



MAGNOLIA PUBLIC SCHOOLS

Board Of Directors

Board Agenda Item #	V B
Date:	July 21, 2016
To:	Board of Directors
From:	Caprice Young, CEO and Superintendent
Staff Lead:	Terri Boatman, Director of Human Resources
RE:	2016-2017 Teacher Hiring and Retention

Proposed Board Recommendation

Information item, no actions required.

Background

The attached memo highlights year to date snapshot on Teacher Retention and hiring for the 2015-2016 school year.

Teacher Hiring and Retention

The attached report outlines the teacher hiring and retention efforts for the 2016-2017 School Year.

At the start of the 2015-2016 School Year, Human Resources sought to understand drivers in turnover which resulted in 68% retention (Exhibit 1). Please refer to the attached 2015-2016 report which outlined hiring initiatives. Noting that several schools in 2015-2016 had upwards of 30% turnover in teachers, the Human Resources Department wanted to see if it were possible to retain as many teachers based on feedback from a Round-Table Discussion which was hosted in December. Some key changes which occurred include:

- Adding two floating holidays to the paid time off banks so that employees may celebrate alternate religious holidays and receive pay.
- Moving from At-Will to Fixed Term Agreements.
- Moving to 10 month contracts for teachers to align better with STRS reporting.
- Increased teacher salaries
- Increased starting rates to \$15 for classified positions which is in line with the new Los Angeles and California Minimum wage.
- Moved specialty roles to salary bands to be more competitive.
- Provided employees with opportunities to discuss their careers with Magnolia
- Changed the tuition reimbursement policy to include funding for an additional credential.
- Moved the contract offer time frame from May to March/April.

Teacher Retention



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To date, we are currently trending at 85% retention rate, excluding the part-time teacher contracts that were not renewed in Santa Ana. This percentage is calculated as the number of contracts accepted divided by the total number of contracts offered. Our total voluntary turnover rate at this time is trending at 13.5%. This is based on the total number of voluntary resignations divided by the total number of teachers at each school at the end of the school (Exhibit 2).

It is important to note that several schools this year are trending at a retention rate of greater than 80%. MSA 1, 2, 4, and 5 had no voluntary turnover in 2016-2017. MSA-7 had one teacher voluntarily resign however they were able to convert a Part-Time Teacher to a Full-Time role.

MSA 3, 6, and 8 had the largest amount of turnover, but some of their turnover is attributed to their teachers transferring to Santa Ana and other schools which fit better with their work/life balance.

MSA-3: 3 teacher transfers (to MSA-2, MSA-6 & MSA-8)

MSA 6: 2 teacher transfers (to MSA 3 and MSA-SA)

MSA 8: 1 teacher transfer (to MSA SA)

It is also important to note that MSA-3 closed the year 3 teachers behind budget, due to involuntary separations by two Science Teachers, and one English teacher. Their turnover number is based on the remaining teachers who returned contracts.

It would appear that MSA-SA had a high amount of turnover, but realistically their numbers are higher due to the staffing needs of the new site. 40 teachers are budgeted for the T-K through 12th program. As such, some part-time teacher positions have been eliminated.

For the purposes of tracking teacher turnover, trends indicate that we continue to lose Math and Science Teachers to the market due to more competitive pay rates at other schools.

Teacher Hiring

With the extension of contracts early and the change to fixed-term agreements, we were able to gather more data on losses earlier and start the recruiting process. All positions are posted on Paycom for tracking purposes. In Exhibit 3, you can see the total number of positions that have been filled and the total number of applicants received.

Some of the things that HR has done to support teacher hiring:

1. Participate in several job fairs in Southern California.
2. Added additional posting sources other than Edjoin. We have set up accounts with Teacher-Teachers.com/.



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3. Started to build relationships with several colleges including CSUN and Cal State Dominguez. We will continue to grow these relationships over the next few months.
4. Started a campaign to attract recent college grads that have graduated as Math and Science majors. Will utilize the waiver system to help get those credentials.
5. We implemented an online system to streamline required paperwork collection and to speed up onboarding, while decreasing principals' workloads.

We still have several teacher openings.

MSA-Santa Ana had 40 openings. They currently have 34 offers out and are still recruiting for 6 (IT coordinator, ELA Teacher, Science Teacher, 5th grade teacher, Spanish Teacher, Dean of Culture).

MSA-3 had 9 openings. They have extended 6 offers, but need a Math, English, and PE teacher.

MSA-8 had 7 positions to fill. They have extended 5 offers and have two positions to fill.

MSA 6 is still recruiting for a Spanish teacher and a Math Teacher.

We will continue to monitor our retention efforts and step-up recruiting progress.

Budget Implications

There are no budget implications.

Name of Staff Originator:

Terri Boatman, Director of Human Resources

Attachments

2016-2017 Teacher Retention and Hiring Statistics