

# Staffing Update

## September 12, 2019

Rob Spiegel  
Human Resources Director

# New Administrators

- Director of Science, K-12
- Bishop Assistant Principal
- Athletic Director

# New Teacher Summary

- 71 New Teachers/Team Chairs/Specialists
- 51 replaced teachers who retired, resigned, moved to another position, or are on a full year leave.
- 20 are new positions (some are partial FTE's).
- 10 of the people newly hired as teachers had been teaching assistants, building subs or tutors in Arlington. Some others had done student teaching here and some others had previously been in long term substitute positions.

# Most Common Reasons for Resignations

- Moving away from the area
- Commuting Time
- Professional/Career move within education
  - This may include increased compensation
- Professional/Career move outside of education

# New Teacher Highlights

- New Elementary Library Specialist
- New Elementary Instructional Technology Specialist
- New Elementary Science Coach
- New Elementary Social Studies Coach
- Additional Art, Music and P.E. FTEs as part of new elementary schedule
- New teachers to fill additional half cluster at Ottoson Grade 8

# New Teacher Hires By School

Arlington High School	16
Ottoson Middle School	9
Gibbs	6
Bishop Elementary	5
Brackett Elementary	6
Dallin Elementary	3
Hardy Elementary	2
Peirce Elementary	4
Stratton Elementary	8
Thompson Elementary	3
District/Split Between Schools	9

# Teaching Assistants, BSPs, Tutors

- 42 New Teaching Assistants, BSPs, Tutors, as of today.
- The hiring process continues for them, as we have some unfilled positions.
- Most replaced T.A.'s who resigned. Some others are additional assistants for class size needs or 1:1 needs
- 12 have Masters Degrees. Many others are in school in Masters Programs.
- New Paraprofessional Contract is in effect for them.

# Other New Employees

- IT/Desktop Support
- Cafeteria/Recess Monitors
- Substitute Teachers
- Arlington After School Program Employees
  - Program continues to grow with the addition of Peirce
  - Approximately 65 total staff currently, with several open positions.



# Human Resources Process

- All new employees met with HR to review salary and benefits, complete and submit required payroll paperwork, and review policies and required trainings.
- All new employees completed a CORI and were Fingerprinted before they began employment.
- Central office staff sent hire letters to new employees, inputted new staff and changes into the payroll system, processed all benefit elections, updated evaluation and absence management systems.
- IT Department set up employees with appropriate devices and account access.

# Mentor/Induction Process

- Mentor/new teacher coordinator coordinated August new teacher training and orientation and ensured that all new teachers have a mentoring and induction program.
- Mentoring and induction will continue all year for new teachers.

Questions?