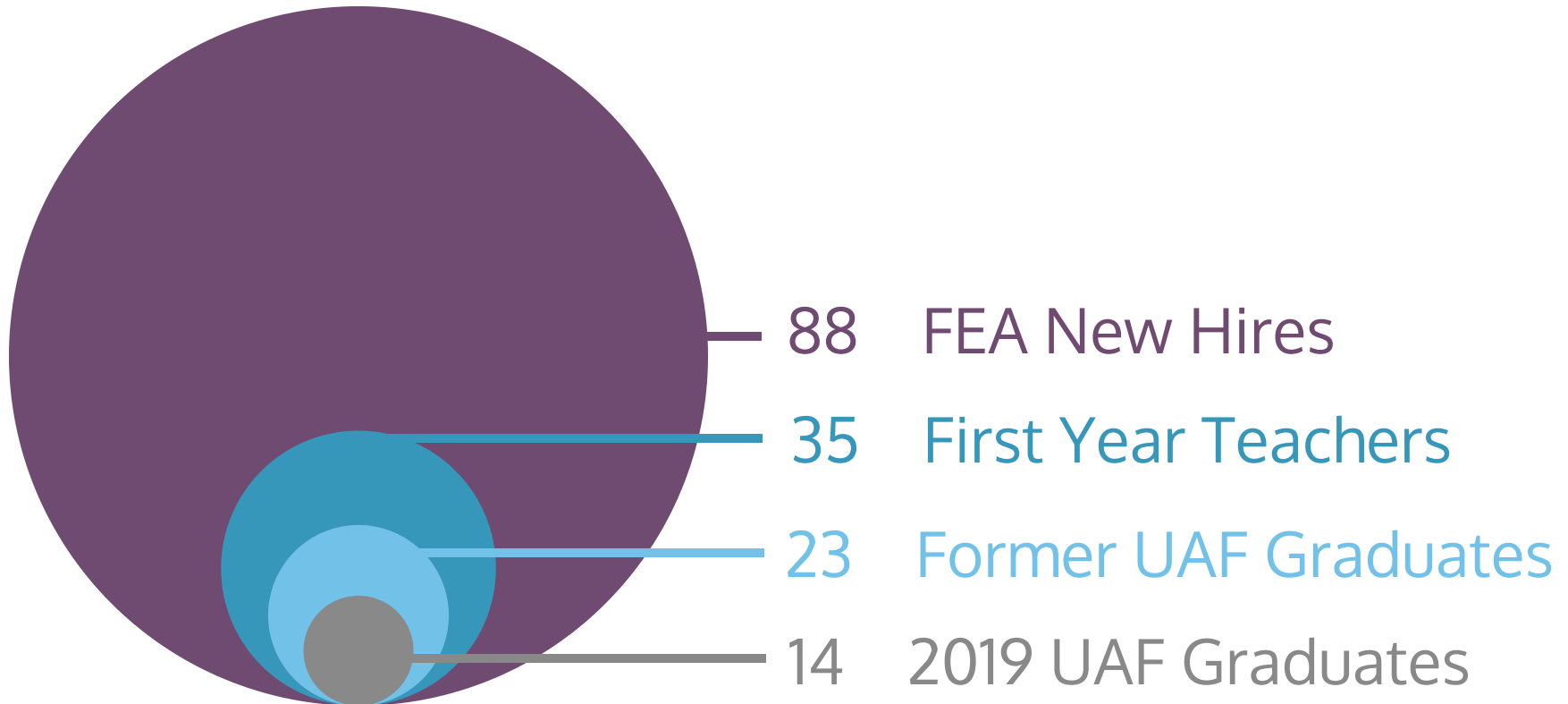
# Certified Teachers (FEA) Minority New Hires-5 Year Trend Data



*\*Data in percentages*



# Certified Teachers (FEA) New Hire Statistics



# Educational Support Staff Association (ESSA)

Classified Staff

As of October 21, 2019

**851** ESSA members

**197** hired

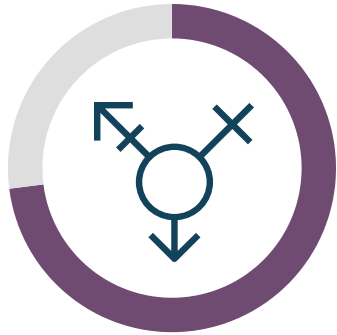
**139** resigned  
10 ESSA staff members were terminated

**1** layoff

**27** retired

**19.5%** turn over  
2.9% INCREASE from last year

# Classified Staff ESSA New Hires



73%

of new ESSA hires are **female**



41%

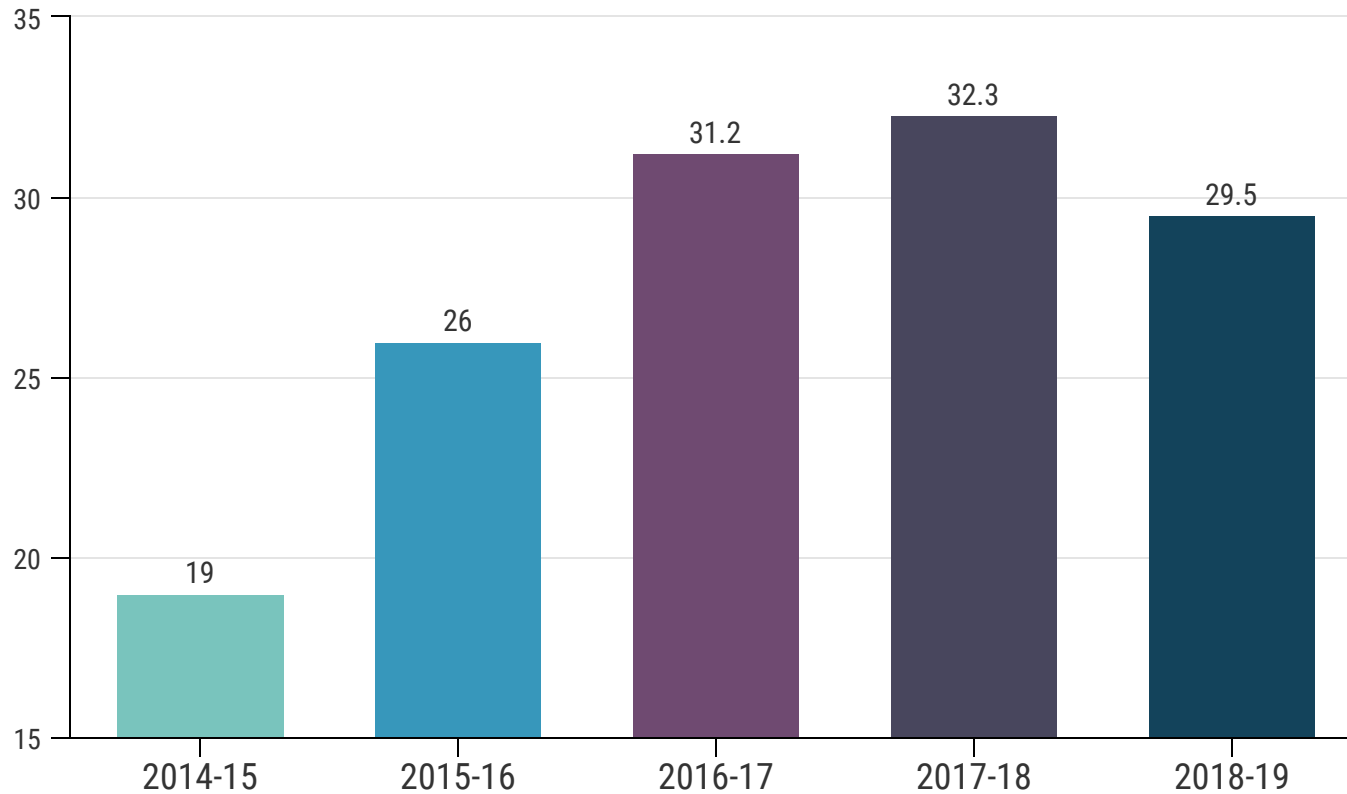
of new ESSA hires are  
40+ years of **age**



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

**23** hired

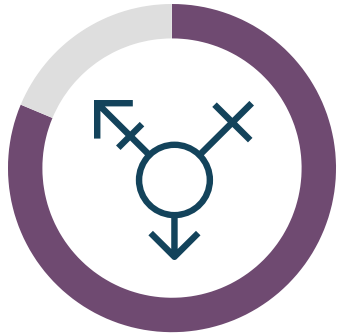
**12** left the district  
1 non-represented staff member was terminated

**3** retired

**8** resigned

**10.2%** turn over  
9.6% DECREASE from last year

# Non-Represented Staff New Hires



74%

of new non-represented hires  
are **female**



57%

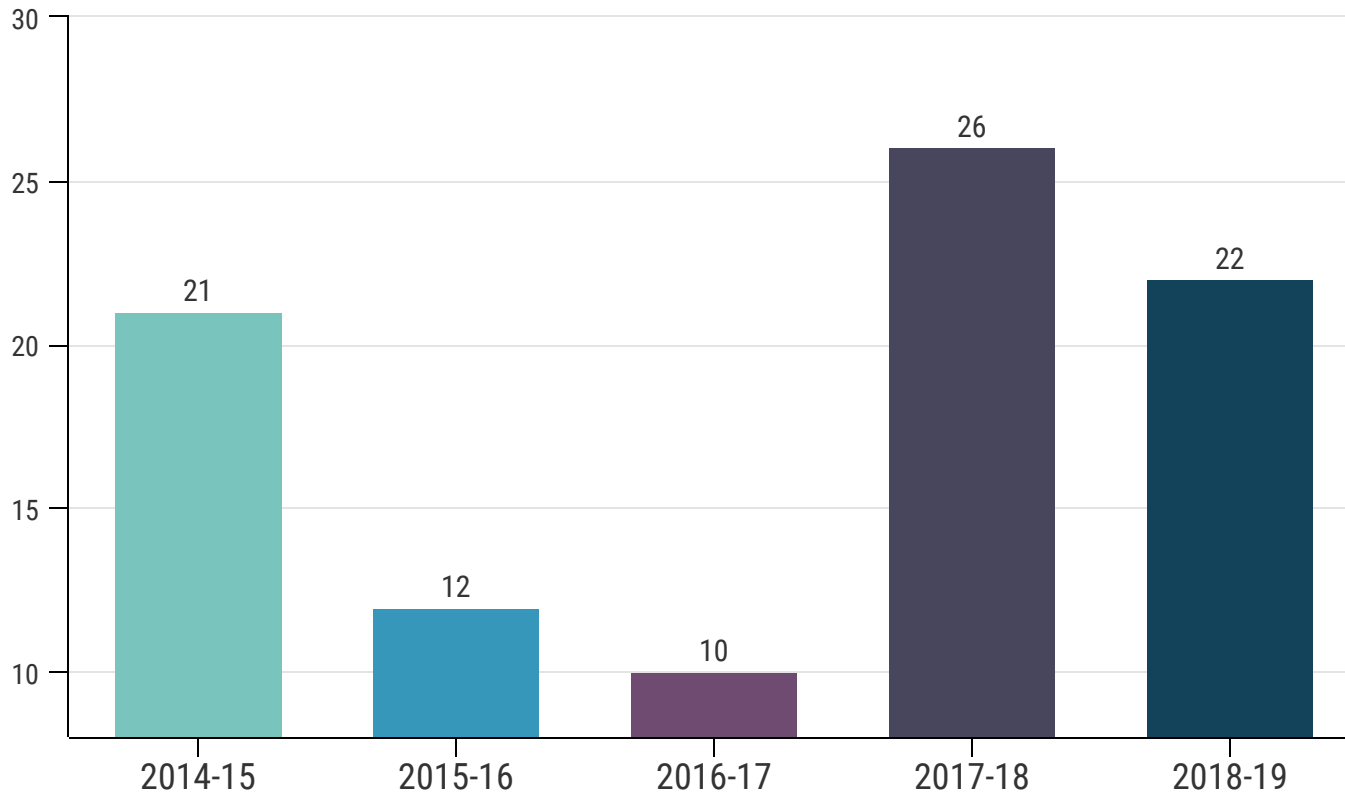
of new non-  
represented hires  
are 40+ years of **age**



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%

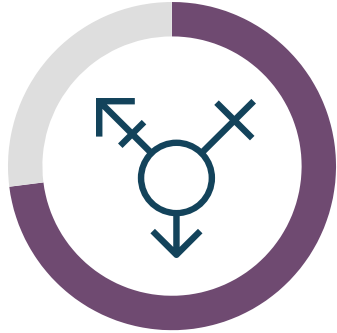
average fill rate  
for substitute teachers, a 2% decrease from  
last year

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%

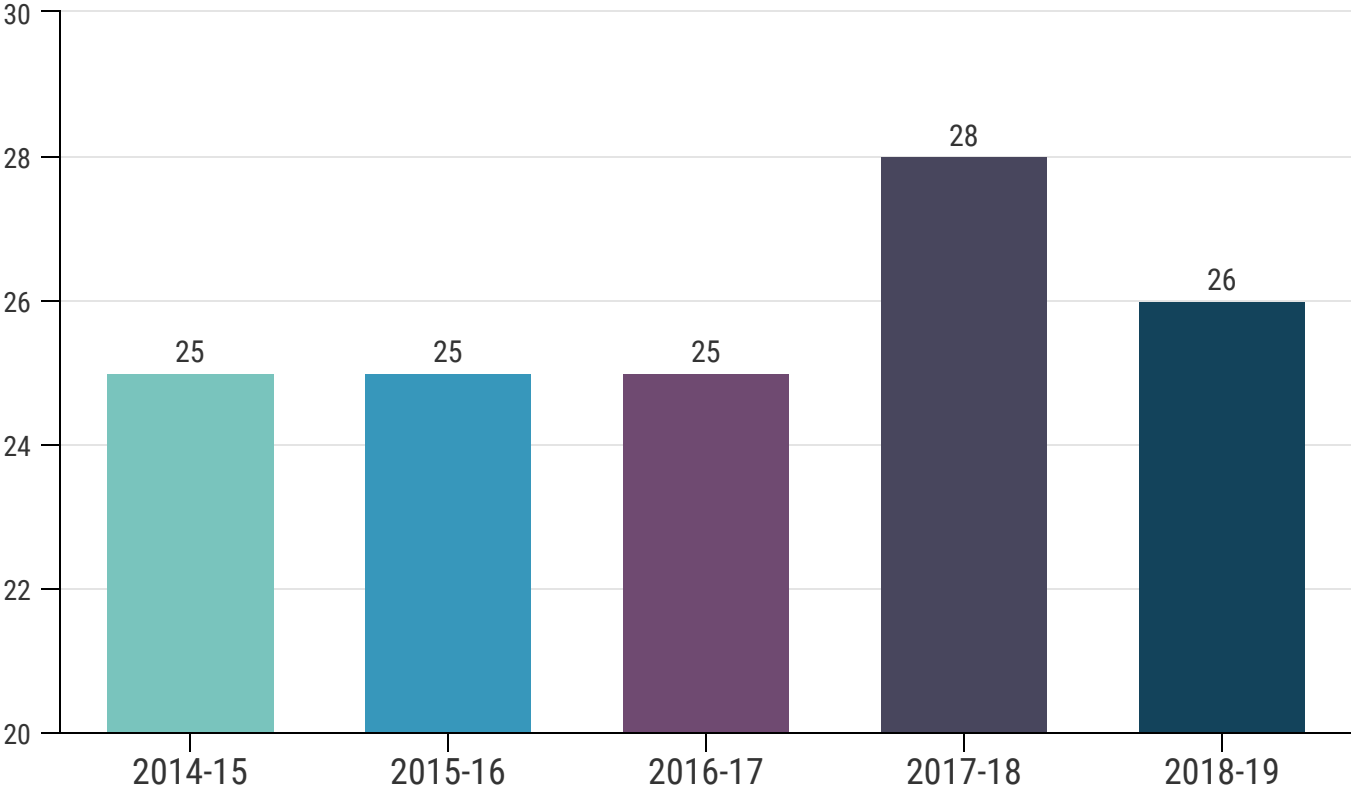
of new Sub/Temp are 40+  
years of **age**



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.

# Job Fairs

## Recruiting and Staffing

39

### UAF Fall Job Fair

attended the UAF Fall Job Fair with focus on recruiting UAF students for temporary and substitute positions.

28

### North Pole Winterfest Bazaar

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

100

### 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.

51

### FNSB Job Fair

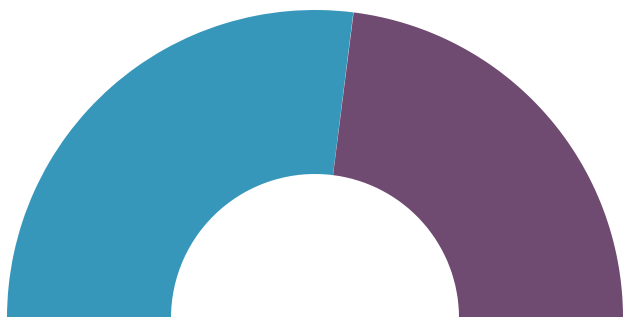
attended the FNSB Job Fair with focus on recruiting for all open positions, specifically nutrition services and on-call custodians.

43

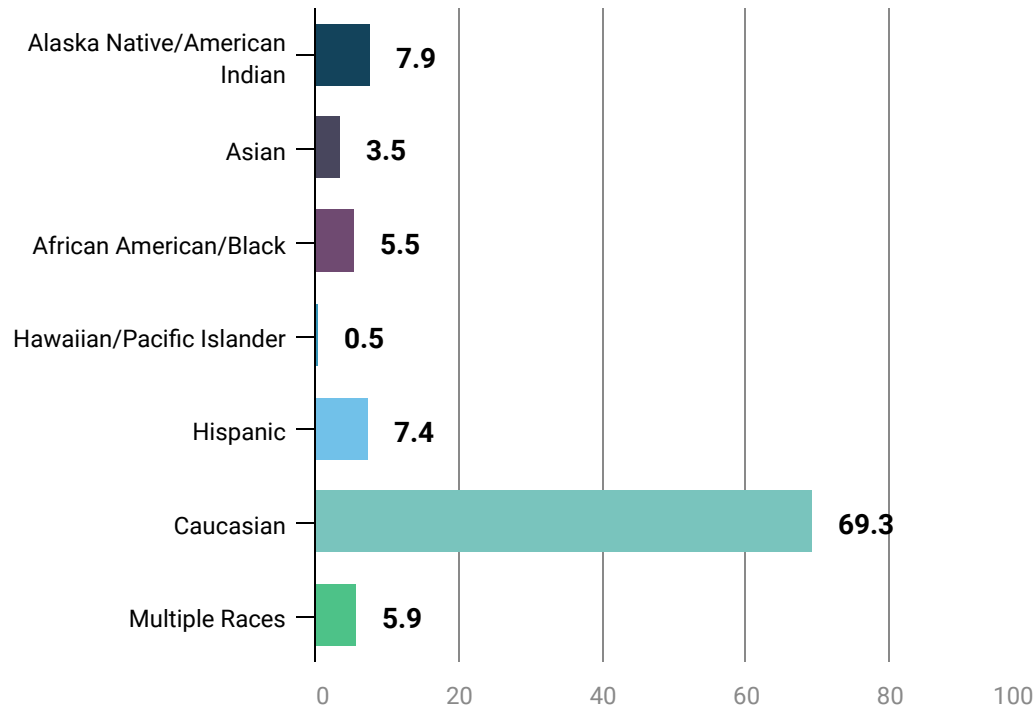
### UAF Spring Job Fair

attended the UAF Spring Job Fair with focus on recruiting UAF students for temporary and substitute positions.

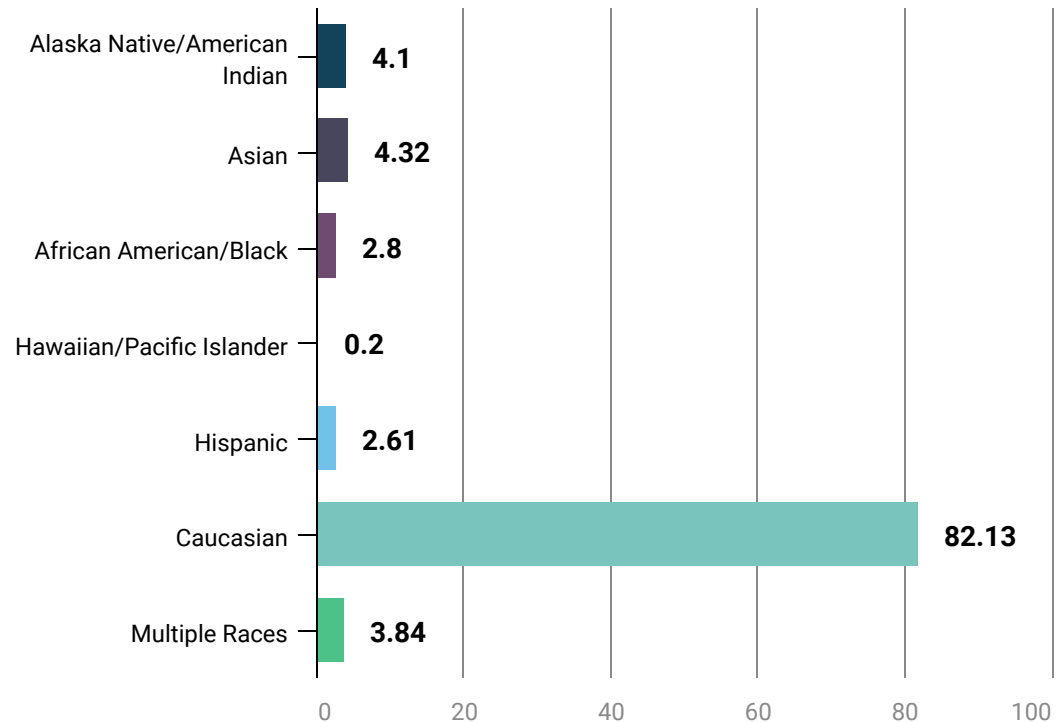
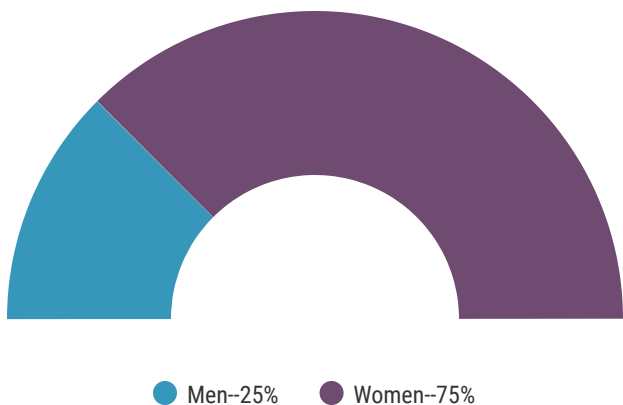
# Fairbanks North Star Borough Population



● Men--54% ● Women--46%



# FNSBSD Staff Population



The background of the slide features a vibrant aurora borealis (northern lights) in shades of purple, green, and blue, set against a dark night sky. Below the aurora, a calm body of water reflects the lights and the surrounding landscape. In the distance, dark silhouettes of mountains and a forest of trees are visible. The entire scene is framed by a thin white border.

IDAP

# Inclusion & Diversity Action Plan



## 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

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





**Thank You**