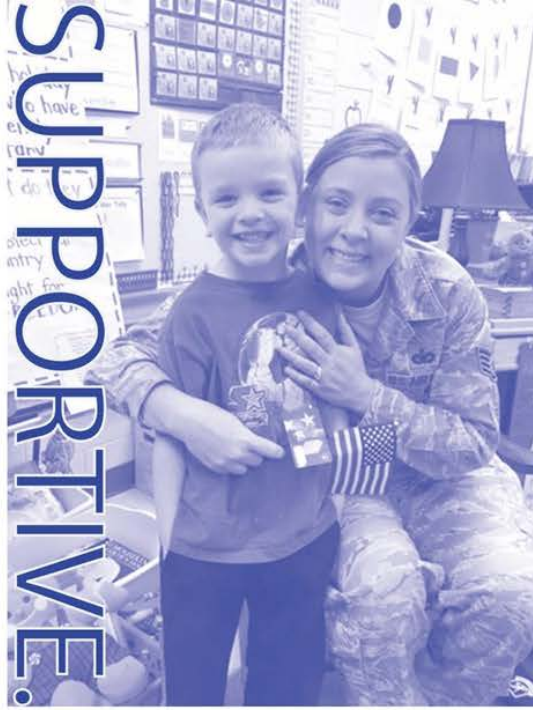
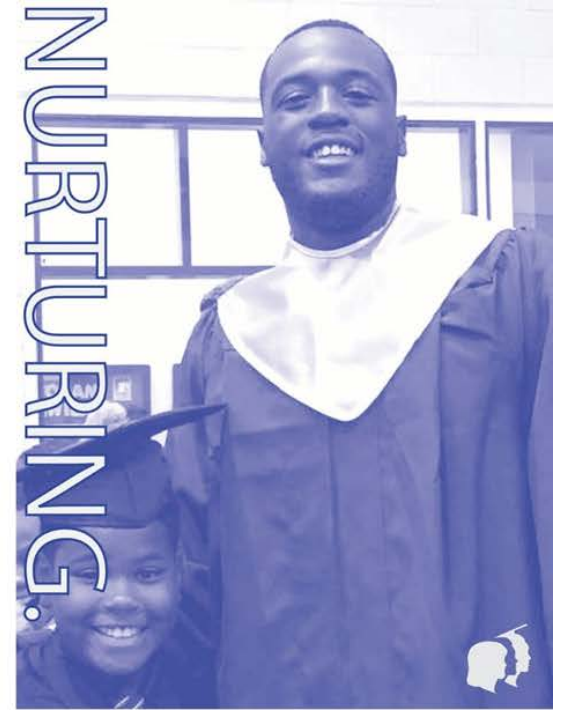




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## Teachers, Substitutes and other Temporary Staffing





# CCPS STAFFING

## Recruitment Update



# Unemployment Rate as of Sept. 2018

3.7%



# HARD-TO-STAFF POSITIONS

- Teachers - Secondary Math (Grades 6-12)
- Teachers - Secondary Science (Grades 6-12)
- Teachers - World Languages
- Teachers - Technology Education (Career and Technical Education)
- Trade positions (HVAC, Electrical, Plumbing)
- IT positions - Programmer, Database Specialists, etc.
- Instructional Assistants - Special Education
- Food Service Workers
- Substitutes



# RECRUITING EFFORTS

- Posting to CCPS Website. NEOGOV is connected to Indeed and Government Jobs
- Advertising on local media, social media (facebook, twitter), emails to parents, phone blasts
- Employment events to assist candidates with submitting application
- Recruitment programs, such as Troops to Teachers
- Student teacher placements and partnerships with colleges
- Targeted CCPS Job Fairs



# RECRUITING EFFORTS

## Online Recruiting (examples)

- [www.teachers-teachers.com/](http://www.teachers-teachers.com/)
- [www.joinhandshake.com/](http://www.joinhandshake.com/) (Connected to over 120 colleges/universities)
- Virtual Career Fairs (online communication with applicants)
- Advertising on VEC job board
- Advertising on college job boards



# RECRUITING EFFORTS - TEACHERS

## Out-of-State Efforts

- Pennsylvania
  - PERC (Pennsylvania Education Recruitment Consortium)
  - Penn State University
- Delaware
  - University of Delaware
  - (2017-18 was last the year due to low student numbers)
- North Carolina
  - UNC
  - North Carolina A&T
- Past: New York (Limited Budget)
- Past: Michigan (Limited Budget)
- Past: Maryland (Minimal success)



# RECRUITING EFFORTS - TEACHERS

## In-State Efforts

- Virginia State University
- University of Richmond
- VUU
- UVA
- JMU
- VCU
- Longwood
- William and Mary
- VASPA (Virginia Assoc. of School Personnel Admin.)
- CNU
- Hampton University
- Radford
- VA Tech





# 2018-19 RECRUITING EFFORTS

## 2018 Bus Driver Job Fairs

- Meadowdale Library (January 2018)
- N. Courthouse Road Library (March 2018)
- LaPrade Library (May 2018)
- N. Courthouse Library (July 2018)
- N. Courthouse Library (July 2018)
- N. Courthouse Library (August 2018)
- Central Library (October 2018)



# 2018-19 RECRUITING EFFORTS

## 2018 Custodian Employment Events

- Bird HS (March 2018)
- CCPS Facilities (March 2018)
- CTC Courthouse (May 2018)
- Midlothian High School (June 2018)



# INCENTIVES

## TEACHERS

One time \$1500 stipend for “critical need areas”. (Eligible at the end of the year based on successful completion)\*or until funds are depleted

- Special Education
- Secondary Math (Grades 6-12)
- Secondary Science (Grades 6-12)
- World Languages
- Technology Education (Career and Technical Education)

## TRANSPORTATION

- Opportunity to earn \$500 annual for perfect attendance and \$200 annual for perfect driving



# OUTCOMES

## 2018-19 SCHOOL YEAR TO DATE

- 838 regular full / part-time employees
  - 487 licensed professionals
  - 11 building administrators
  - 340 classified employees
- 112 substitute teachers



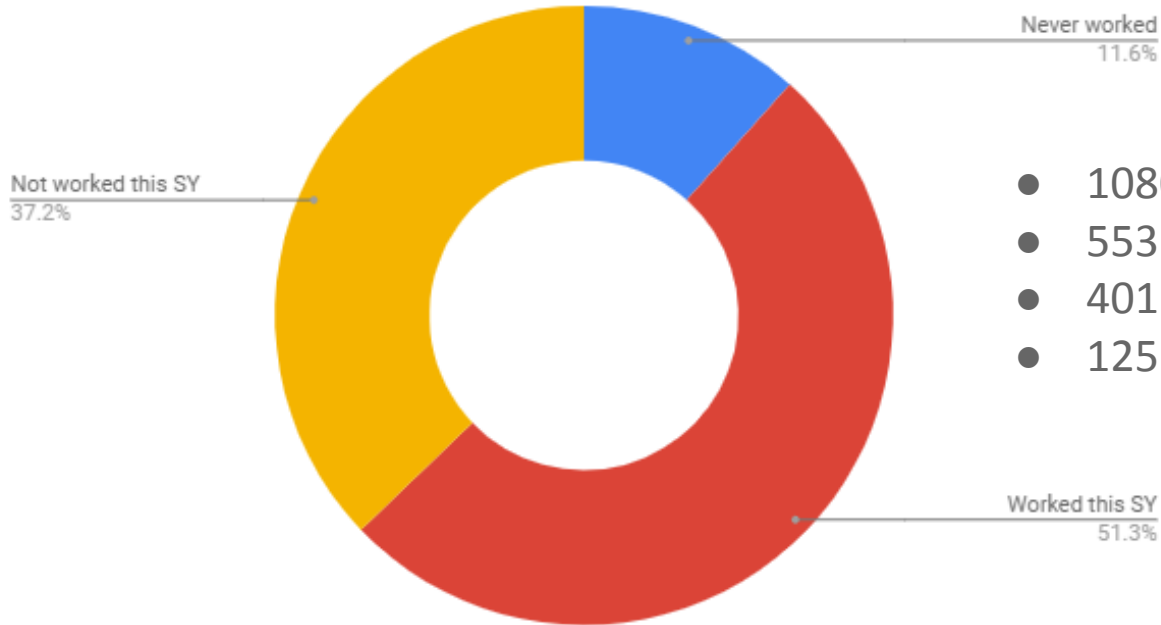
# Teacher Substitute Rate Changes

<u>Sub Type</u>	<u>FY 2017-18</u>	<u>FY 2018-19</u>
Degreed Teacher	\$78	\$85
Non-degreed Teacher	\$49	\$85
Long Term Substitute	\$197	\$197



# Teacher Substitutes

## Active Subs vs. Last day worked



- 1080 Total registered substitutes
- 553 Have worked this school year
- 401 Have not worked this school year
- 125 Have never worked



# Teacher Substitutes

## Unfilled Rates (High School)

<u>School</u>	<u>Sum of 17-18</u>	<u>Current 18/19</u>
Bird HS	10%	11%
Carver Academy	0%	8%
Clover Hill HS	6%	5%
Cosby HS	6%	8%
James River HS	6%	14%
Manchester HS	10%	10%
Matoaca HS	15%	20%
Meadowbrook HS	13%	15%
Midlothian HS	2%	7%
Monacan HS	8%	9%
Thomas Dale HS	13%	15%



# Teacher Substitutes

## Unfilled Rates (Middle School)

<u>School</u>	<u>Sum of 17/18</u>	<u>Current 18/19</u>
Bailey Bridge MS	7%	16%
Carver MS	32%	22%
Davis MS	12%	10%
Falling Creek MS	24%	18%
Manchester MS	20%	20%
Matoaca MS	19%	18%
Midlothian MS	3%	7%
Providence MS	13%	13%
Robious MS	9%	12%
Salem MS	15%	8%
Swift Creek MS	9%	13%
Tomahawk Creek MS	4%	4%





# Teacher Substitutes

## Top 11 Highest Unfilled Elementary School Rates

<u>School</u>	<u>Sum of 17/18</u>	<u>Current 18/19</u>
M. Christian ES	27%	28%
Ettrick ES	22%	27%
Enon ES	18%	26%
Hopkins ES	23%	26%
Reams ES	14%	25%
Hening ES	24%	21%
Harrowgate ES	30%	20%
Salem ES	25%	20%
Chalkley ES	21%	18%
Bon Air ES	11%	18%
Davis ES	20%	18%



# Instructional Assistant Substitute Pay

- Current Pay for Instructional Assistant (IA) Subs is \$44 a day for ESL and Pre-K and \$51 a day for Special Ed. (Subs are not provided for Regular Ed IAs)
- CCPS IA sub rates are behind neighboring school divisions. Recommended increase was not approved in the 2018-19 budget
- Struggle to fill IA sub positions based on low pay
- Recurring complaints about low pay from IA subs



# Temporary Work Assignments

- TWA hourly rates have essentially remained the same for over 10 years with few exceptions
- TWA rates for teachers have remained at \$22.29 an hour since 2007-08 with the exception of summer school teachers who are at \$25.00 an hour and homebound who are at \$23.40 an hour

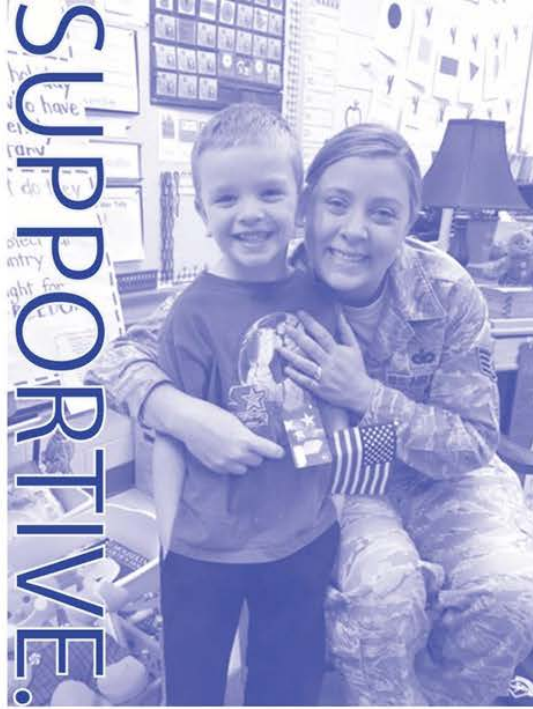


# TWA Rate Increases for 2018-19

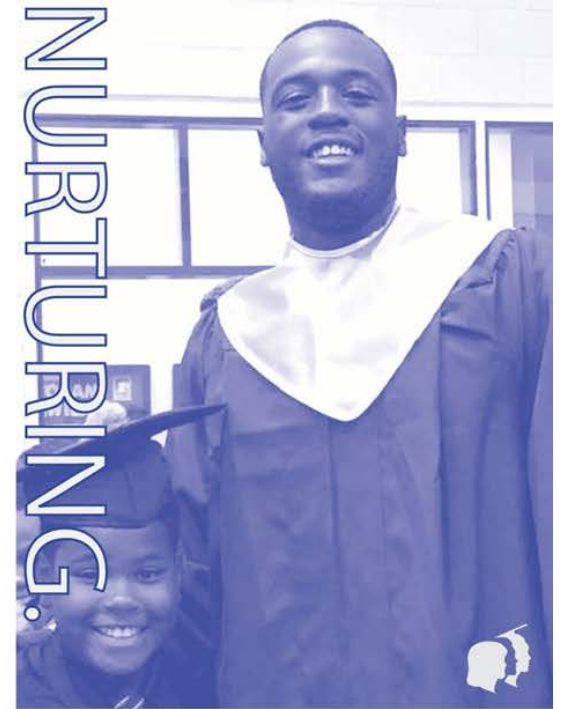
- Athletic event worker rates were increased from \$10-\$15 at principal discretion to \$15 an hour
- Food Service Associate (for retired FS managers) rates increased from \$12 to \$13 an hour
- Registered Nurse rate was increased from \$24.43 to \$27.50 an hour



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