

Human Resources - Board Report - June 13, 2022

Staffing Statistics for 2021-22

SDMA regular staff totals 443. 46% have worked for the SDMA for five years or less and 33% have worked for the SDMA for ten years or more.

- 17 Administrators (ASC-District Administrator, 5 Executive Directors; Building Principals-3 High School, 2 Middle School, 5 Elementary)
- 254 Teachers/Specialists (73% have obtained a Master's Degree)
- 26 Custodial/Maintenance
- 23 School Nutrition
- 67 Paraeducators
- 10 Supervisory Aides
- 31 Clerical
- 10 Directors/Coordinators/IT
- 5 Educational Support Specialists

Substitute Staffing

2018-2019 - 57 current active substitute teachers, 48 current active substitute support staff.
2019-2020 - 61 current active substitute teachers, 44 current active substitute support staff.
2020-2021 - 59 current active substitute teachers, 13 current active substitute support staff.
2021-2022 - 52 current active substitute teachers, 37 current active substitute support staff.

STAFFING YEARS OF EXPERIENCE WITH DISTRICT 21-22

Classification	Total Employees	Number of Years with District				
		0-5	6-10	11-15	16-20	20+
Administration	17	5	6	2	2	2
Clerical	31	13	5	3	4	6
Custodial/Maintenance	26	14	2	2	2	6
Directors/Coordinators/IT	10	6	3	0	0	1
School Nutrition	23	13	6	0	0	4
Paraeducators	67	51	6	3	2	5
Supervisory Aides	10	8	1	0	1	0
Teachers	254	90	63	21	30	50
Educational Support Spec.	5	4	1	0	0	0
Grand Total	443	204	93	31	41	74

EXITING STAFF STATISTICS

		2017-18	2018-19	2019-20	2020-21	2021-22
Teachers	Resigned	4	11	10	15	29
	Nonrenewal	2	1	0	11	0
	Retired	4	4	3	7	5
Paras	Resigned	13	7	9	20	12
	Layoff	0	0	0	0	4
	Retired	0	2	0	2	1
Custodial Clerical Food Service	Resigned	2	5	8	14	18
	Layoff	0	0	0	0	3
	Retired	2	1	3	3	0
Coord./ Directors	Resigned	0	0	0	0	1
	Retired	0	0	0	0	0
Executive Assistant (phased out)	Resigned	0	0	0	0	0
	Retired	0	1	0	1	0
Admin.	Resigned	1	1	1	0	0
	Retired	0	1	1	0	0
Education Support	Resigned	1	0	2	4	3
	Retired	0	0	0	0	0

2021-22 Exiting Staff

- As noted above, the SDMA experienced an increase in resignations in the teacher and custodial/clerical/food service classifications, but saw a decrease in para resignations.
- Reasons cited for leaving the SDMA included pursuing other employment opportunities, continuing their own education, moving closer to family/home, personal/health needs, and resignations due to the position being temporary.
- Specific to the unusually high number of teacher resignations during the 2021-2022 school year (29), the reasons cited by exiting teachers include:
 - Accepted a position in a different district closer to family: 10
 - Accepted a position outside of education: 6
 - Personal/Health reasons: 5
 - Accepted a promotion (ie. leadership, higher education, etc.): 4
 - Position was a one-year contract: 3
 - Position turned full time (only wanted part-time): 1

- Each exiting staff member is sent a comprehensive exit survey to provide the district with feedback. Exiting staff also have the option to indicate on the exit survey to request a face-to-face exit meeting with the Human Resources Department.
- The Human Resources Department reviews responses regularly in an effort to provide sufficient support for employees.

2021-22 Substitute Report

- The number of teacher substitutes decreased slightly from last year.
- The number of support staff substitutes was slightly higher than last year. About half of the para substitutes also worked as teacher substitutes.
- In an effort to attract more substitute teachers, the SDMA implemented an [incentive program](#), providing monetary bonuses and daily free lunch to substitute teachers. The feedback on this program was positive with several substitutes keeping track of the number of days worked and inquiring if the incentive will be in place next year. The total cost for this incentive for the 2021-22 school year was approximately \$73,500, slightly short of the budgeted \$110,000.
- After further assessing district needs part way through the 2021-2022 school year, the Board approved the hire of two full-time substitute teachers to work daily throughout the district. The feedback on these additions was also very positive as staff members appreciated the consistency and experience of the two substitute teachers hired.
- Additional internal resources were again utilized throughout the year in an effort to maintain consistency in classrooms due to COVID absences.

Substitute Data

2018-2019	2019-2020	2020-2021	2021-2022
86 Active Subs	105 Active Subs	72 Active Subs	81 Active Subs
<u>Teacher, w/Ed.Degree</u> 35 Total Subs 10 New Hires	<u>Teacher, w/Ed. Degree</u> 43 Total Subs 10 New Hires	<u>Teacher, w/Ed. Degree</u> 41 Total Subs 16 New Hires	<u>Teacher, w/Ed. Degree</u> 36 Total Subs 13 New Hires
<u>Teacher, w/o-Ed.Degree</u> 54 Total Subs 12 New Hires 3 Hired as employees	<u>Teacher, w/o-Ed Degree</u> 23 Total Subs 12 New Hires 3 Hired as employees	<u>Teacher, w/o-Ed Degree</u> 19 Total Subs 7 New Hires	<u>Teacher, w/o-Ed Degree</u> 16 Total Subs 9 New Hires
<u>Paraeducator</u> 41 Total Subs 11 New Hires 2 Hired as Employees	<u>Paraeducator</u> 43 Total Subs 11 New Hires 2 Hired as Employees	<u>Paraeducator</u> 23 Total Subs 7 New Hires 1 Hired as Employee	<u>Paraeducator</u> 27 Total Subs 10 New Hires
<u>Food Service</u> 14 Subs 6 New Hires 1 Hired as an Employee	<u>Food Service</u> 15 Total Subs 6 New Hires 1 Hired as an Employee	<u>Food Service</u> 5 Total Subs 0 New Hires	<u>Food Service</u> 3 Total Subs 2 New Hires
<u>Custodian</u> 6 Total Subs 3 New Hires	<u>Custodian</u> 7 Total Subs 3 New Hires	<u>Custodian</u> 5 Total Subs 1 New Hires 1 Hired as Employee	<u>Custodian</u> 1 Total Subs 0 New Hires
<u>Clerical</u> 33 Total Subs 10 New Hires 1 Hired as an Employee	<u>Clerical</u> 23 Total Subs 10 New Hires 1 Hired as an Employee	<u>Clerical</u> 10 Total Subs 0 New Hires	<u>Clerical</u> 6 Total Subs 0 New Hires