

**Human Resources – Annual Staffing Report
New Hire Activity and Demographics
School Year 2017-2018**

Principals/Assistant Principals (FPA)

As of October 21, 2018, the district employed a total of 43 FPA members (28 principals and 15 assistant principals). In SY 2017-2018, four FPA members retired, one resigned, and one transferred to an Exempt position. This resulted in a 14.0% turnover rate, a 2.1% increase from the previous year. Last year the board approved an increase of one district wide elementary assistant principal position.

Principal New Hires – FPA (July 18 – October 21, 2018)

Principals	2
Assistant Principals	5
Total	7

FPA New Hire Demographics

<u>Gender</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Male	1	14%
Female	6	86%

<u>Age</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Less than 40 Years of Age	0	0%
40+ Years of Age	7	100%

<u>Ethnicity</u>	<u>Number Hired</u>	<u>Percentage of Total Hired</u>
African American	1	14.3%
Alaska Native	1	14.3%
American Indian	0	0.0%
Asian	0	0.0%
Hawaiian/Pacific Islander	0	0.0%
Hispanic	1	14.3%
Caucasian	4	57.1%
Multiple Races*	0	0.0%
Total	7	100%

Minority FPA New Hires – Trend Data (SY13-14 – SY17-18)

<u>Year</u>	<u>Minority Hires</u>	<u>Caucasian Hires</u>
SY 17-18	42.9%	57.1%
SY 16-17	16.7%	83.3%
SY 15-16	0.0%	100.0%
SY 14-15	25.0%	75.0%
SY 13-14	14.3%	85.7%

Certified Teachers (FEA)

As of October 21, 2018, the district employed a total of 905 certified FEA members which represents a decrease of five from the previous reporting period. In school year 2017-2018, 94 certified FEA staff left the district. Of those, 34 retired, 59 resigned, and one was terminated. This resulted in a 10.4% turnover rate for teachers, a 0.1% increase from the previous year.

Of the six teachers laid off at the end of SY 2017-2018, all have been recalled.

- All teachers must hold and maintain an active Alaska teaching certificate. Most teachers are also required to carry an endorsement that aligns with their subject area. For example, an English teacher must be endorsed in English and a special education teacher must carry a special education endorsement.
- The Every Student Succeeds Act (E.S.S.A.) legislation eliminated the former “highly qualified” designation for teachers. Individual states now have the ability to set their own standards and determine how teachers meet those requirements.
 - The district is developing new guidelines for endorsement requirements in the areas of science and social studies that will allow for more flexibility in hiring.
 - Reporting to the state will shift from “highly qualified” to the following:
 - Inexperienced teacher (1st year teacher)
 - Out-of-field teacher – a teacher teaching a subject area in which they do not hold an endorsement
 - Ineffective teacher – a teacher who was on a plan or improvement (non-tenured) or a plan of professional growth (tenured)
- The district has a number of support services in place for first year teachers, including a mentor teacher and instructional technology teachers. In 2017, the Teaching and Learning Department launched a New Teacher Cohort Class to support first year teachers. An online class has been created on topics such as classroom management, data analysis (MAP, AIMSWeb) or communication with parents and students and it is offered for up to two continuing education credits from UAA.
- Shortages continue to exist in special education/SPED, to include teachers, speech language pathologists, physical therapists, school psychologists, and occupational therapists. For difficult to fill SPED positions, the district relies on contractors. In an effort to attract more applicants, this year the district continued awarding a \$2,000 signing bonus for new SPED teachers.
- Six SPED teachers are currently working with SPED waivers. SPED waivers come into play when the district is unable to recruit teachers who hold a valid teaching certificate with a special education endorsement. Per 4 AAC 12.340, districts may request that the Department of Education grant a waiver for up to three years for applicants/employees who are currently enrolled in a SPED degree program and making satisfactory progress towards completion of their program.

Certified New Hires – FEA (August 9 – October 21, 2018)

Elementary Teachers	36
Secondary Teachers	21
Special Education Teachers	16
Special Education Specialists (OT, PT, Psych, ELP)	5
Music	4
Counselors	3
Librarians	1
Other (Mentors, Facilitators, ELL, JROTC)	4
Total	88

Note: Of the 88 certified new hires (FEA), 35 (39.8%) are first year teachers and nine (10.2%) of those are 2018 graduates from the University of Alaska Fairbanks. A total of 24 new hires have earned a degree from UAF at some point prior to employment with the district.

FEA New Hire Demographics

<u>Gender</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Male*	19	22%
Female*	69	78%

<u>Age</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Less than 40 Years of Age	47	53%
40+ Years of Age	41	47%

<u>Ethnicity</u>	<u>Number Hired</u>	<u>Percentage of Total Hired</u>
African American	1	1.1%
Alaska Native	1	1.1%
American Indian	1	1.1%
Asian	3	3.4%
Hawaiian/Pacific Islander	0	0.0%
Hispanic	5	5.8%
Caucasian	74	84.1%
Multiple Races**	3	3.4%
Total	88	100%

**These categories flagged as “statistically significant” in the Affirmative Action Plan.*

***2016-2017 was the first year the category “multiple races” was tracked.*

Minority FEA New Hires – Trend Data (SY13-14 – SY17-18)

<u>Year</u>	<u>Minority Hires</u>	<u>Caucasian Hires</u>
SY 17-18	15.9%	84.1%
SY 16-17	12.5%	87.5%
SY 15-16	16.8%	83.2%
SY 14-15	12.0%	88.0%
SY 13-14	15.0%	85.0%

Classified Staff (ESSA)

As of October 21, 2018, the district employed a total of 833 ESSA members which represents a decrease of two from last year’s reporting period. In SY 2017-2018, 169 classified staff left the district. Of those, 128 resigned, 30 retired, 10 were terminated and one passed away. This resulted in a 16.6% turnover rate for classified staff, a 2.9% decrease from last year.

Of the nine classified staff who were laid off at the end of the 2017-2018 school year, four were recalled to the same position, four accepted different ESSA positions, and one remains in layoff status.

- Paraprofessionals assigned to instructional duties in Title I schools are required to meet the Paraprofessional Highly Qualified requirements. To be highly qualified, a paraprofessional must have an associate’s degree or higher, have 48 college credit hours, or pass the ParaPro assessment. The new E.S.S.A. legislation did not change the requirement of instructional paraprofessionals to be highly qualified. Non-instructional classified employees, such as custodians and secretaries, are not subject to highly qualified requirements.
- Starting with the 2018-19 school year, all elementary schools implemented full day kindergarten.

Classified New Hires (October 22, 2017 – October 21, 2018)

Aides/Tutors/Assistants	92
Clerical	23
Nutrition Services	22
Custodians	19
School Nurses/LPN/Health Assistants	16
Technicians	6
Library Associate/Assistants	6
Specialists	4
Warehouse/Laborer	2
Psychologist Intern	2
Total	192

Classified New Hire Demographics

<u>Gender</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Male	36	19%
Female	156	81%

<u>Age</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Less than 40 Years of Age	112	58%
40+ Years of Age	80	42%

<u>Ethnicity</u>	<u>Number Hired</u>	<u>Percentage of Total Hired</u>
African American	9	4.7%
Alaska Native	4	2.1%
American Indian*	1	0.5%
Asian	14	7.3%
Hawaiian/Pacific Islander	3	1.6%
Hispanic	10	5.2%
Caucasian	130	67.7%
**Multiple Races	21	10.9%
Total	192	100%

**These categories flagged as “statistically significant” in the Affirmative Action Plan.*

***2016-2017 was the first year “multiple races” was tracked.*

Minority New Hires – Trend Data (SY13-14 – SY17-18)

<u>Year</u>	<u>Minority Hires</u>	<u>Caucasian Hires</u>
SY 17-18	32.3%	67.7%
SY 16-17	31.2%	68.8%
SY 15-16	26%	74%
SY 14-15	19%	81%
SY 13-14	18%	82%

Exempt Staff

As of October 21, 2018, the district employed a total of 96 exempt staff. In SY 2017-2018, 19 exempt staff left the district. Of those, three retired and 16 resigned. This resulted in a 19.8% turnover rate. Exempt positions, such as coordinators and directors, are positions that are not part of any bargaining unit.

Exempt New Hires (October 22, 2017 – October 21, 2018)

Assistant Superintendent	1
Chief Operations Officer	1
Coordinators	2
Custodial Manager	1
EEO Officer	1
Human Resources Technicians	3
Secretaries	2
Social Service Managers	8
Specialists	3
System Administrator	1
Total	23

Exempt New Hire Demographics

<u>Gender</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Male	4	17%
Female	19	83%

<u>Age</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Less than 40 Years of Age	10	43%
40+ Years of Age	13	57%

<u>Ethnicity</u>	<u>Number Hired</u>	<u>Percentage of Total Hired</u>
African American	1	4.3%
Alaska Native	1	4.3%
American Indian	0	0.0%
Asian	2	8.7%
Hawaiian/Pacific Islander	0	0.0%
Hispanic	1	4.3%
Caucasian	17	74.0%
Multiple Races*	1	4.3%
Total	23	100%

*2016-2017 was the first year "multiple races" was tracked.

Minority New Hires – Trend Data (SY13-14 – SY17-18)

<u>Year</u>	<u>Minority Hires</u>	<u>Caucasian Hires</u>
SY 17-18	26%	74%
SY 16-17	10%	90%
SY 15-16	12%	88%
SY 14-15	21%	79%
SY 13-14	14%	86%

Substitutes/Temporary Workers

The number of substitute teachers and temporary employees fluctuates on a daily basis but averages around 1,000. Temporary employees include on-call employees who fill in for absent classified staff and <15 hour/week employees such as break aides.

- There are three classifications of substitute teachers employed by the district.
 - Certified short term subs – Valid Alaska teacher certification required in order to earn \$20/hour certified sub rate; assignments are for fewer than 20 consecutive days in the same classroom.
 - Non-certified short term subs – Minimum of 48 hours of college credit or an associate’s degree is required; pay is \$18/hr.
 - Long term subs – Valid Alaska teacher certification required; long term sub assignments are for 20 or more consecutive days in the same classroom; pay rate is commensurate with the teacher’s salary schedule.
- Fill rates are a calculation of the number of substitute teachers and temporary workers who have accepted an assignment divided by the number of absences for the day.
 - Substitute teacher fill rate: The average fill rate this year is 95%, which is 1% higher than last year.
 - Temporary worker fill rate: The average fill rate this year is 65.9%. Temporary workers fill support staff absences such as special education aides and tutors.
 - Overall, district employee absences have increased in comparison to last year, most notably in the 9-10 month ESSA employee group. Increased absences result in lower fill rates as there are more absences to cover with the same sub/temp workforce. *NOTE: This increase could be attributed to an increase in absences being logged into Aesop. Previously not all employees were recording absences in the system.*
 - Over the course of the school year, fill rates fluctuate by several percentage points in either direction. The rate drops slightly at the beginning and end of the school year and also when the demand is especially high, which may occur when a group of teachers are attending a training or right before holidays.
- Sub Round Up: In November 2018 the Human Resources Office held its first Sub Round Up. This event brought in 44 participants, 19 of which attended the new hire orientation during the month of December. Since this event was such a success, the Human Resources office is planning on holding two more Sub Round Ups during the 2019-20 school year.
- Effective January 2019 the pay structure for substitute teachers was restructured in order to increase the fill rates, particularly for less than full day absences. Substitute teachers are now paid on a per diem basis, either for a half day or a full day.

New Hire Substitute Teachers and Temporary Workers (October 22, 2017 – October 21, 2018)

Substitute Teacher	264
Temporary Workers	144
Total	408

<u>New Hires</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>Change (+/-)</u>
Substitute Teachers	199	350	264	-86
Temporary Workers	156	135	144	+9
Total	355	485	408	-77

Substitute/Temporary Worker New Hire Demographics

<u>Gender</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Male	109	27%
Female	299	73%

<u>Age</u>	<u>Number Hired</u>	<u>Percentage Hired</u>
Less than 40 Years of Age	284	70%
40+ Years of Age	124	30%

<u>Ethnicity</u>	<u>Number Hired</u>	<u>Percentage of Total Hired</u>
African American	26	6.4%
Alaska Native	21	5.1%
American Indian	4	1.0%
Asian	19	4.7%
Hawaiian/Pacific Islander	3	0.7%
Hispanic	15	3.7%
Caucasian	294	72.0%
*Multiple Races	26	6.4%
Total	408	100%

Minority New Hires – Trend Data (SY13-14 – SY17-18)

<u>Year</u>	<u>Minority Hires</u>	<u>Caucasian Hires</u>
SY 17-18	28%	72%
SY 16-17	25%	75%
SY 15-16	25%	75%
SY 14-15	25%	75%
SY 13-14	22%	78%