

Teacher Vacancies and Training

June 28, 2016

Anna Maiden
Chief Human Resources Officer

Janet Rico Uhrig
Director of Talent Acquisition,
Recruitment & Retention

Teacher Vacancies

School Year	Teacher Vacancies
2012-2013	220
2013-2014	167
2014-2015	153
2015-2016	99

* Data has historically been pulled as of August

Teacher Attrition

Teacher Attrition	
2012-2013	431
2013-2014	353
2014-2015	401
2015-2016	367

Retirees Only

Retirees Only	
2012-2013	n/a
2013-2014	114
2014-2015	55
2015-2016	92

Recruitment

2014-2015 In-State

- 9 Recruitment events

Job/Educational Fair	Location	Date
Pima County Job Fair	Tucson	8/22/2014
City of Tucson Veteran Career Fair	Tucson	9/4/2014
Northern Arizona University	Flagstaff	9/24/2014
Grand Canyon University	Phoenix	10/21/2015
Support Our Troops Resource & Career Fair	Tucson	11/4/2014
Grand Canyon University	Phoenix	3/5/2015
Northern Arizona University	Phoenix	4/16/2015
University of Arizona	Tucson	4/17/2015
Great AZ Teach In	Glendale	4/25/2015

Job/Educational Fair	College/City	Date
University of Maryland	College Park	9/17/2014
University of Central Florida	Orlando	9/24/2014
HACU Conference	Denver	10/4/2014
University of Louisiana @ Lafayette Fall Teacher Recruitment	Lafayette	10/28/2014
Louisiana State University Teacher Interviewing Day	Baton Rouge	10/29/2014
Texas A & M University Education Career Fair	College Station	11/10/2014
NASBE Conference	Kansas City	11/18/2014
La Cosecha Conference	Santa Fe	11/18/2014
West Virginia State University	Institute	3/11/2015
Tuskegee University	Tuskegee	4/16/2015
Nashville Area Teacher Recruitment Fair	Franklin	3/31/2015
New Mexico State University Educator's Job Fair	Las Cruces	4/20/2015
Western New Mexico University	Silver City	5/4/2015
NACE Conference	Anaheim	6/2/2015

2014-2015 Out of State

- Total of 14 recruitment events

NCOA Veteran Job Fair	Tucson, AZ	8/18/2015
Jobertising Diversity Job Fair	Tucson, AZ	8/24/2015
Pima Community College Job & Career Fair	Tucson, AZ	9/25/2015
DES Tucson Career Expo	Tucson, AZ	9/30/2015
Arizona State University	Tempe, AZ	10/20/15
Grand Canyon University	Tempe, AZ	10/21/15
Jobertising Diversity Job Fair	Tucson, AZ	10/26/15
Northern Arizona University	Flagstaff, AZ	11/3/2015
LatCareers.com Recruitment Career Fair	Phoenix, AZ	11/4/2015
Jobertising Diversity Job Fair	Tucson, AZ	12/1/15
Veteran Career Fair (Free)	Tucson, AZ	1/8/16
State of the State	Tucson, AZ	1/12/16
Jobertising Diversity Job Fair	Tucson, AZ	1/19/16
CareerBuilder 26th Anniversary Diversity	Tucson, AZ	1/20/16
Grand Canyon University	Phoenix, AZ	1/20/16
TUSD Teacher Job Fair	Tucson, AZ	1/23/16
The University of Arizona	Tucson, AZ	2/17/16
LatCareers.com Recruitment Career Fair	Phoenix, AZ	2/18/16
TUSD Teacher Job Fair	Tucson, AZ	2/20/16
Jobertising Diversity Job Fair	Tucson, AZ	2/22/16
State of the City	Tucson, AZ	3/1/16
Grand Canyon University (Career Services)	Phoenix, AZ	3/3/16
TUSD Teacher Job Fair	Tucson, AZ	3/12/16
MECHA 23rd Annual Conference	Tucson, AZ	3/18-19/16
So. AZ Teach In Education Job Fair	Tucson, AZ	3/19/16
Northern Arizona University	Phoenix, AZ	4/8/16
Grand Canyon University	Phoenix, AZ	4/13/16
State of Hispanic Education Event	Tucson, AZ	4/14/16
Great AZ Teach In Job Fair	Phoenix, AZ	4/23/16
Tucson Metro Chamber Outlook Event	Tucson, AZ	5/12/16
Jobertising Diversity Job Fair	Tucson, AZ	5/23/16
TUSD Teacher Job Fair	Tucson, AZ	6/3/16
US Representative Job Fair	Tucson, AZ	6/4/16
Jobertising Diversity Job Fair	Tucson, AZ	6/22/16

2015-2016 In-State

- 30 Recruitment Events
- Plus 4 hosted by Tucson Unified

2015-2016 Out of State

- Total of 14 recruitment events

Job/Educational Fair	Location	Date
La Cosecha Conference	Albuquerque, NM	11/3-5/15
NABSE Conference	Washington, DC	11/18-22/15
University of Nevada- Las Vegas	Las Vegas, NV	3/1-2/16
Cal State- Long Beach	Long Beach, CA	3/25/16
Cal State- Fullerton	Fullerton, CA	3/29/16
Prairie View A & M University	Austin, TX	3/29/16
Huston-Tillotson University	Huston, TX	3/30/16
Nashville Area Teacher Recruitment Fair	Nashville, TN	4/6/16
Tuskegee University	Montgomery, AL	4/14/16
University of Texas at El Paso	El Paso, TX	4/15/16
New Mexico State University Educators Fair	Las Cruces, NM	4/18/16
University of New Mexico	Albuquerque, NM	4/20/16
National Summit on Teacher Diversity	Washington, DC	5/6/16
NACE Conference	Chicago, IL	6/7/16

Teacher Training

Teacher Training				
School Year	# of teachers served	#of mentors	Mentor to Teacher Ratio	Average hours per week
2012-2013	397	24	17	90 min.
2013-2014	472	32	15	90 min.
2014-2015*	197	19	N/A	60 min.
2015-2016**	240	16	15	90 min.

*2014-2015 Year of Curriculum Facilitators: mentors were assigned to one school. Curriculum support and "mentoring" with new teachers when possible

**Beginning SY 2015-16 we followed the USP language and only provided support to new to the profession teachers (in their first or second year of teaching).

Salary Increases

School Year	Teacher Salary Increase	Notes
2012-2013	<ul style="list-style-type: none"> No Increase 	
2013-2014	<ul style="list-style-type: none"> Compression Phase 1 	<ul style="list-style-type: none"> Average \$1300 (3.7%) increase for 626 teachers 1.2% increase for 1st year teacher
2014-2015	<ul style="list-style-type: none"> \$500 step increase Compression Phase 2 + 3 	<ul style="list-style-type: none"> Average \$1000 (4.6%) increase for 1220 teachers 1.5% increase for 1st year teacher
2015-2016	<ul style="list-style-type: none"> \$500 step increase \$200 301 increase 	<ul style="list-style-type: none"> 2.1% increase for 1st year teacher
2016-2017	<ul style="list-style-type: none"> \$500 step increase \$800 301 increase 	<ul style="list-style-type: none"> 3.8% increase for 1st year teacher

Contingency Plans

- 184 Subs with Standard Teaching Certificates
- 104 Teachers retired (between 2014-2016) that have not been rehired
- Continue to review the use of out of classroom positions