



# Recruitment and Retention of Paraeducators

Amreek Singh, Chief Human Resources Officer, Human Resources

# Presentation Objectives

- Provide an overview of the recruitment and retention efforts of paraeducators in Elk Grove Unified
- Discuss successes and challenges in relation to the recruitment and retention of paraeducators

# What is our current reality relative to workforce needs?

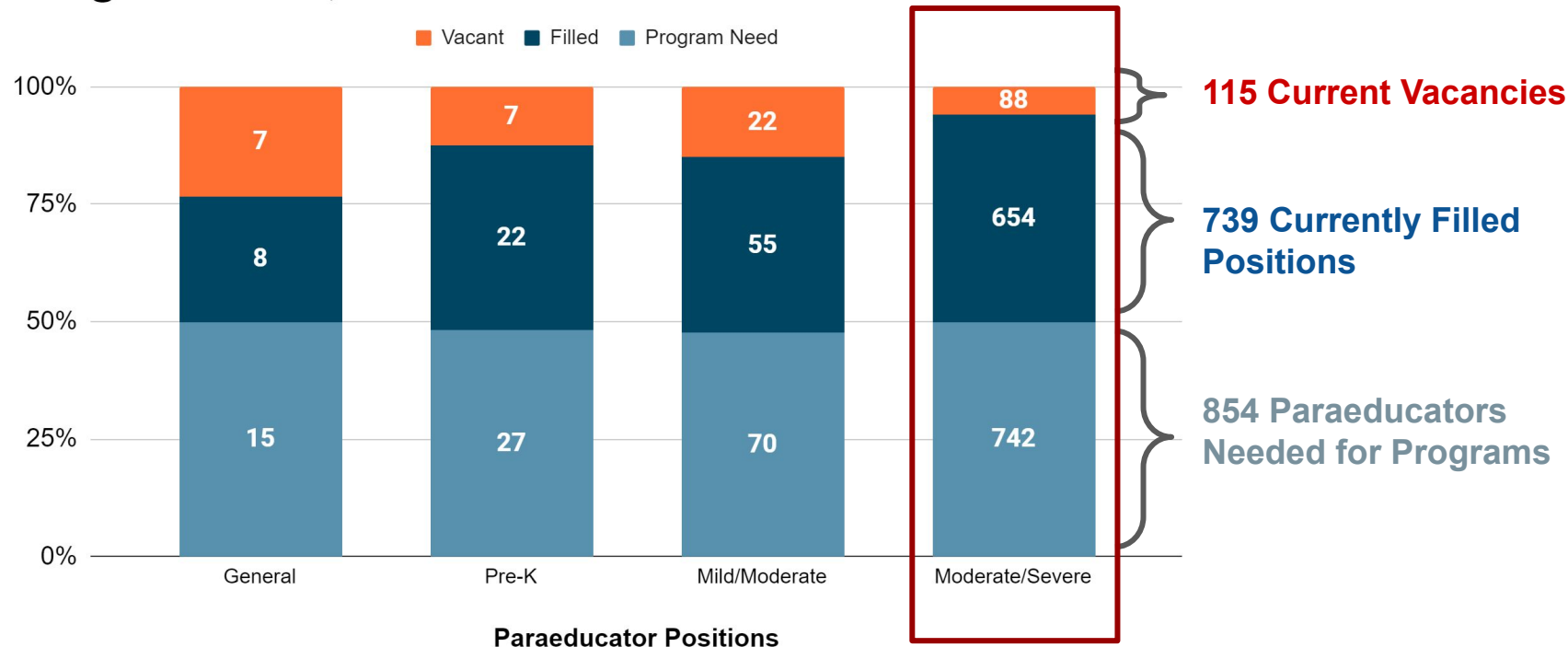
# Workforce Planning for Paraeducators (FTE)

Types of Paraeducator Positions	Program Need	# Filled	# Vacant		% Filled	% Vacant
General	15	8	7		53%	47%
Pre-K	27	22	5		81%	19%
Mild/Moderate	70	55	15		79%	21%
Moderate/Severe (contract)	742	654*	88**		88%	12%
<b>Total</b>	<b>854</b>	<b>739</b>	<b>115</b>		<b>87%</b>	<b>13%</b>

*\*81 FTE Paraeducators Moderate/Severe filled by NPA/LTS*

*\*\*EGUSD on average has collectively paid \$40k per month to current paraeducators who work on timesheet over their contracted hours to cover some of the vacancies to ensure that students are receiving their mandated services.*

# Program Need, Filled and Vacant



# Talent Acquisition Situation

NEWS > NATIONAL

## School districts struggle with paraprofessional shortages

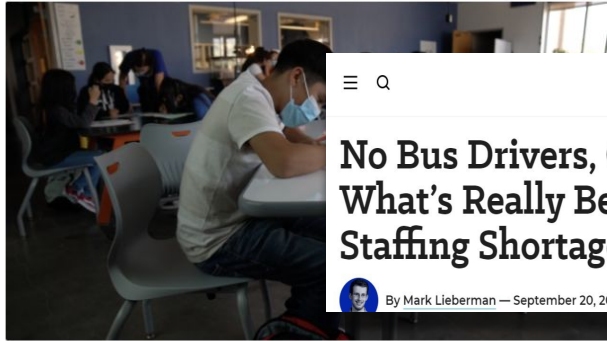
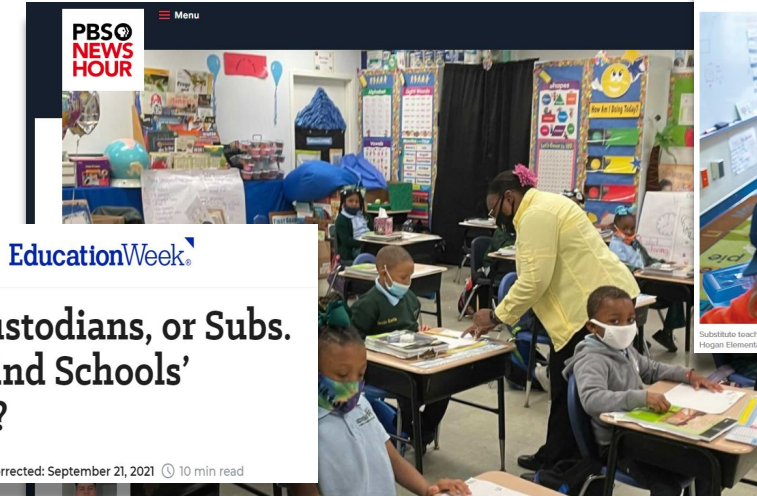


Photo by: Elizabeth Ruiz



By: Tomas Hoppough

Posted at 6:30 PM, Oct 08, 2021 and last updated 5:30 PM, Oct 08, 2021



EducationWeek

## No Bus Drivers, Custodians, or Subs. What's Really Behind Schools' Staffing Shortages?



By Mark Lieberman — September 20, 2021 | Corrected: September 21, 2021 10 min read



By -  
Crescencio  
Rodriguez-  
Delgado



By -  
Frances Kai-  
Hwa Wang

## Schools across the country are struggling to find staff. Here's why

Education Nov 23, 2021 5:06 PM EST

NEWS + OPINION + EDUCATION

OCTOBER 22, 2021

## Vermont Schools Struggle to Provide Services Amid Staffing Shortages

By ALISON NOVAK



Substitute teacher Adrienne Muchirya teaching a second-grade class at Mary Hogan Elementary School in Middlebury

CALES PERINA

ENGAGING | GROWING | UNIFYING | SCHOLARLY | DIVERSE



# Regionally, we asked, “What is your total paraeducator FTE and how many of them are currently vacant?”

School District	Total Paraeducator Allocated (FTE)	Total Vacant Para Positions	% Vacant
Yuba City Unified	92	30	33%
Washington Unified	105	30	29%
San Juan Unified	770	200	26%
Twin Rivers Unified	450	91	20%
Sac City Unified	264	48	18%
Natomas Unified	196	29	15%
Elk Grove Unified	854	115	13%

**What does our recruitment, hiring and retention tell us about meeting our workforce needs?**



# Classified recruitment, hiring and retention

## Recruitment

We held two hiring events specific to EGUSD classified positions

October 7: 135 Attendees  
October 21: 85 Attendees

Actively looking for diverse candidates



## Hiring

Hired 143 para educators since July 1, 2021



## Retention

Since July 2, 2021, received 14 Paraeducator retirement notices and 44 Paraeducator resignation notices.

Initiated entry and exit survey to better understand why classified staff, including paraeducators, are choosing to leave. Where are they going if there are shortages everywhere?

# Meeting needs of current and prospective employees

## Top 5 Needs from an Employer

1. Salary/compensation and stable employment
2. Work safety, benefits, professional development
3. “Belongingness”, cooperative peers, low leadership turnover
4. Respect, recognition, unified
5. Outward mindset culture and empowerment and/or autonomy

## In Elk Grove Unified....

- We are helping current and prospective employees thrive by offering stable employment, consistent hours and competitive total compensation
- During a time of uncertainty, we support our employees with professional development, safety and many benefits
- Our commitment to Diversity, Equity and Inclusion aims to build and create a renewed sense of belonging for all with colleagues, leaders and new hires.
- We are proud of how dedicated our employees are and look forward to the many employee recognition events and celebrations of achievement.
- For the past several years, we have grown an outward mindset culture and created a greater sense for each other’s hopes, dreams and challenges and increased appreciation for teamwork.

# Stability, consistent hours and benefits

## Paraeducator Total Compensation Comparison (8-hour per day)

- **Starting Salary - \$2,658.93 (\$15.34/hr)**
  - \$ 609.16 Retirement
  - \$1,450.03 Health Benefits (80%)\*
  - \$ 19.87 Vision Plan (100%)\*
  - \$176.99 Dental Plan (100%)\*
  - \$ 289.82 Employer Payroll Taxes
  - \$ 66.59 Lifetime Benefit Trust Contribution (\$40.00 + 1% of salary)
  - \$ 5.10 Life Insurance (100%)
  - **Total monthly salary -\$5,276.49 or \$30.44/hr**

Paid Sick Leave is accrued at 96 hrs annually.  
Paid Vacation is accrued at 96 hrs annually.

- **Top Step Salary - \$3,244.80 (\$18.72/hr)**
  - \$ 743.38 Retirement
  - \$1,450.03 Health Benefits (80%)\*
  - \$ 19.87 Vision Plan (100%)\*
  - \$ 176.99 Dental Plan (100%)\*
  - \$ 353.68 Employer Payroll Taxes
  - \$ 72.45 Lifetime Benefit Trust Contribution (\$40.00 + 1% of salary)
  - \$ 5.10 Life Insurance (100%)
  - **Total monthly salary-\$6,066.30 or \$35/hr**

Paid Sick Leave is accrued at 96 hrs annually.  
Paid Vacation is accrued at 192 hrs annually.

\* Plan represents coverage for employee, spouse and dependents.

# Moderate/Severe Paraeducators Needed Most

What's Our Need?	Opportunity	What We're Looking For	Why EGUSD?
<p>Our school district is growing, and we want attract candidates who strive for excellence in learning and want to champion student growth to join the Elk Grove Unified School District team. EGUSD is in one of the most ethnically and racially diverse regions in the nation. We are committed to hiring practices that support our overall mission to provide diversity, equity, and inclusion within the school community. We need your help to achieve this goal.</p> <p>EGUSD plans to recruit 115 paraeducators to reinforce the PK-12 classroom learning environment, ensuring every child has the attention needed to succeed. We desire candidates who identify with and reflect our diverse population.</p>	<p>Make an impact on students and community</p> <p>Unique daytime schedule</p> <p>Free weekends and school holidays</p> <p>Can earn college degrees, teaching credential and/or take courses for professional growth at no cost to the employee.</p>	<p>It takes special people to work in education. They must be service-oriented with a strong foundation in child development.</p> <p>Our ideal candidates possess an eagerness to propel children forward and ignite their passion for learning.</p>	<p>The Elk Grove Unified School District is building a brighter future, one student at a time. We believe every student has the potential to do great things with a world-class education. Our talented team of educators focuses on building integrity and fostering creativity in every classroom. Students learn to communicate and collaborate with others, even when they disagree about solving a problem. Growing future leaders requires a commitment to improved learning for all. Join our team to help make a difference in the lives of PK-12 students today!</p> <p>Elk Grove Unified is a collaborative organization that values continuous improvement. We provide access to world-class benefits and professional development opportunities. Our consistency, thoroughness, and longevity are reflected through our low staff turnover rate. We take pride in our students and staff, regularly showcasing their achievements within the local community. Our well-maintained schools and facilities are vital academic and community hubs for our diverse student population and their families.</p>

# Classified Staff Survey Questions Implemented

## Classified Entrance Survey Questions

- Which area will you be primarily be working in?
- How many years have you worked in education?
- What best describes your reason for coming to EGUSD?
- What information was most important to receive prior to accepting any position with a district?
- What resources did you use to find out more information about districts you were interested in?
- What do you look forward to most about your new position with us?
- What training would you most like to receive in your new position in the next 12 months?
- What do you as your next step, if any, from your current position?

## Classified Exit Survey Questions

- Which of the following best represents your primary motivation for leaving EGUSD? (salary and other job benefits, career factors, personal factors, assignment factors, department of site factors, retirement, release , other)
- How would you describe the next step in your career?
- Which of the following factors best describes your new career?
- What more could have been done to retain you in EGUSD?
- Would you like to share any additional information about why you're leaving EGUSD?
- What are some of the things that EGUSD is doing well?
- What are some things that EGUSD could do better?
- If the opportunity arises in the future, would you return to work for EGUSD?

# Improvements in recruitment, hiring and retention

## Recruitment

Creative development: ads, videos, flyers, online content and messaging

Paid Online/Social Media Advertising

Promotion of Paraeducator Hiring Day via email to parents/staff

Outreach to Los Rios, Sacramento State Career Centers; EGUSD Community; and Community Based Organizations

Partnerships with FACE department for outreach with parents; contractors



## Hiring

Streamlined hiring process in collaboration with Special Education

Weekly monitoring and data collection of vacancies and new hires



## Retention

Since July 2, 2021, received 14 Paraeducator retirement notices and 44 Paraeducator resignation notices.

Initiated entry and exit survey to better understand why classified staff, including paraeducators, are choosing to leave.

Professional development for our classified staff

Review of our current staffing and evaluation of our programs

# Partnership with Adult Education for Paraeducators

- EGACE Paraeducator Training Certificate Course
  - Human Resources will present Paraeducator opportunities and career pathways prior to completion of course
  - As candidates pass paraeducator test, Adult Education is forwarding this information to HR, and HR reaches out to share Paraeducator substitute and regular vacancy information
- Working with EGACE Adult Education to calendar hiring days at the EGACE Career Center

# EGUSD Paraeducator Recruitment Events

- November 30, 2021 from 9:30 a.m. - 10:30 a.m. at Sierra Enterprise Elementary School
- December 1, 2021 from 9:00 a.m. - 10:00 a.m. at Joseph Sims Elementary School
- December 10, 2021 from 1:30 p.m. - 3:00 p.m. (Paraeducator Workforce Training Program) at Elk Grove Adult and Community Education
- December 16, 2021 from 10:00 a.m. - 12:00 p.m. at Sacramento Works South County Job Center  
Elk Grove Adult and Community Education (Gerber Rd.)





# Questions and Feedback

