

BOT Human Resources Update – July 2022

Resignation/Retirements

- 1 retirement
- 16 resignations across all positions
 - 3 SLT
 - 1 ED
 - 2 Directors
 - 1 Cafeteria Staff
 - 1 Administrative Assistant
 - 2 Counselors
 - 1 BCBA
 - 4 Content Teachers
 - 4 SPED Teachers

New Hires

- 2 Hires Completed
 - 1 SLT & 1 District
- 4 Hires Submitted (in Progress) – as of 6/30/2022

Open Positions

- 21 positions currently posted (including the 6 in progress)
- 12 of those positions are new to the district this year
 - 2 new APs
 - 2 new Behavior Interventionists
 - 6 new Building Subs,
 - 1 new Spanish Teacher
 - 1 new Music Teacher

Aggregate Exit Data March 2022 – June 2022 15 staff interviewed

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| Tenure | <ul style="list-style-type: none"> • 1 worked here less than a year • 5 worked here 1 - 3 years • 5 worked here 3 - 5 years • 3 worked here 5 - 10 years • 1 worked here over 10 years |
| Next Opportunity: | <ul style="list-style-type: none"> • 1 is going to Private School • 1 is going to Charter School • 5 are Leaving Education • 8 are going to Public School |
| Benefits afforded in next opportunity | <ul style="list-style-type: none"> • 1 has been given a promotion • 6 will have a shorter commute • 7 sited that they expect to a better 'quality of life' • 9 will have an increase to their salary |
| Overall Reason(s) for leaving: | <ul style="list-style-type: none"> • 1 sited compensation as the primary factor • 1 has been given a promotion • 1 was completely overwhelmed by her job here and was not given the support to succeed • 2 wanted to teach a different grade level or subject area • 2 sited management concerns related to leadership • 2 sited instability and turnover • 3 sited dissatisfactions with a direct supervisor |
| Job Readiness | <ul style="list-style-type: none"> • 2 said no • 3 said somewhat • 10 said yes |
| Supervisory & Leadership | <ul style="list-style-type: none"> • 4 disliked their direct supervisor • 5 liked working for their direct supervisor but distrusted school leadership • 8 liked working for their direct supervisor |
| Culture of FRCS | <ul style="list-style-type: none"> • 1 said it was confusing - told what to do by supervisors who act like they care, but was never given support or resources • 2 said the school is "toxic", unsettling and lacks consistent management styles • 2 said that if you are competent, you get work piled on you and others don't have expectations to help • 3 said that kids' behavior is too hard and there is not enough support or consequences |

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| | <ul style="list-style-type: none">• 5 said the hierarchical culture of power from leadership was fear based and that they saw people being “targeted” |
| Is there something we could have done to change their mind? | <ul style="list-style-type: none">• 1 said they would have stayed if they had received even one compliment from their supervisor this year.• 3 said it was not applicable because they were moving on to an opportunity FRCS could not provide.• 11 said there was nothing we could have offered to keep them here. |