

Granite Staffing Report

Board of Education Meeting
October, 4, 2022



HOW DO APPLICANTS LEARN ABOUT JOBS IN GRANITE DISTRICT?

Referral Source:

- District Employee 38.8%
- Granite District Website 44.1%
- Indeed.com 4.9%
- Job Fair 1.6%
- University Posting 1.3%
- Work Force Services 1.2%
- K12 Jobspot 8.1%



Applicant Data

- In Elementary during the 21-22 school year there were 1,579 applicants in comparison there were 793 applicants for the 22-23 school year.
- In Secondary during the 21-22 school year there were 948 applicants in comparison there were 917 applicants for the 22-23 school year.
- Applicants may have been hired outside of Granite School District or Utah, and applicants typically apply for multiple positions.
- Number of applicants also includes applicants deemed as not qualified for position.
- We are currently experiencing a shortage of secondary teachers in most content areas.



ELEMENTARY & PRESCHOOL

Granite School District has filled 196 elementary and preschool teaching openings during the 22-23 hiring season thus far compared to 156 in 21-22.



SECONDARY

Granite School District has filled 188 secondary teaching openings during the 22-23 hiring season thus far compared to 128 in 21-22.



Teacher Experience

-Of the 384 teachers we have hired for the 2022-2023 school year:

- 298 are new to the profession
 - Elementary 148
 - Secondary 150
- 86 come to us with experience
 - Elementary 48
 - Secondary 38



New hires for the 2022 – 2023 school year:

- Teachers with Bachelor's Degrees: 258
- Teachers with Master's Degrees: 110
- Teachers with Doctorate Degrees: 2
- Interns working on Bachelor's Degree: 14

Level Of Education



Secondary - 42

CTE: 16

Health: 2

PE: 3

Mathematics: 5

Dance: 1

Social Studies: 3

Science: 6

English: 4

Theater: 2

Elementary: 16

Elementary: 10

Dual Immersion: 3

BTS: 3

Special Ed: 32

Educators in Alternative Licensing Programs



Current Teacher Vacancies

- Elementary Teacher: 10
- Secondary Teacher: 1
- Special Education: 1

**Teaching vacancies that occur between now and the semester in all subject areas/grades will likely be filled with Associate Educator License (AEL) candidates.*



Collective Efforts

-Collective efforts made by the Granite Board of Education and the Granite Education Association during negotiations have had a very positive influence on our ability to recruit teachers.

-Our salary and benefit package settlement is competitive with surrounding districts. This fact has allowed us to be competitive with other school districts along the Wasatch Front.

-The **4.25%** COLA, our health clinic and professional development days helped us to attract a good number of highly qualified and effective educators.





Teacher Recruiting Efforts

- **Grow Your Own** — Resulting in 36 of our own paras and hourly subs having been contacted and supported in pursuing full time teaching position
- Recruiting efforts begin as early as late September for the 2023-2024 school year.
- We will be recruiting both in and out-of-state this year, attending teacher fairs in various regions of the state and country.
- We are using various forms of social media, and technology platforms to enhance our recruiting efforts.
- Due to the Professional Agreement, Granite School District is uniquely positioned to attract experienced educators. We are exploring different strategies to encourage current employees to use word of mouth recruitment more often.
- We offer “open contracts” to student teachers and teacher interns as early as late September for the 2023-2024 school year.



Classified – Contract & Hourly

Granite School District has filled 1,935 contract and hourly classified positions since April 1, 2022





AASPA Summit

“While shortages in education have been widely covered in the media over the past year, researchers, consultants, and education leaders have warned of the looming dysfunction on the horizon for more than a decade.

Teacher vacancies tend to dominate the headlines, but schools struggle to fill a variety of positions, from bus drivers and food service workers to building leaders, technology professionals, and health service providers.

Economists use the term “disequilibrium” to describe a mismatch between supply and demand that results in a surplus or shortage. Although market forces drive towards a return to equilibrium, this change doesn’t happen overnight.”

- *National Educator Shortage Summit Whitepaper (2022)*





Position	Hired/Transferred Since 4/1/2022	Postings Up as of 10/1/2022
Hourly Substitute	122	Posting is ongoing
Para Educator	231	Para – 18 BHA - 7
SpEd Para	138	SpEd Para – 40
SpEd Contract Para	32	4
Preschool Assistant/Teacher	132	Preschool Assis – 1 Preschool Lead Teacher- 1 Preschool Sub - 1
PLC Assistant	42	2

Classified Salary Schedules: 1,935

Classified New Hires & Transfers



Position	Hired/Transferred Since 4/1/2022	Postings Up as of 10/1/2022
Playground Aide	38	5
Secretary	65	Comp Guidance Clerk – 1 District Office – 2
Clerk	74	Office Clerk – 1 Media Clerk - 1
Custodial	319 Cust Helper I – 186 Cust Helper II – 37 Associate Cust – 8 Apprentice Cust - 9 Custodial Sub/Rover – 4 Head Elem Cust – 11 Hrly Apprent Cust – 2 Journey Cust – 40 Hrly Cust - 22	Cust Helper I – 16 Cust Helper II – 3 Journey Custodian – 3 Apprentice Custodian - 2
Bus Driver	58	Bus Driver Contract - Multiple Bus Driver Hourly – Multiple Bus Shop Helper - 1
Nurse	29	1
Nutrition Service Worker/Cook	50	Food Service Manager - 3 Assis Food Service Manager – 1 Nutrition Service Worker - Multiple

Classified New Hires & Transfers





Classified Recruiting Efforts

- Participation in local job fairs and community nights
- Collaboration with Communications Dept on “Help Wanted Wednesday”
- Assistance/support for applicants applying to postings
- Adjusted and aligned requirements for hard to fill classified positions
- Creation of SpEd contract para position
- Collaboration with Salt Lake Chamber of Commerce on sub teacher coverage
- Recruiting presence during summer community events
- Trainings on recruitment and retention of classified employees provided to principals by HR admin
- Para and Hourly Sub Grow Your Own Efforts
- Employee Referral Program (43 direct family/friend referrals that have resulted in filling 15 identified “hard to fill” classified positions)

