

Personnel Job Postings and Hiring Plan

Review of Research:

According to the U.S. Bureau of Labor Statistics, roughly 600,000 teachers left the profession between January 2020 and February 2022 across the U.S.

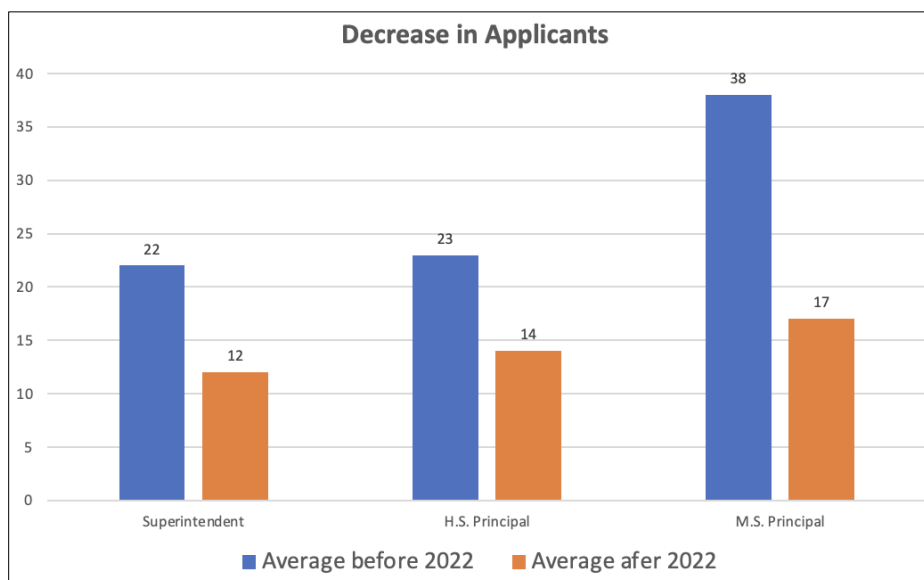
School districts across the country are facing a shortage of teachers and other positions in K-12 education such as paraeducators, bus drivers, and substitutes. When school opened in the fall, it was estimated that the U.S. is short over 300,000 people to fill critically important K-12 education positions.

While the last several years have seen a steady decline in the number of teachers available, recent stressors of both the pandemic, and what many are identifying as a “culture war” against public schools, have made the situation much worse.

Nationally, 17% of teachers work elsewhere at another job.

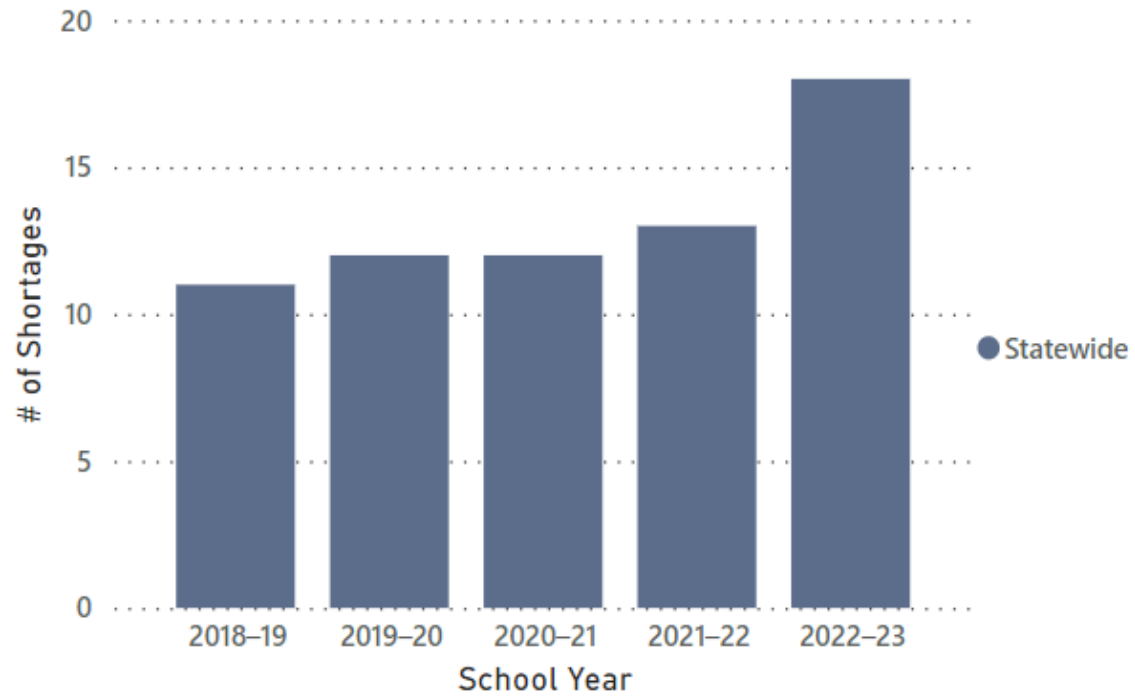
After school opened on August 23 in Iowa, there were still more than 5,000 school positions unfilled across the state. Over 1,000 of those were full-time teaching positions.

The shortage of educators is currently very real in Iowa. Grundmeyer Leader Search (GLS) is a hiring firm in Iowa that helps schools hire school administrators. Only one week ago, GLS posted about the dramatic decrease in administrative candidates using the graphic below:

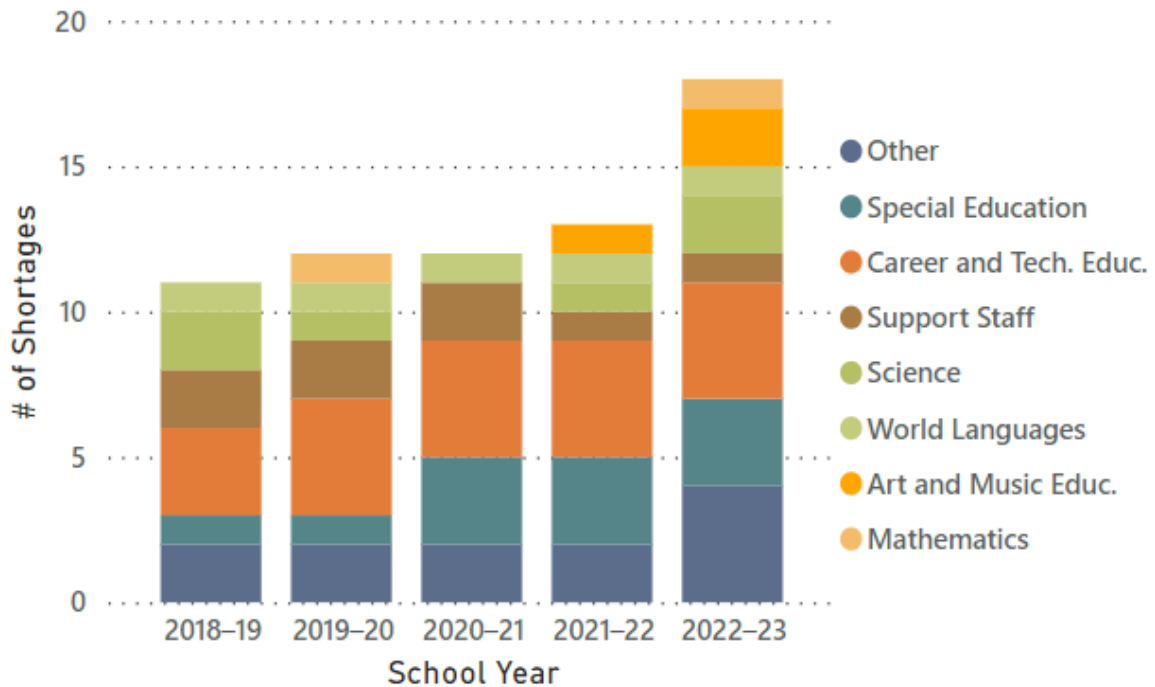


On the next page are graphs from the National Conference of State Legislatures that shows the growth in the teacher shortage in **Iowa** over the last five years.

Shortages by Location Type and Year



Shortages by Subject Area and Year



Iowa Teacher Shortage Areas

Iowa teacher shortage areas are designated annually by the Iowa Department of Education. Data used to calculate the shortages include the numbers of Class C and Class B licenses issued, the number and frequency of job postings on TeachIowa.gov (the statewide teacher recruitment website), and the number of projected graduates in each teaching discipline.

2022-23 Iowa Teacher Shortage Areas

Endorsement Number	Endorsement Title
266	Deaf or Hard of Hearing B-21
267	Visually Impaired B-21
260, 261	Instructional Strategist I Mild/Moderate K-8 and 5-12
263, 264	Instructional Strategist II BD/LD and ID
172, 173	Professional School Counselor K-8, 5-12
143	Mathematics 5-12
1171	Business – All 5-12
103, 1001, 262	Early Childhood Education
139	Family and Consumer Sciences 5-12
146, 147	Physical Education
121-136, 177-181, 187, 188	World Languages - All
140	Industrial Technology 5-12
153	Earth Science
156	Physics 5-12
112	Agriculture
185	All Science 5-12
119, 120	English/Language Arts
144, 145	Music
108, 109, 174	Teacher Librarian K-8, 5-12, K-12
113, 114	Art
186	All Social Studies

Teachers in shortage areas may be eligible for college student forgivable loans through both state and federal programs.

Background:

Looking at the top shortage areas from the graph on the previous page, it is obvious we are now hiring for all three of the most severe shortage areas:

- Special Education,
- Career and Technology Education, and
- Science.

Four years ago, the School Board voted to reserve the right to pay a signing bonus to prospective employees for the purpose of recruiting employees for hard-to-fill positions. The Board placed the following language in the employee handbook:

Placement on Salary Schedule

The Board shall determine initial salary. The Board may determine later salary movement. The Board has the right to offer a signing bonus to prospective employees for the purpose of recruiting employees for hard-to-fill positions. The Board has the right to pay a bonus of up to \$5,000 to current employees for the purpose of retaining employees in hard-to-replace positions.

Already this year, the Marshalltown CSD school board voted to offer a \$5,000 incentive for the following full-time teaching positions, effective the rest of the current school year and extending into the 2023-2024 school year:

- K-12 Special Education
- Secondary Math
- Secondary Science
- Preschool
- K-4 Music
- K-12 Teacher Librarians
- K-12 ELL
- Middle School Dual Language Social Studies
- K-4 Title I

Recommended Action:

I ask the board move to approve a \$5,000 hiring bonus incentive for the following full-time teaching positions:

- Special Education,
- Career and Technology Education, and
- Science.

Vocational Education

Career and Technical Education Requirements

Career and Technical Education (CTE) in Iowa includes educational programs offering a sequence of courses that prepare individuals for employment in current or emerging occupations. Programs include competency-based applied learning, which contributes to an individual's academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, and occupational-specific skills.

At the secondary level, CTE programs are organized within six broad service areas, as defined in Iowa Code section 256.11, subsection 5, paragraph "h." The service areas are:

- ☒ Agriculture, food, and natural resources
- ☐ arts, communications, and information systems
- ☒ applied sciences, technology, engineering, and manufacturing, including transportation, distribution, logistics, architecture, and construction
- ☐ health sciences
- ☒ human services
- ☒ business, finance, marketing, and management

A minimum of three sequential units in at least four of the above six career and technical education service areas is required.

Our current CTE program consists of

1. Debbie Barkela teaching agriculture;
2. David Butler teaching engineering and manufacturing;
3. Wendy Meintz teaching human services; and
4. Dena Mennenga teaching business.

Recommended Action:

I ask the board move to approve posting for employment the following additional full-time teaching position, along with a hiring bonus incentive:

- Computers and information systems.

Elementary Education

Background:

We were fully staffed this year despite hundreds of vacancies left open in other school districts all across the state. There were two major reasons for this success:

1. First, we had a very good year. Our employees felt good about our school system and we experienced teacher turnover well below the state average.
2. Second, we proactively hired one more teaching position than we had openings and were ready to fill when we experienced a late vacancy.

I suggest, at this point in the school year, that we hire two additional elementary teachers—one for the lower elementary and one for the upper elementary.

Recommended Action:

I ask the board move to approve posting for employment the following two full-time teaching positions (without a bonus):

- Lower Elementary (PK – 3), and
- Upper Elementary (4 – 6).