

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.

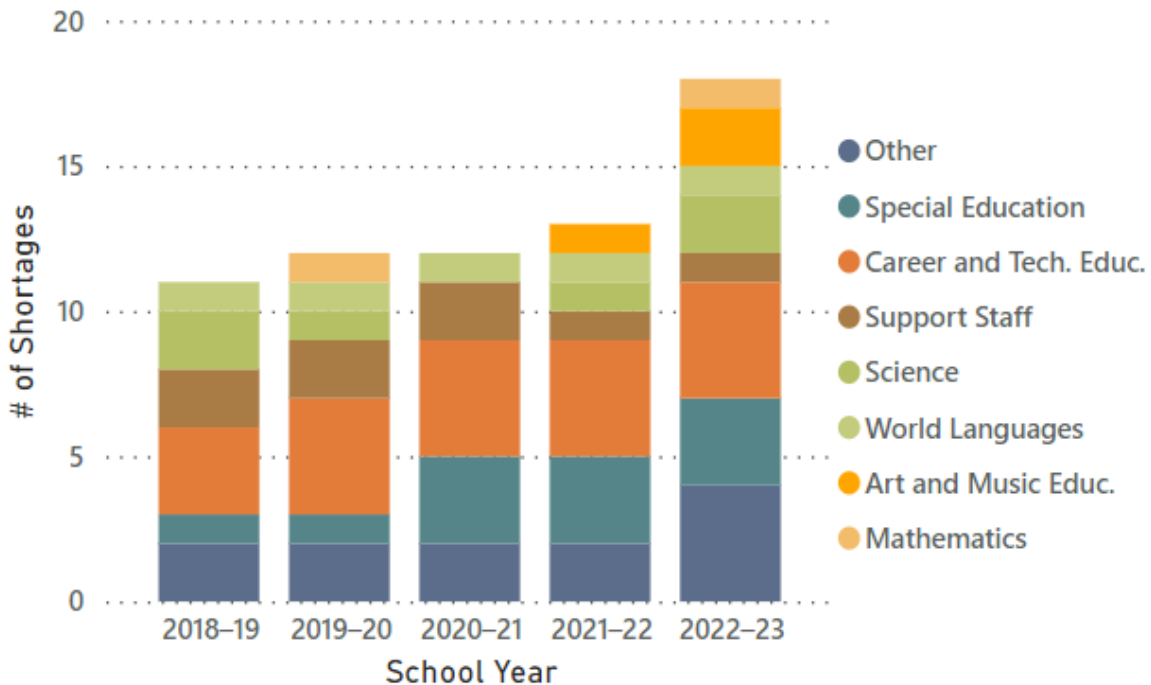
While the last several years have seen a steady decline in the number of teachers available, recent stressors of both the pandemic, and what many are identifying as a “culture war” against public schools, have made the situation much worse.

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.

Below is a graph from the National Conference of State Legislatures that shows the growth in the teacher shortage in **Iowa** over the last five years.

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.