

Staffing Update

October 14, 2021

Rob Spiegel, Human Resources Director



New Administrators



-
- ❖ Superintendent
 - ❖ Director of DEI
 - ❖ METCO Director
 - ❖ Director of Digital Learning
 - ❖ Director of Nursing
 - ❖ Special Education Coordinator, Middle School
 - ❖ Special Education Coordinator, Elementary

New Assistant Principals

- ❖ Full time Assistant Principals at all Elementary Schools
 - One Assistant Principal continuing as full time (Stratton)
 - Three Assistant Principals moved from half time to full time (Bishop, Dallin, Hardy)
 - Two new Assistant Principals who moved from Teacher and Social Worker positions (Brackett and Thompson)
 - One new Assistant Principal who is new to the District (Peirce)
- ❖ New Assistant Principal at Gibbs who moved from Special Education Coordinator position

New AEA Unit A Educators

- ❖ 66 New Educators beginning on or after September 1, 2021 - Teachers/Team Chairs/Specialists
- ❖ 13 New Educators who started last year after the beginning of the school year and are continuing
- ❖ 4 replaced educators who retired
- ❖ 28 replaced educators who resigned
- ❖ 16 replaced educators who moved to another position
- ❖ 2 replaced educators who are on a leave of absence
- ❖ 21 are new positions in the budget or added because of the needs this year
- ❖ 8 are continuing from last year when they moved into open positions mid-year

Most Common Reasons for Resignations

- ❖ Moving away from the area
- ❖ Commuting Time
- ❖ Professional/Career move within education
- ❖ Increased compensation
- ❖ Pursuing Graduate School
- ❖ Personal Reasons

Hires By School (Since October 1, 2020)



AHS	14	Dallin	4
Ottoson	11	Hardy	2
Gibbs	10	Peirce	6
Menotomy	2 (will start in October)	Stratton	10
Bishop	4	Thompson	3
Brackett	3	Split Schools/ District-Wide	6

New Hire Facts

- ❖ 64 have at least a Master's Degree
- ❖ 9 were previously teaching assistants, long term substitutes or student teachers
- ❖ 2 are former teachers who have returned to the District

Paraprofessionals

- ❖ 79 new Teaching Assistants, BSPs, Building Substitutes, Tutors, as of today, since October 1, 2020.
- ❖ The hiring process continues for them, and we are still looking for some paraprofessional positions

New Admin. Assistants Since 10/1/2020

- ❖ 8 new Administrative Assistants
 - School Committee/Superintendent
 - Peirce
 - Bishop
 - Gibbs (2 people, 1.5 FTE)
 - HR/Payroll
 - Curriculum Directors
 - Business Office

Other New Employees Since 10/1/2020

- ❖ 21 New Arlington After School Program Employees, several returning after a year or two away from the program.
- ❖ 5 New Food Service Employees
- ❖ 3 New Building Custodians
- ❖ 2 New Traffic Supervisors
- ❖ 2 New Desktop Support Technicians
- ❖ Many others, including Day Care employees, substitutes, summer program teachers, community education teachers, athletic coaches.

Human Resources Process

- ❖ All meetings with new hires have continued to be virtual
- ❖ New Hire forms sent and submitted through DocuSign
- ❖ CORI, Fingerprinting and Proof of COVID-19 Vaccination required for all new hires
- ❖ HR/IT/Central Office/Payroll/Business Office all worked hard to onboard all new hires

Mentoring and Induction

- ❖ New Hire Orientation was primarily in person this year, with some virtual sessions for some training.
- ❖ Mentoring and Induction will continue all year for new teachers

Questions?
