



# Annual Staffing Report

**GOLETA UNION SCHOOL DISTRICT  
PRESENTATION TO BOARD OF TRUSTEES  
NOVEMBER 7, 2018**

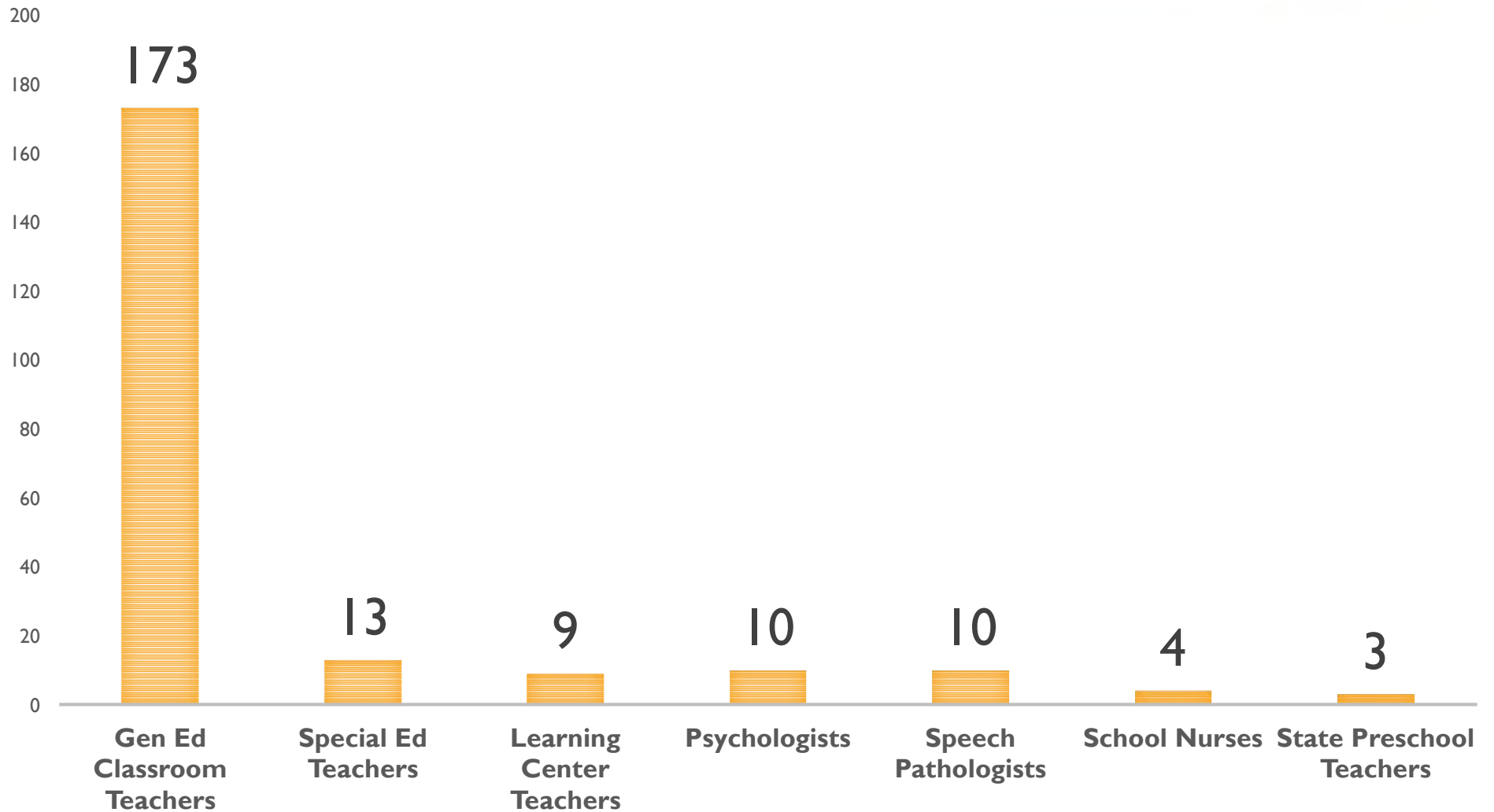


# OVERVIEW OF PRESENTATION

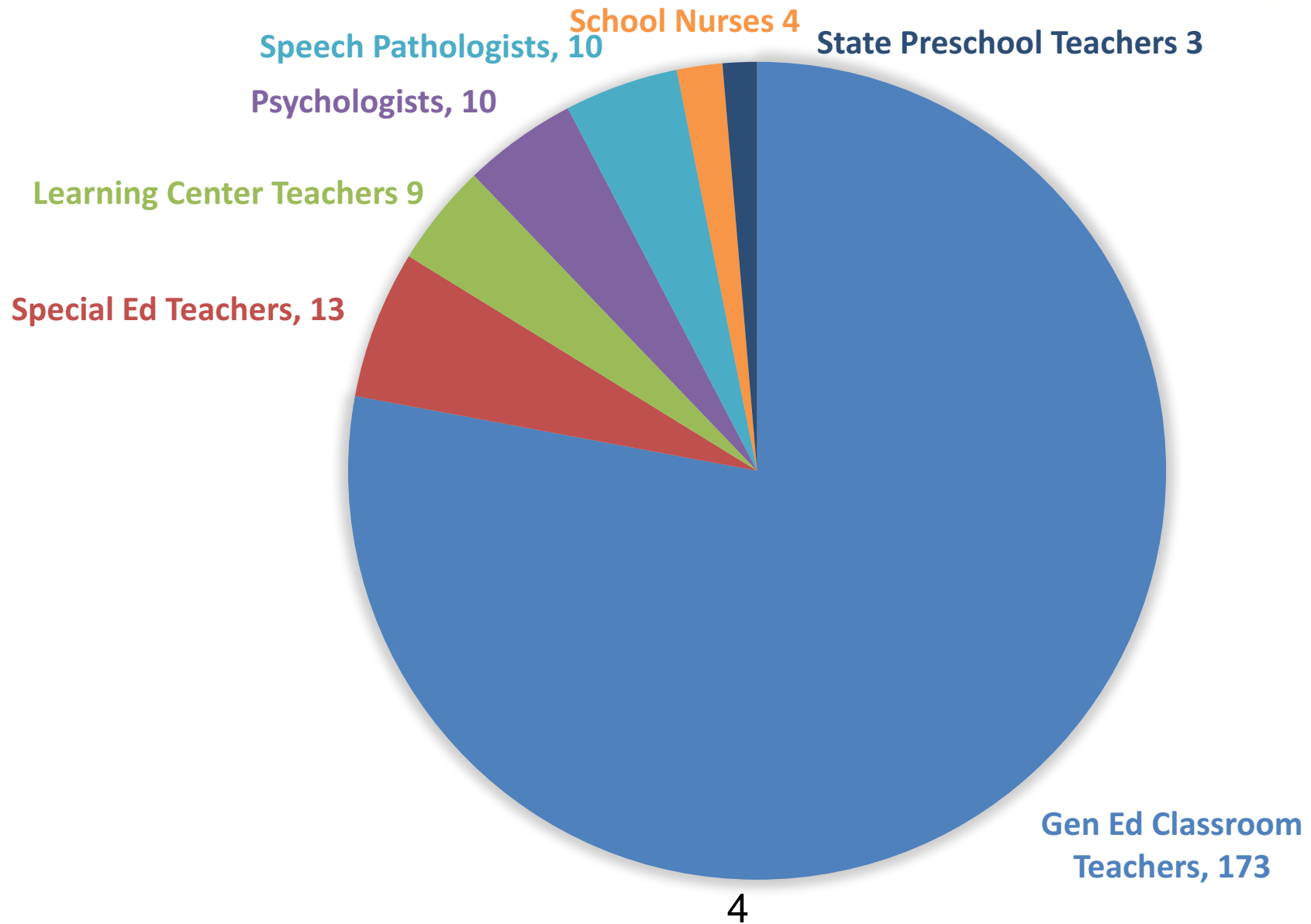
- Numbers of Employees by Classification
- Employee Attrition
- New Hires
- Recruitment and Hiring Practices
- State Trend Data



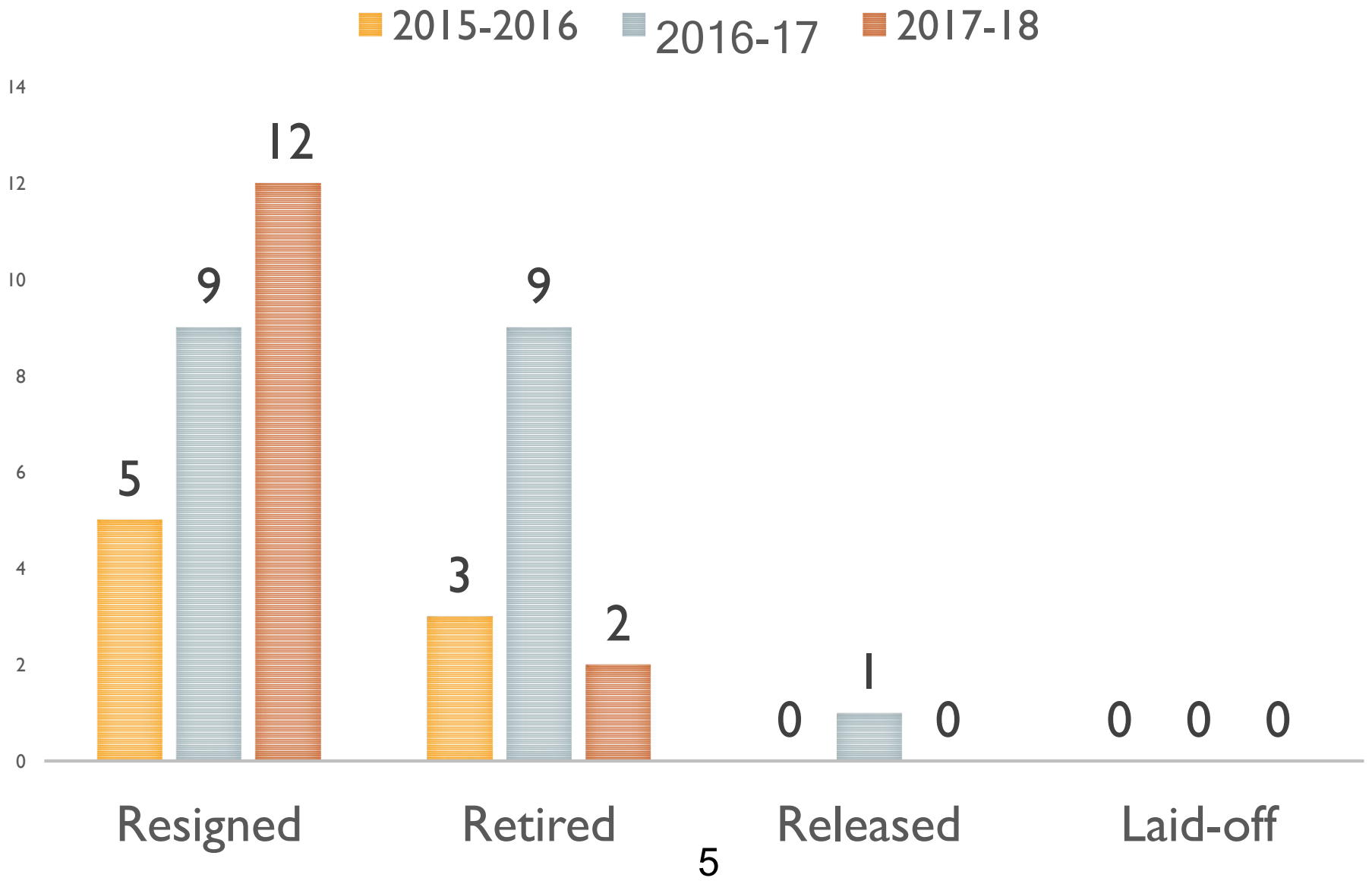
# 2018 CERTIFICATED UNIT: 222



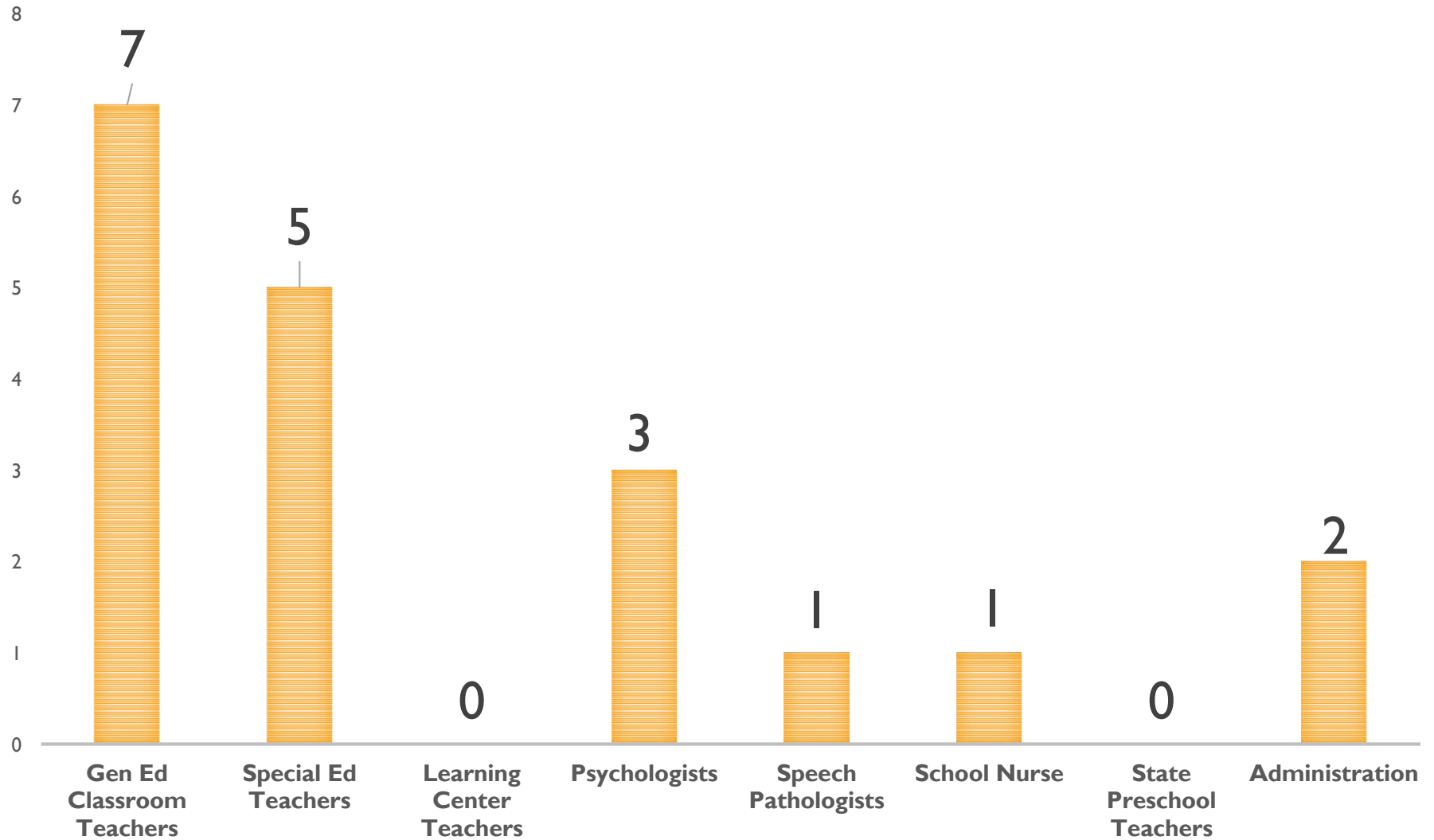
# 2018 Certificated Unit Members: 222



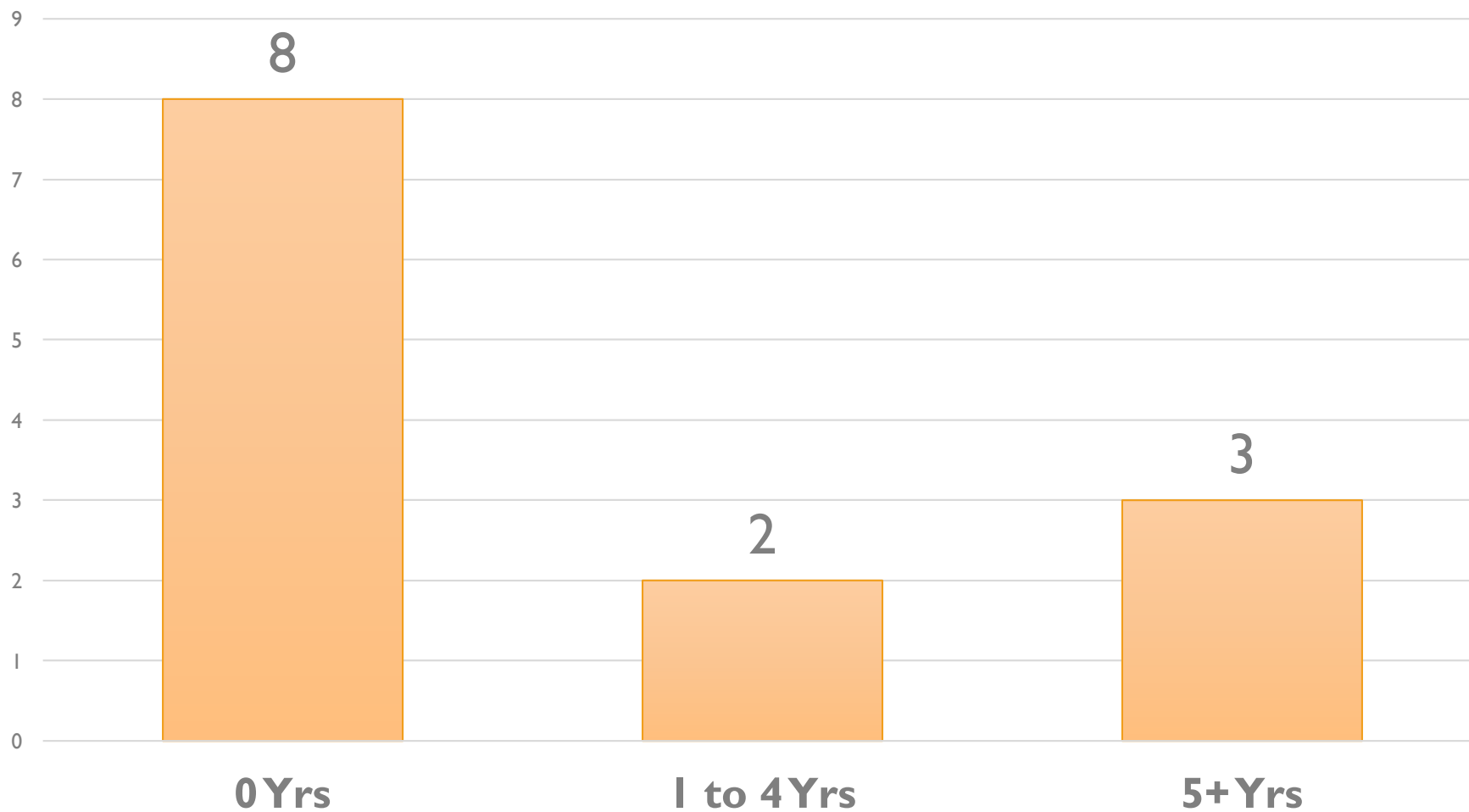
# CERTIFICATED MOVEMENT COMPARISON



# NEWLY HIRED CERTIFICATED STAFF



# 2018 PRIOR EXPERIENCE OF NEWLY HIRED TEACHERS



# CLASSIFIED EMPLOYEES

Total Classified Employees 350

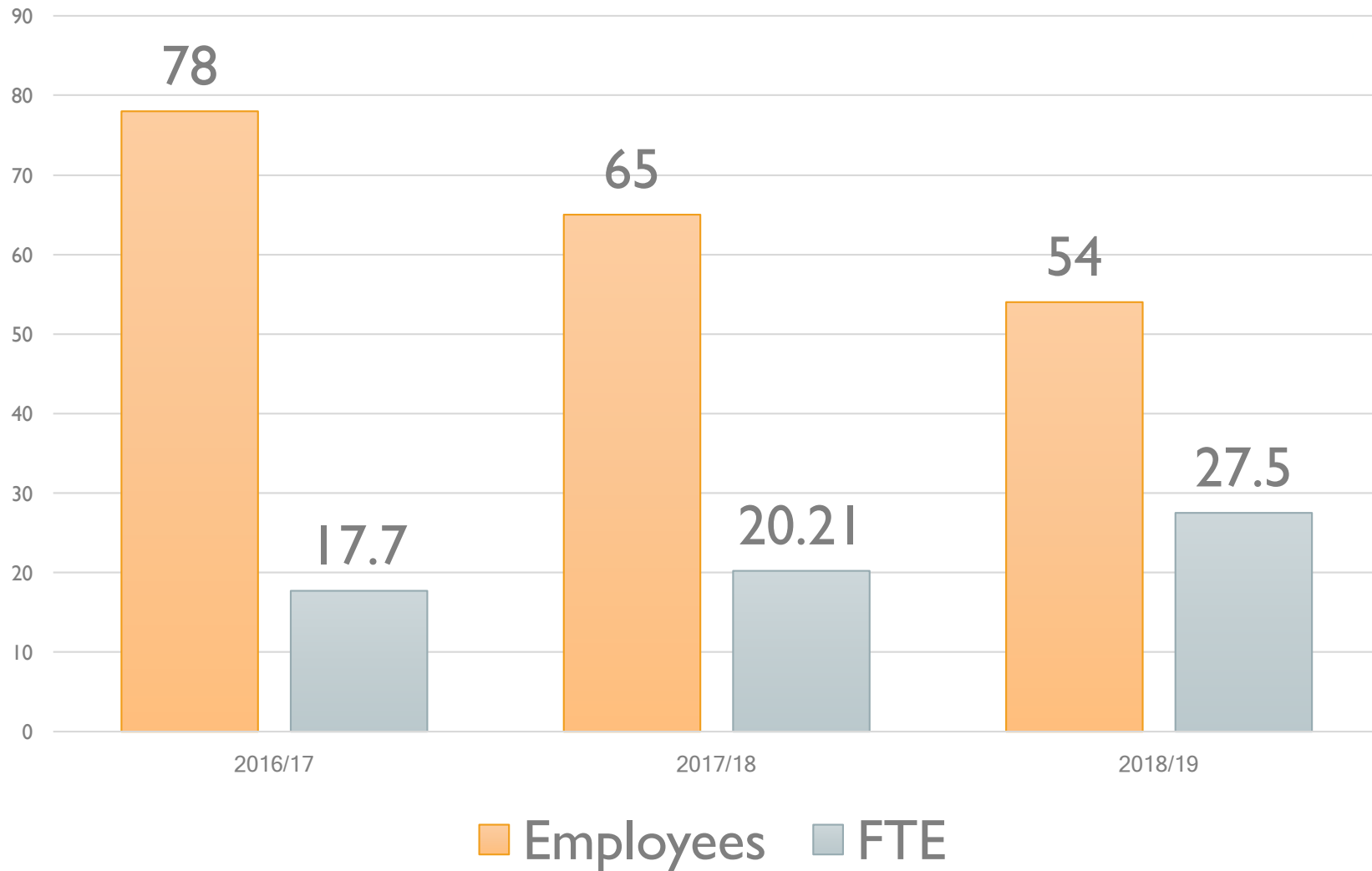
46 are new hires

54 Playground Supervisors are new to Classified

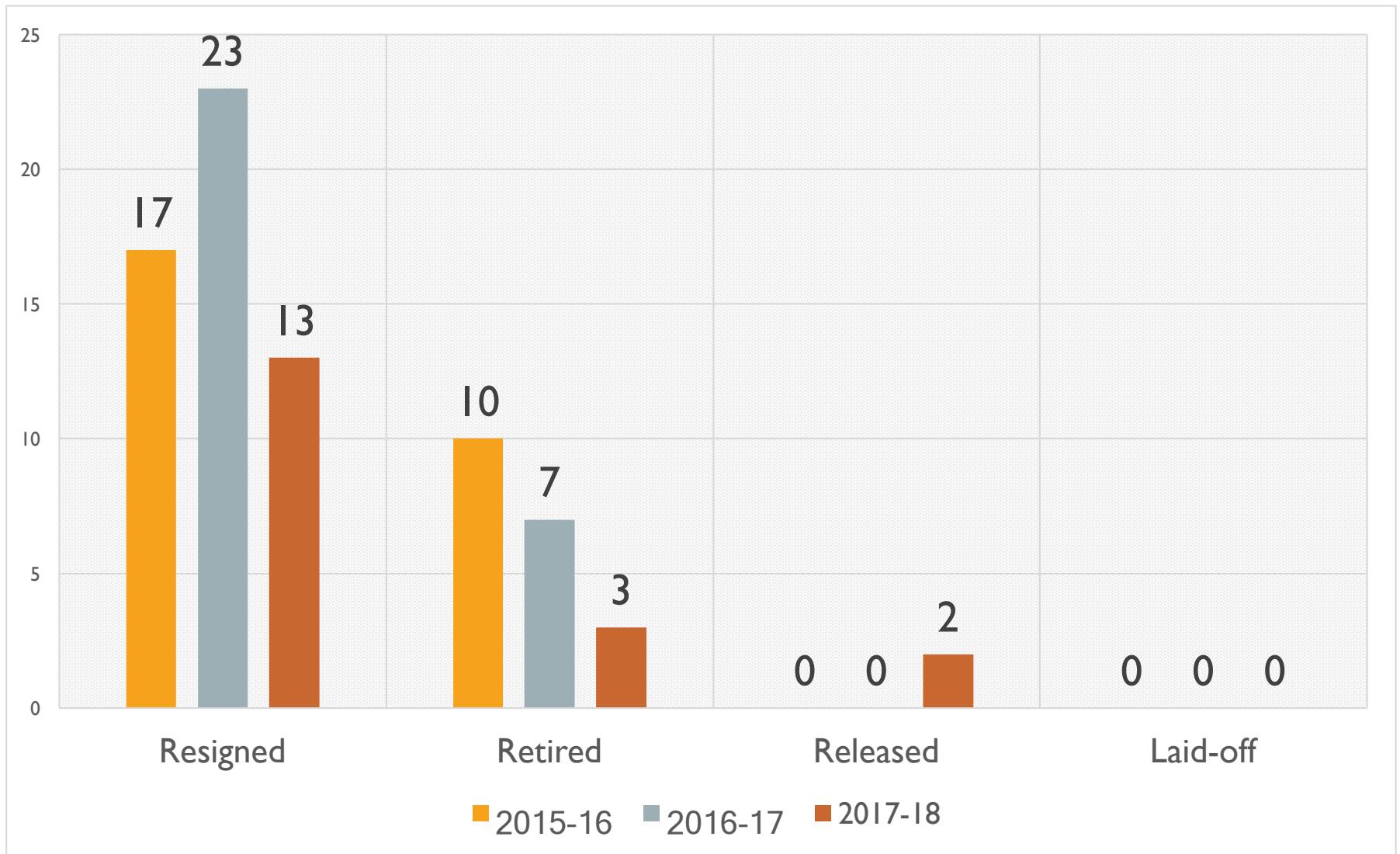




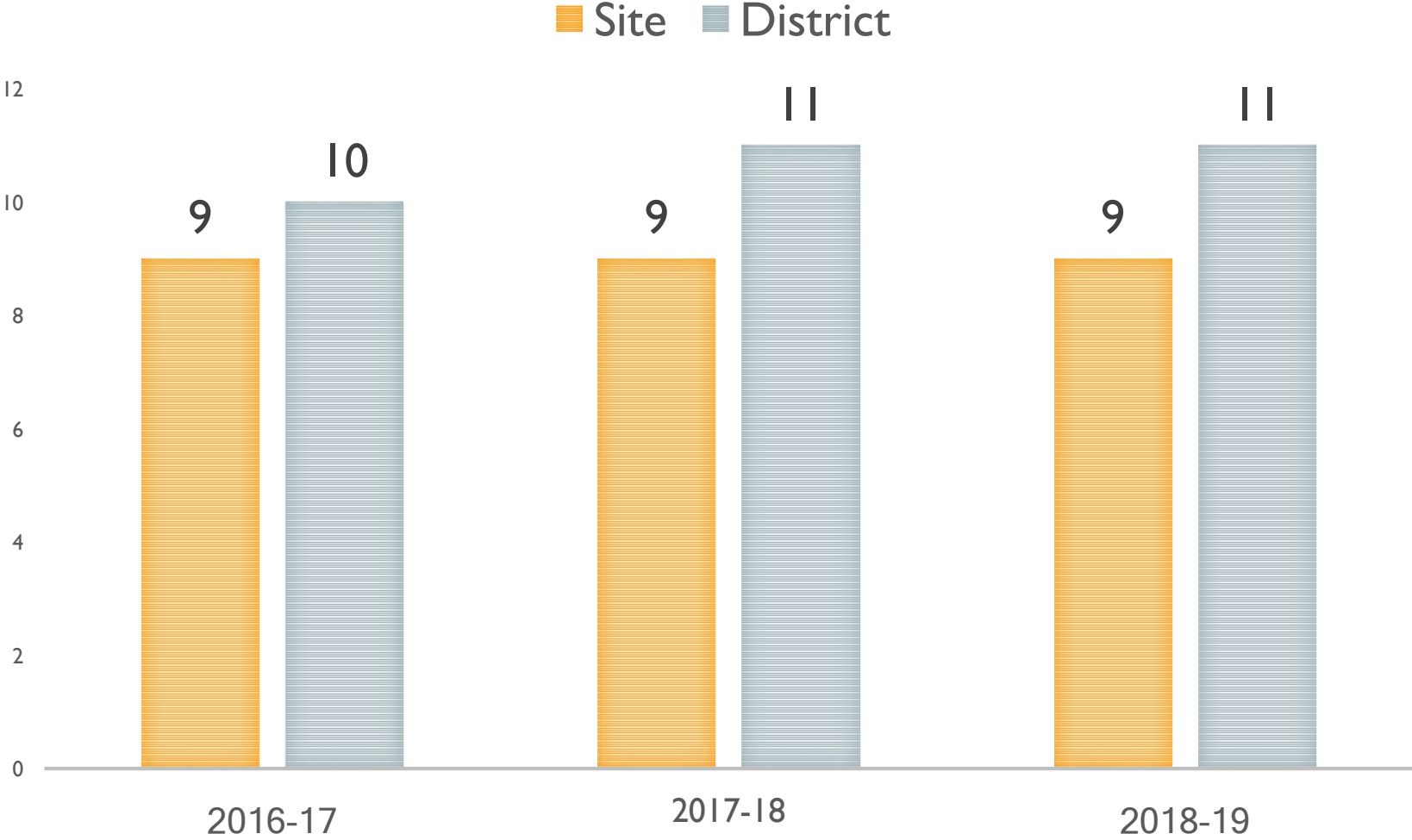
# PLAYGROUND SUPERVISORS



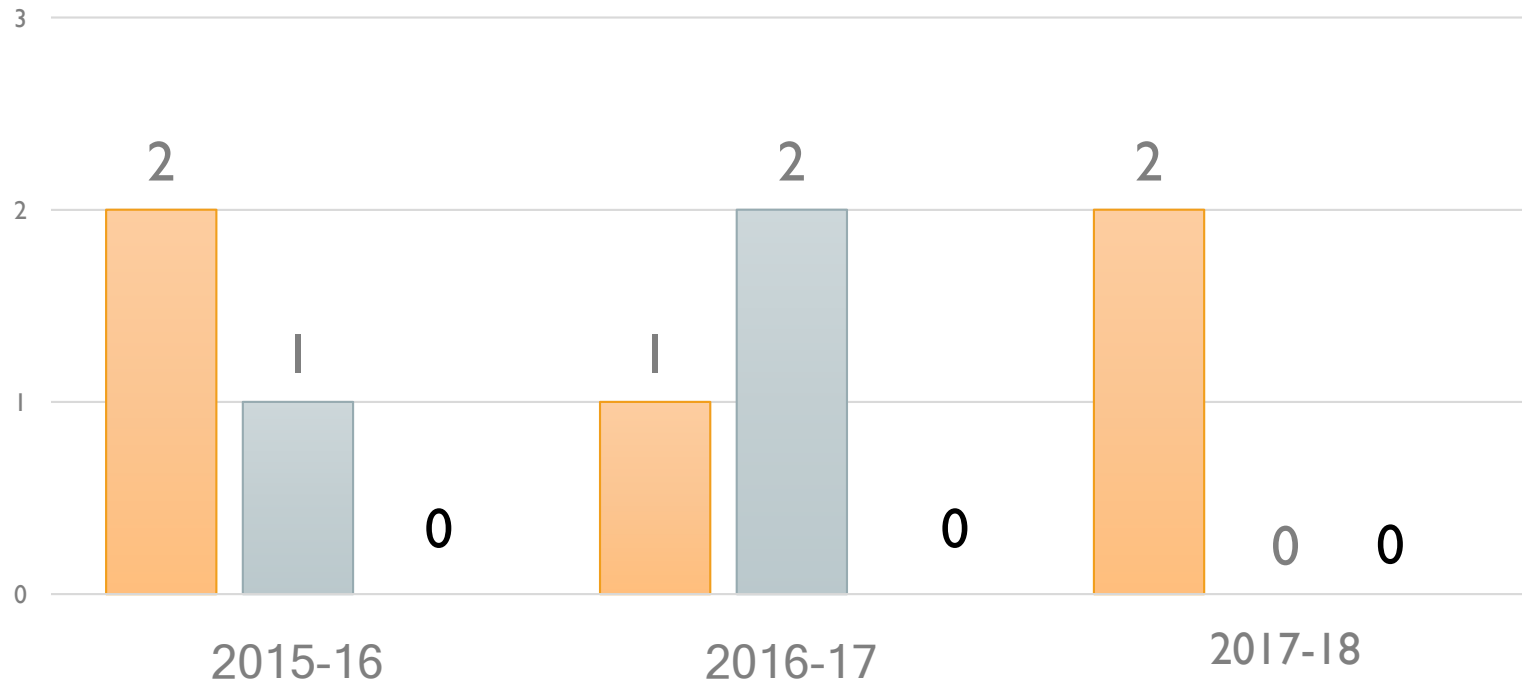
# CLASSIFIED MOVEMENT COMPARISON



# NUMBERS OF MANAGEMENT EMPLOYEES



# MANAGEMENT MOVEMENT COMPARISON



Resigned Retired Released

# 2018 NEW MANAGEMENT HIRES & REASSIGNMENTS TO NEW POSITIONS



# PRINCIPAL MOVEMENT

## Site-based Tenure



# EDUCATION CODE SECTIONS 41400-41407

	FTE
Administrative	15.00
Exempt Administrative	0.00
Net Administrative	15.00
Teachers	203.00
Pupil Services	23.00
Allowed Ratio	0.09
Maximum Administrators	18.27
Excess Admin	<b>-3.27</b>

# NUMBER OF CONFIDENTIAL & SUPERVISORY EMPLOYEES

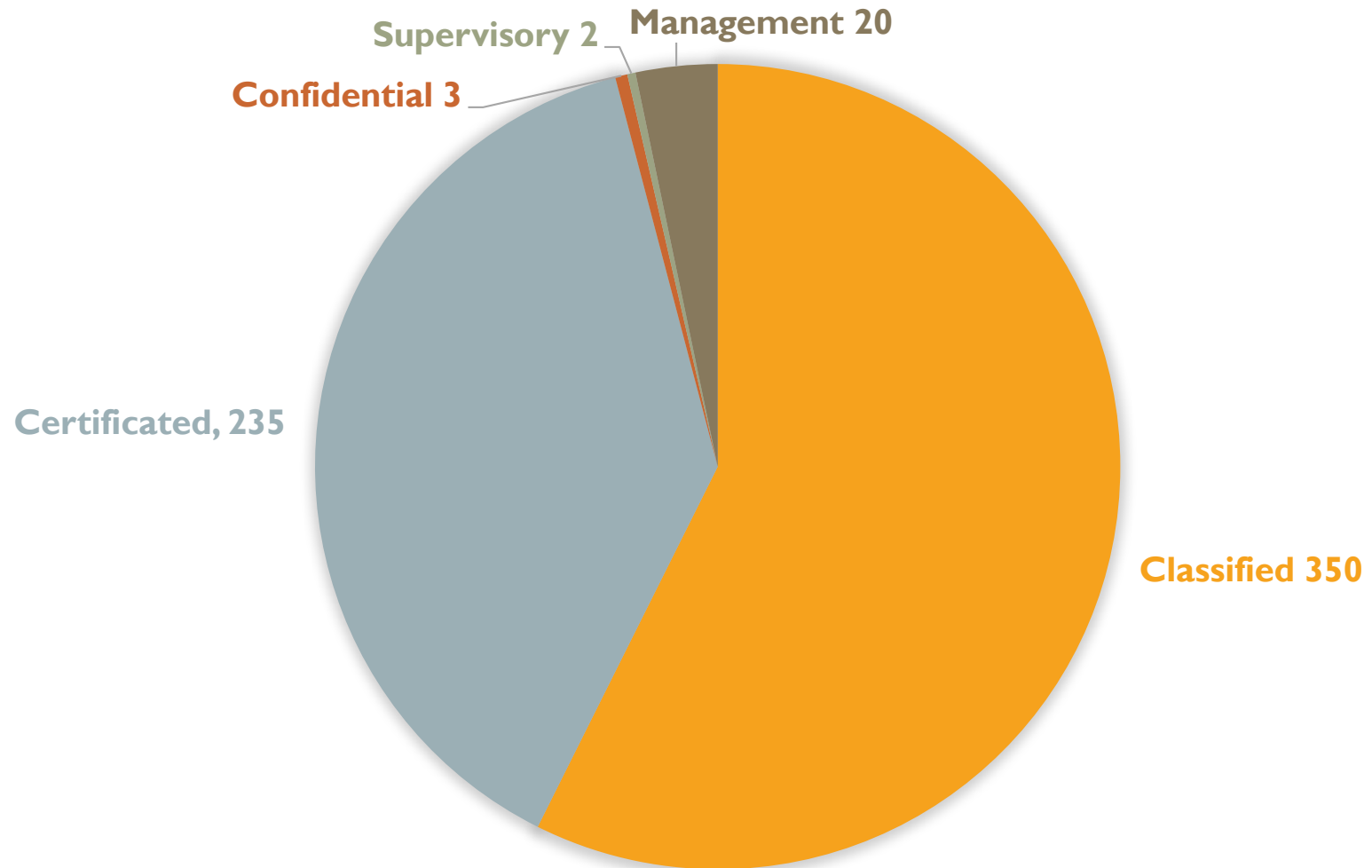
Supervisory Employees: 2

Confidential Employees: 3

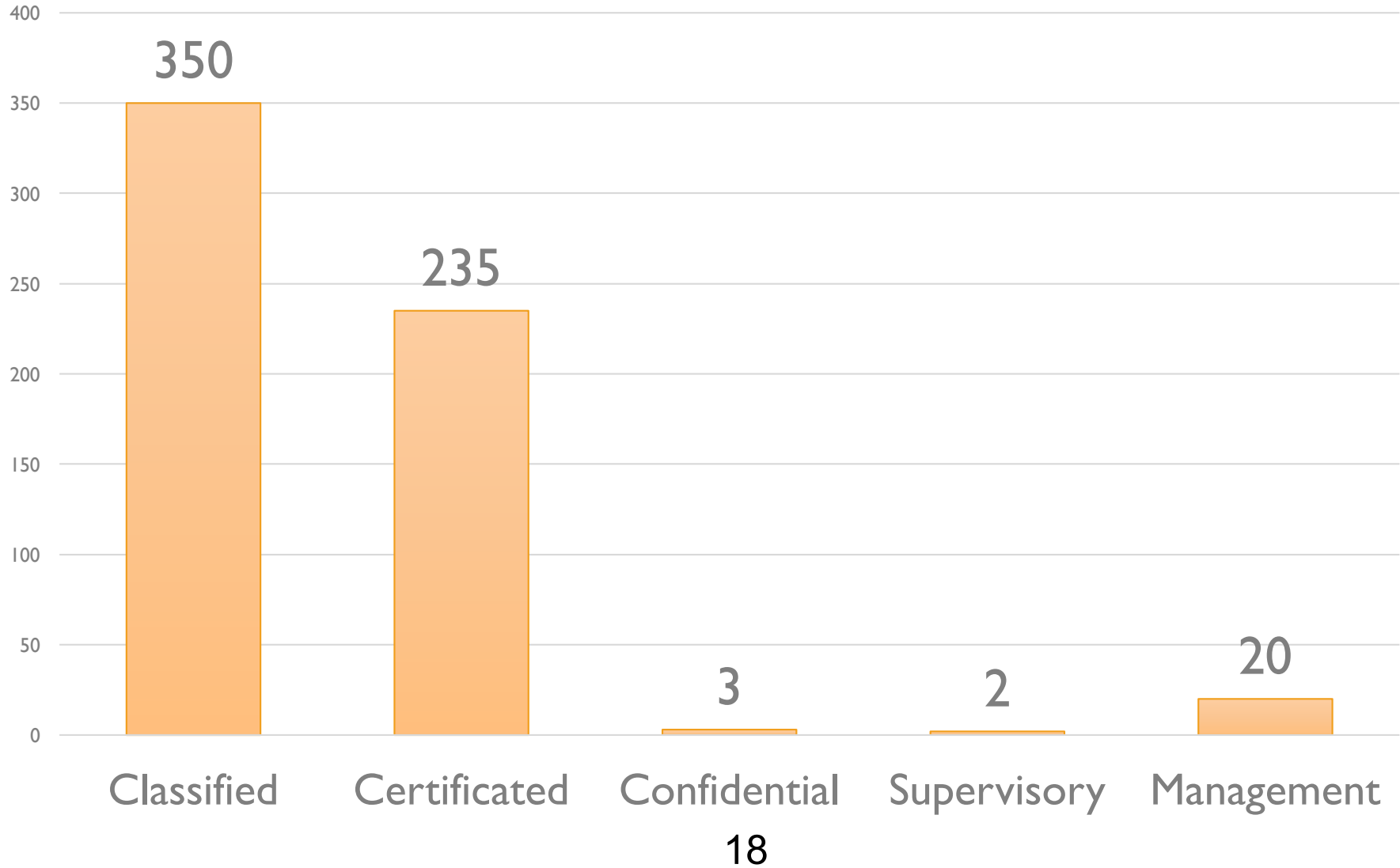




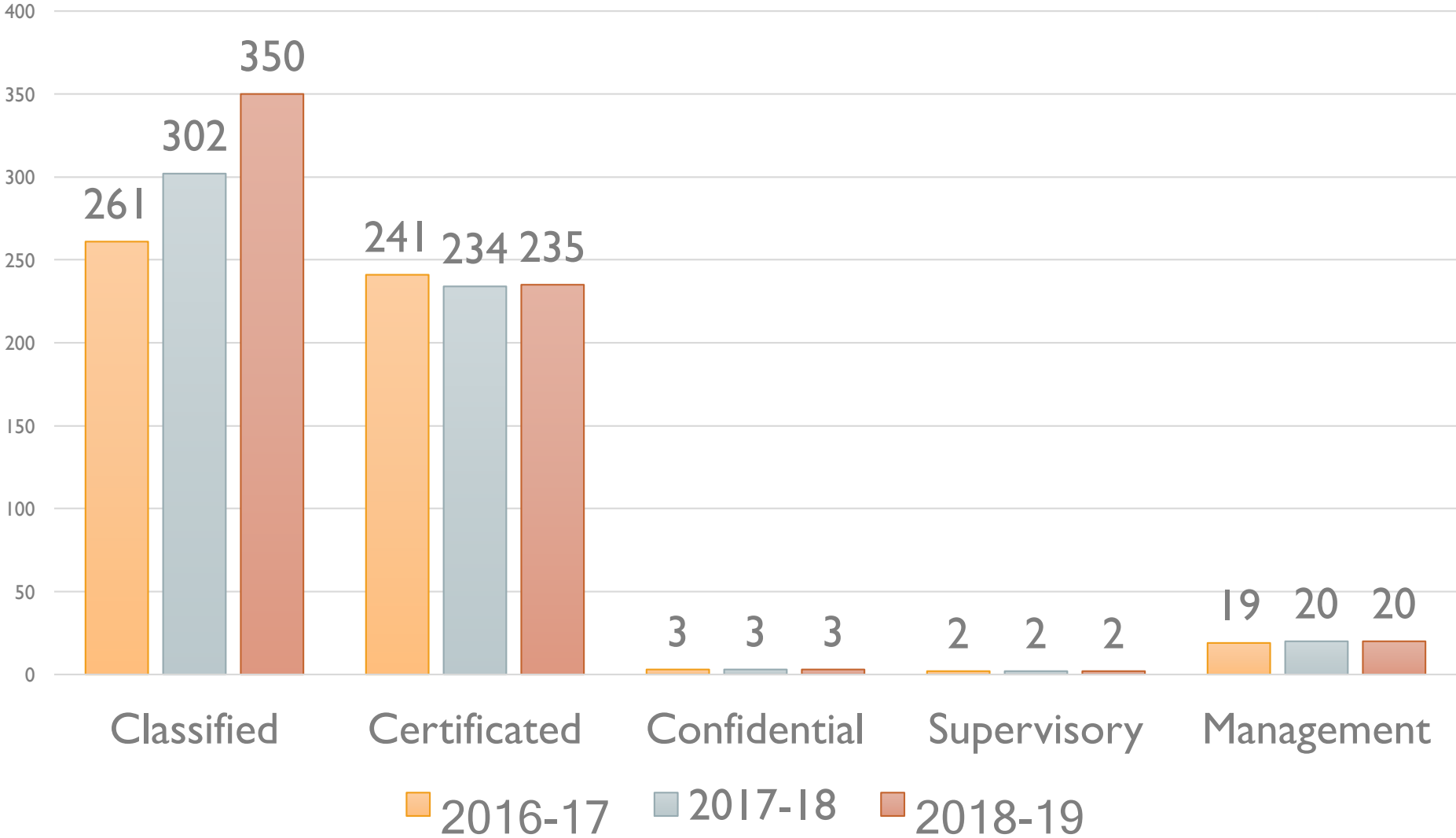
# TOTAL EMPLOYEES: 610



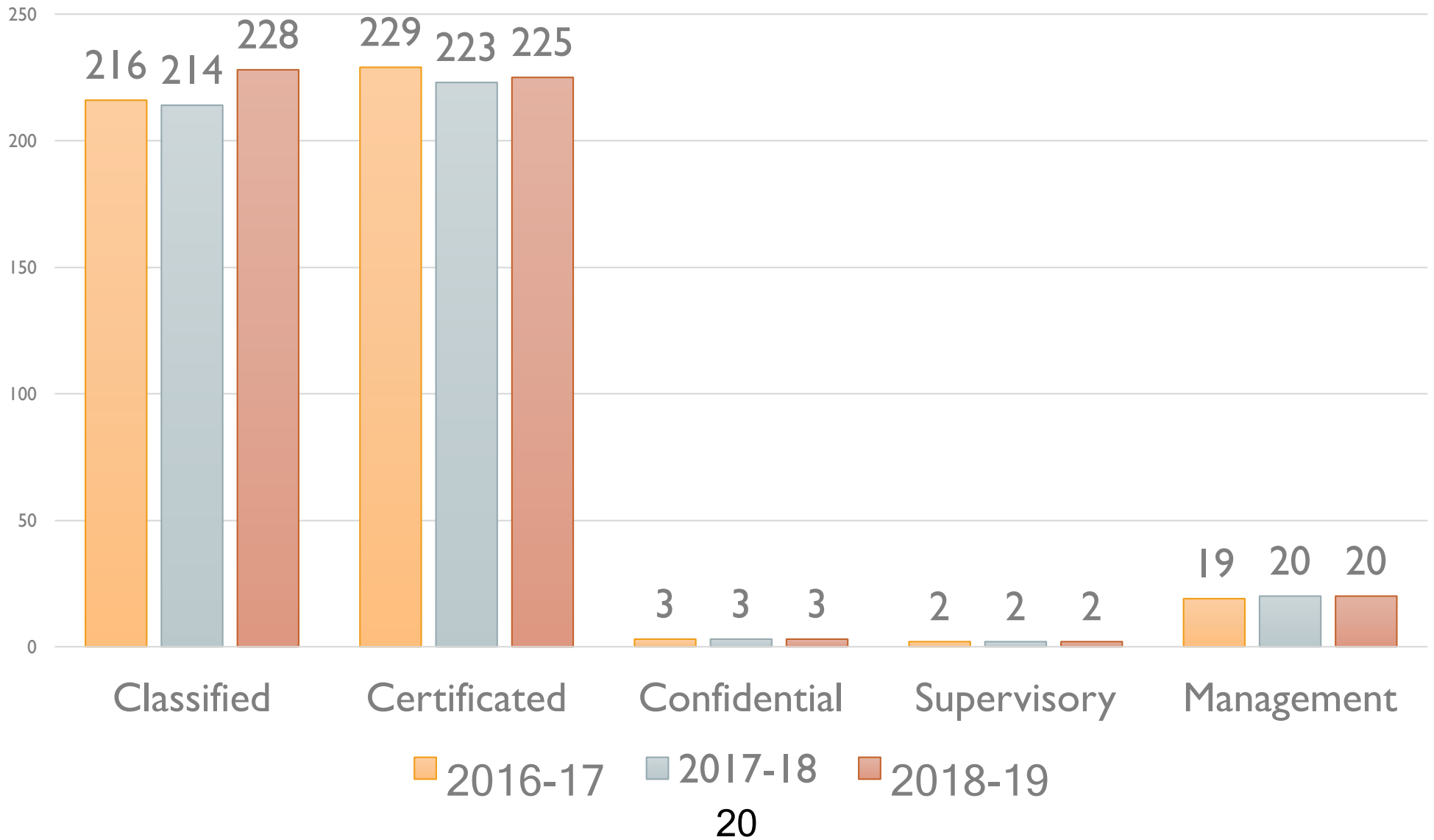
# TOTAL CERTIFICATED AND CLASSIFIED EMPLOYEES: 610



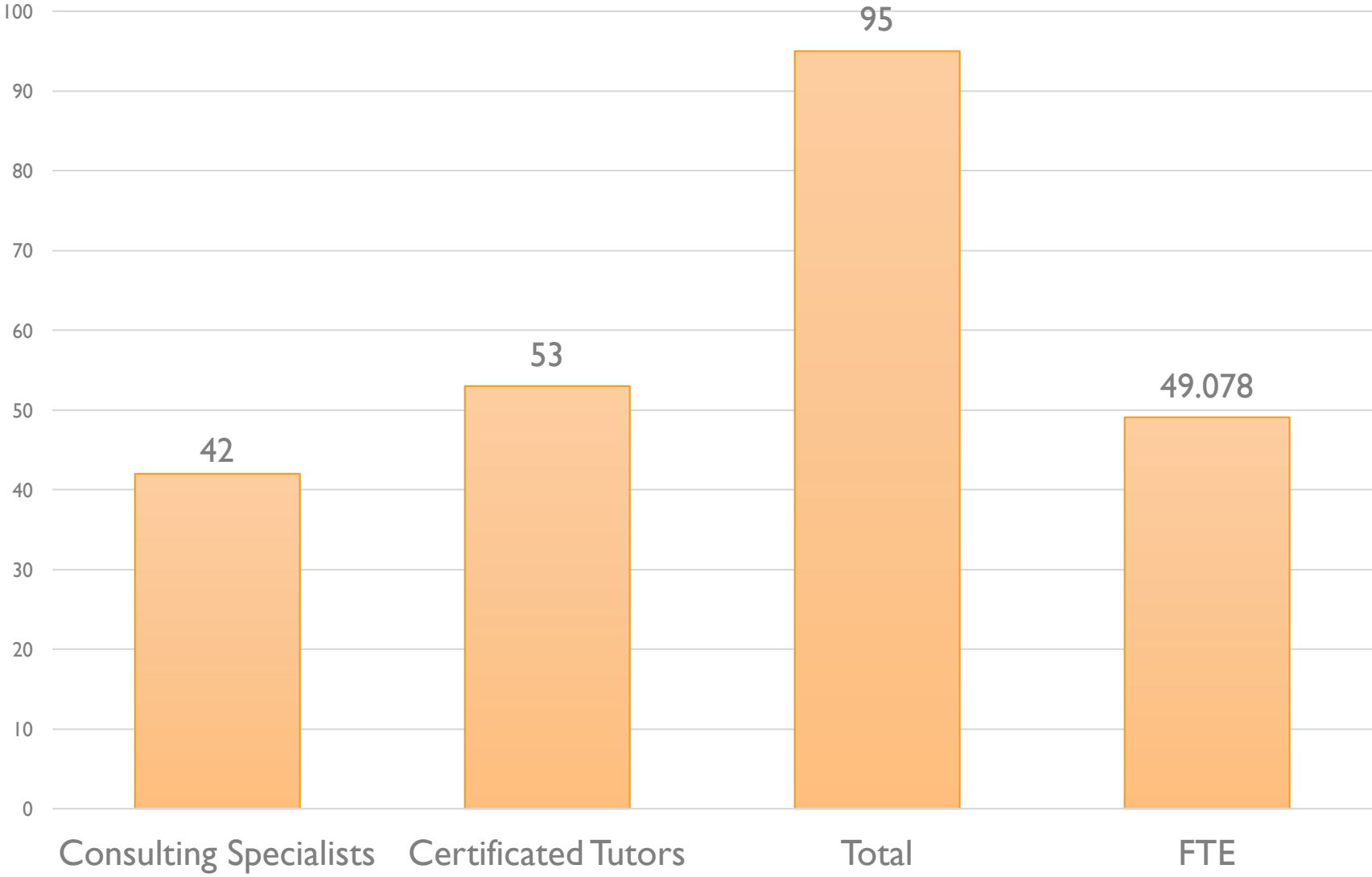
# TOTAL EMPLOYEES OVER THREE YEARS



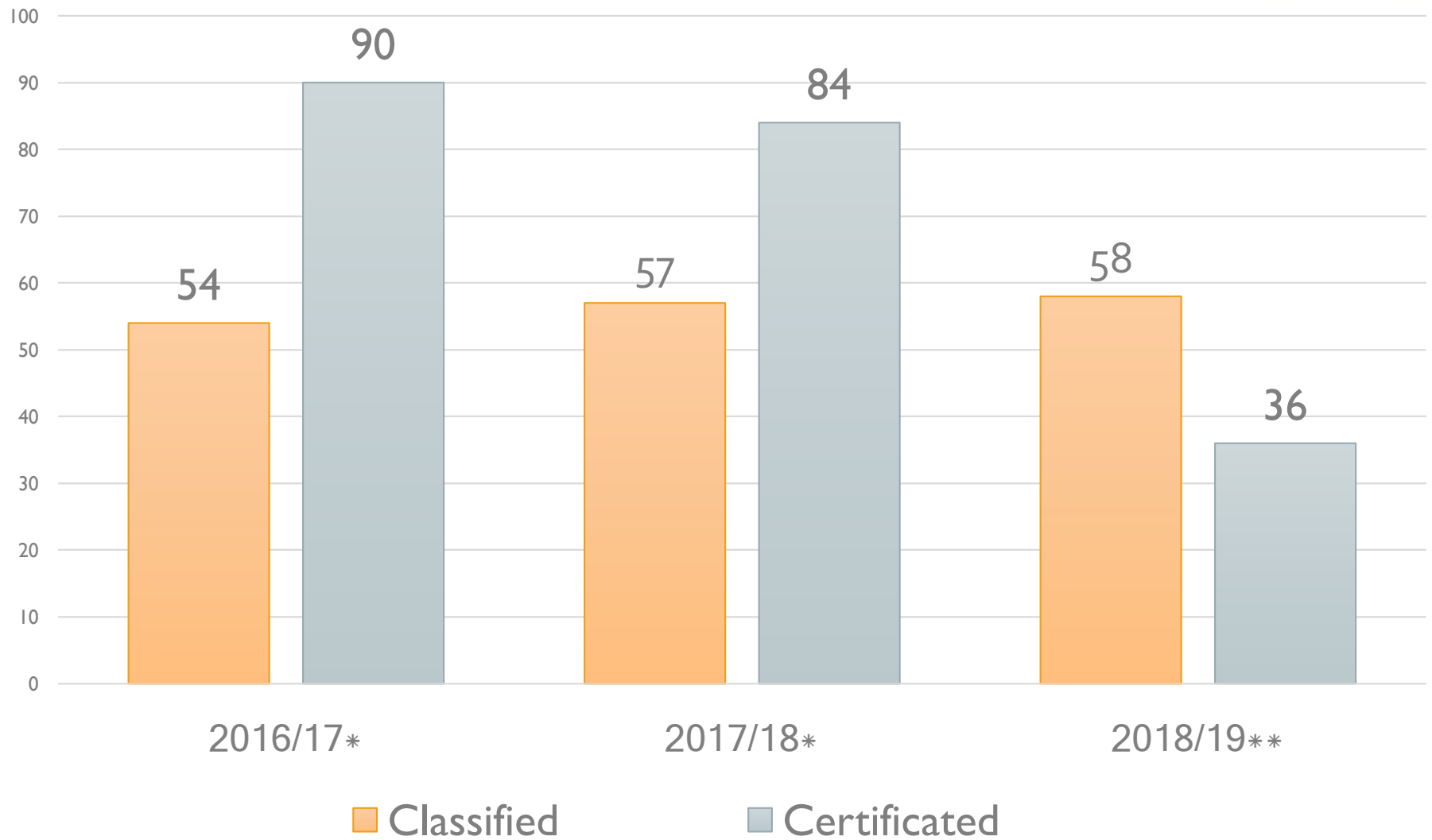
# TOTAL EMPLOYEES BY FTE OVER THREE YEARS



# NUMBER OF SPECIALISTS



# SUBSTITUTES AVAILABLE FOR 2015-2018



# WHY DO WE NEED SO MANY SUBSTITUTES?

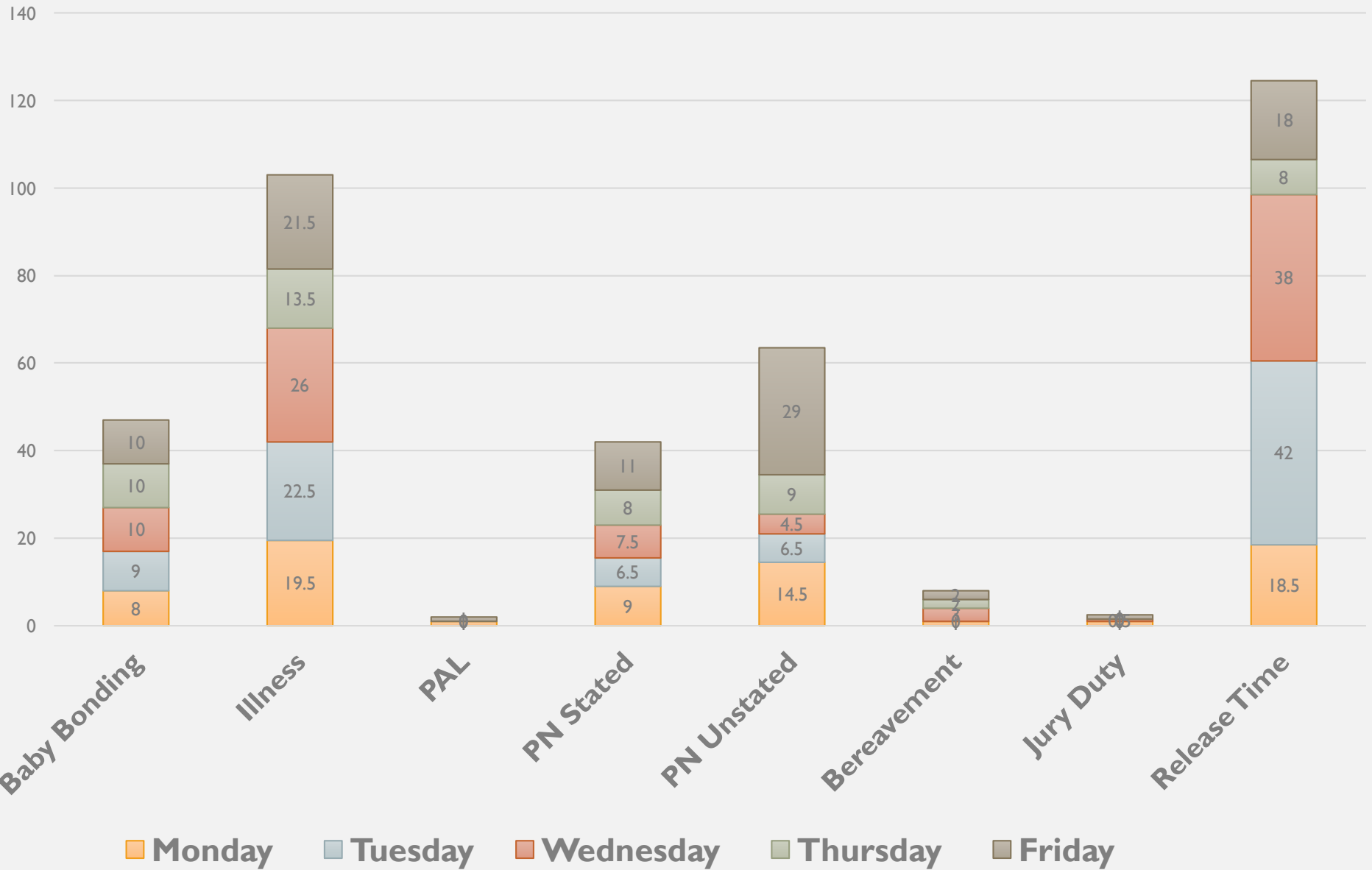
- Sick Leave: (Education Code Section 44978)
- Differential Sick Leave: 5 workmonths (Education Code Section 44977)
- Industrial Accident and Illness Leave: 60 days (Education Code Section 44984)
- Pregnancy Disability Leave Act: 4 months (Government Code Section 12945)
- Family and Medical Leave: 12 workweeks (Government Code Section 12945.2 & 29 U.S.C. §2601, et seq.)
- California Family Rights Act: 12 workweeks (Government Code Section 12945.2)
- Differential Maternity/Paternity Leave: 12 workweeks (Education Code Section 44977.5)
- Other contractual leaves, including but not limited to, Military Leaves, Child Rearing Leaves, Catastrophic Leave, Sick Leave (Other), and Personal Unpaid Leave.

# SUBSTITUTES USAGE BY DAY 2018

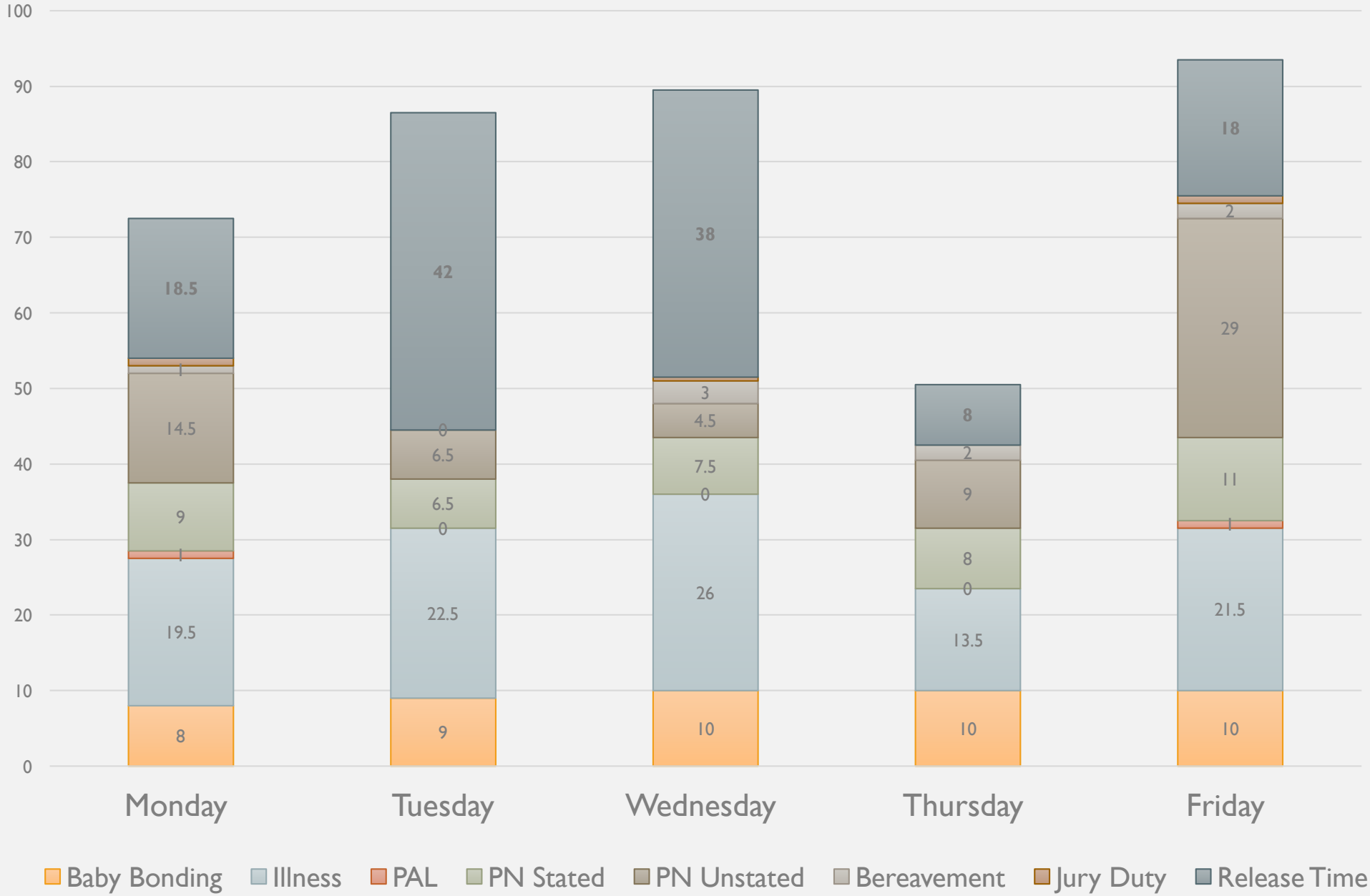
<b>Absence Reasons</b>	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
Baby Bonding	8	9	10	10	10
Illness	19.5	22.5	26	13.5	21.5
PAL	1	0	0	0	1
PN Stated	9	6.5	7.5	8	11
PN Unstated	14.5	6.5	4.5	9	29
Bereavement	1	0	3	2	2
Jury Duty	1	0	0.5	0	1
Release Time	18.5	42	38	8	18
<b>TOTAL</b>	<b>72.5</b>	<b>86.5</b>	<b>89.5</b>	<b>50.5</b>	<b>93.5</b>



# SUBSTITUTES USAGE BY LEAVE 2018



# SUBSTITUTES USAGE BY DAY 2018



# RECRUITMENT

- Ed Join
- ACSA
- Craigslist
- Indeed.com
- Various Local Colleges
- Santa Barbara Independent
- Santa Barbara News Press

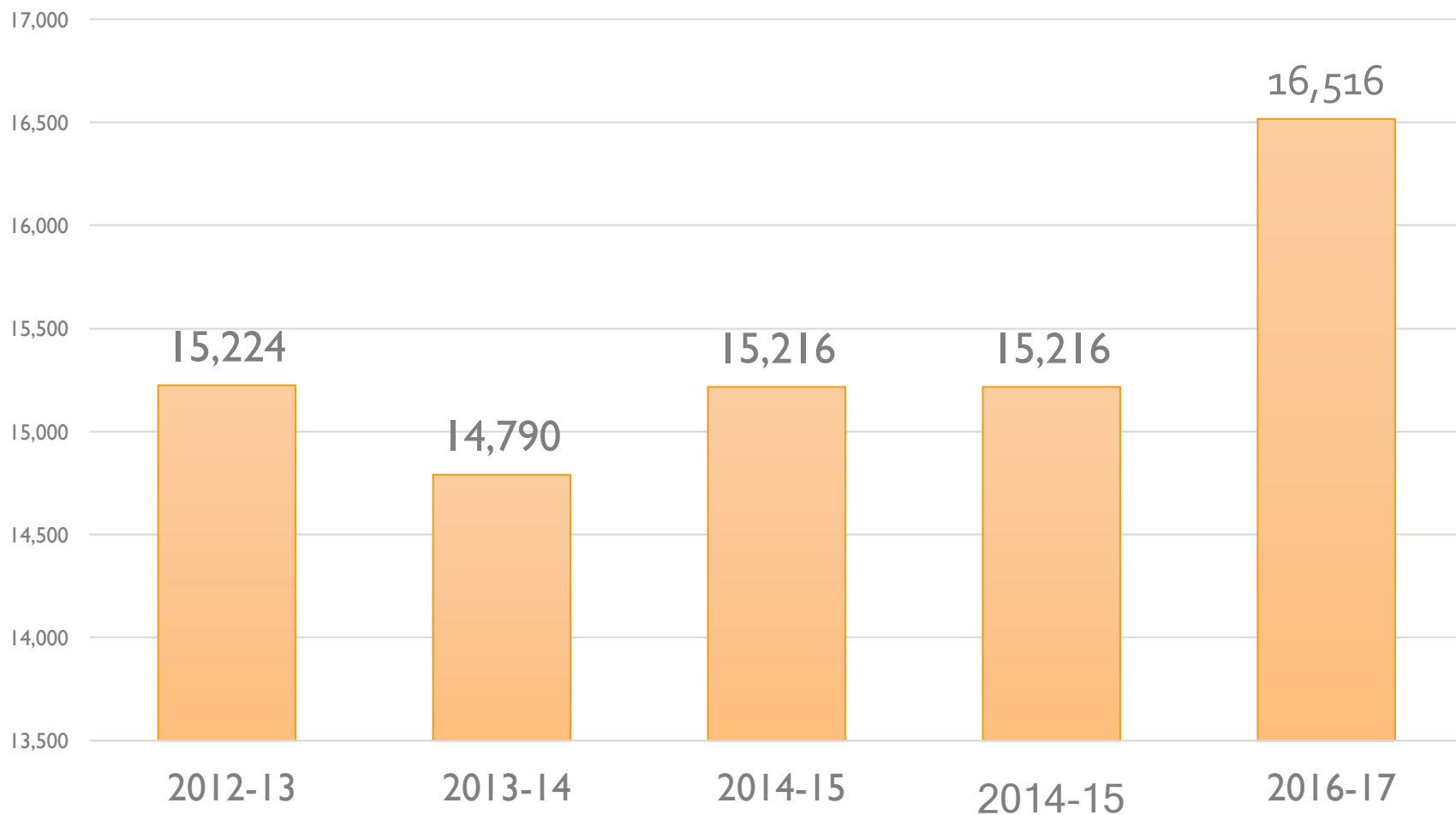


craigslist

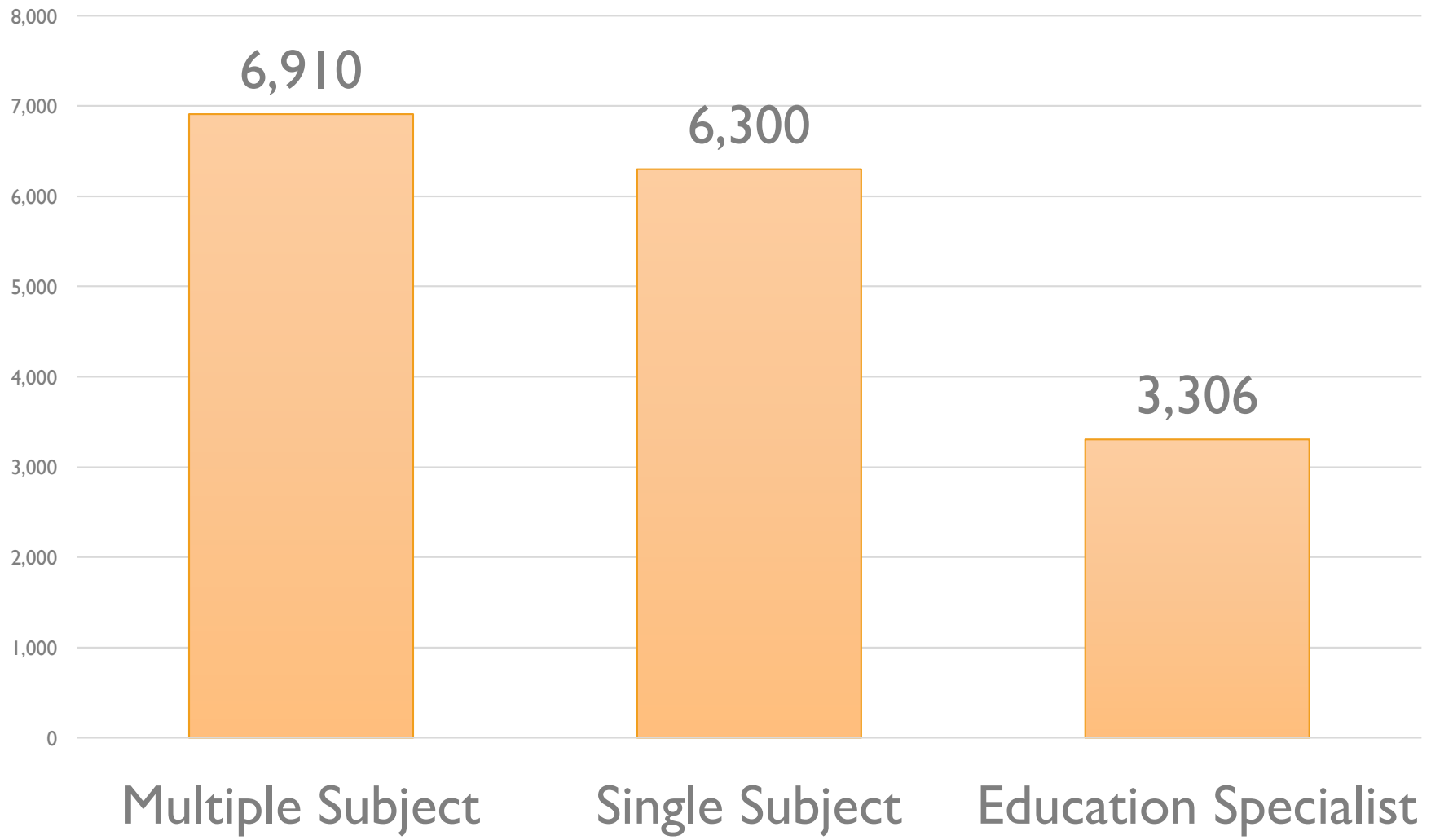
**Santa Barbara**  
**Independent**



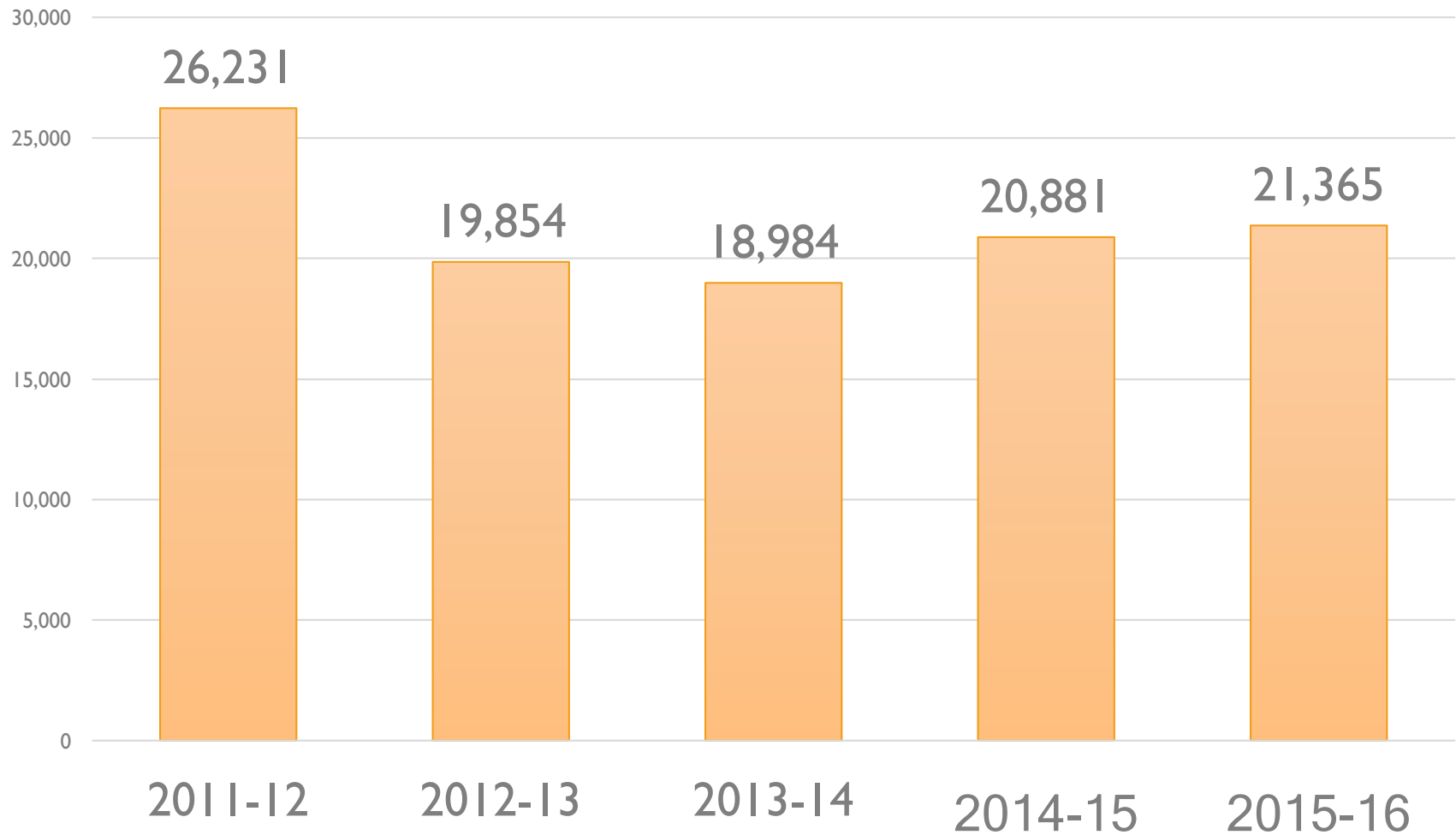
# Total New Teaching Credentials Issued in California, 2012-13 to 2016-17



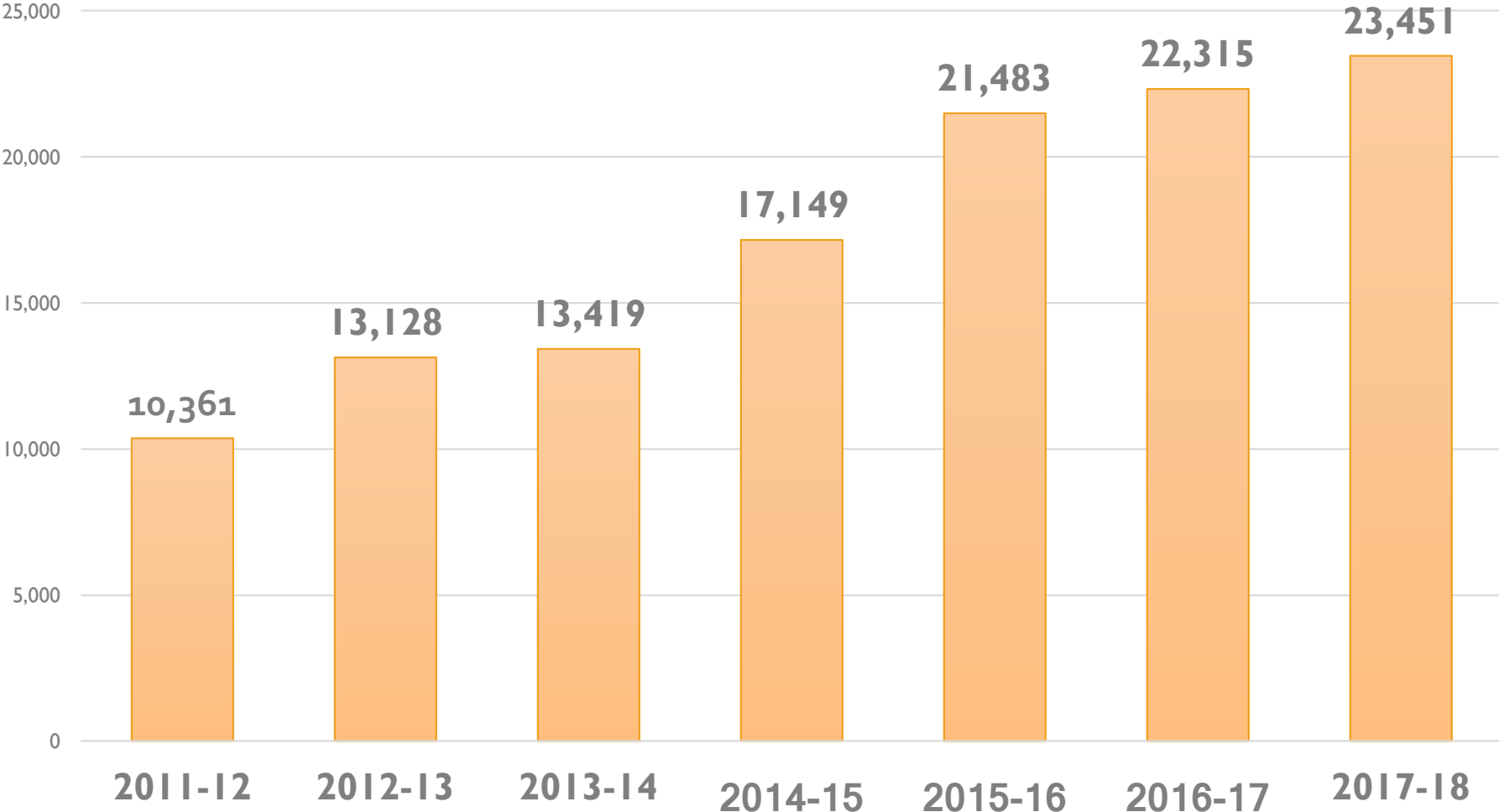
# NEW TEACHING CREDENTIALS ISSUED BY TYPE, 2016-17 NUMBER ISSUED



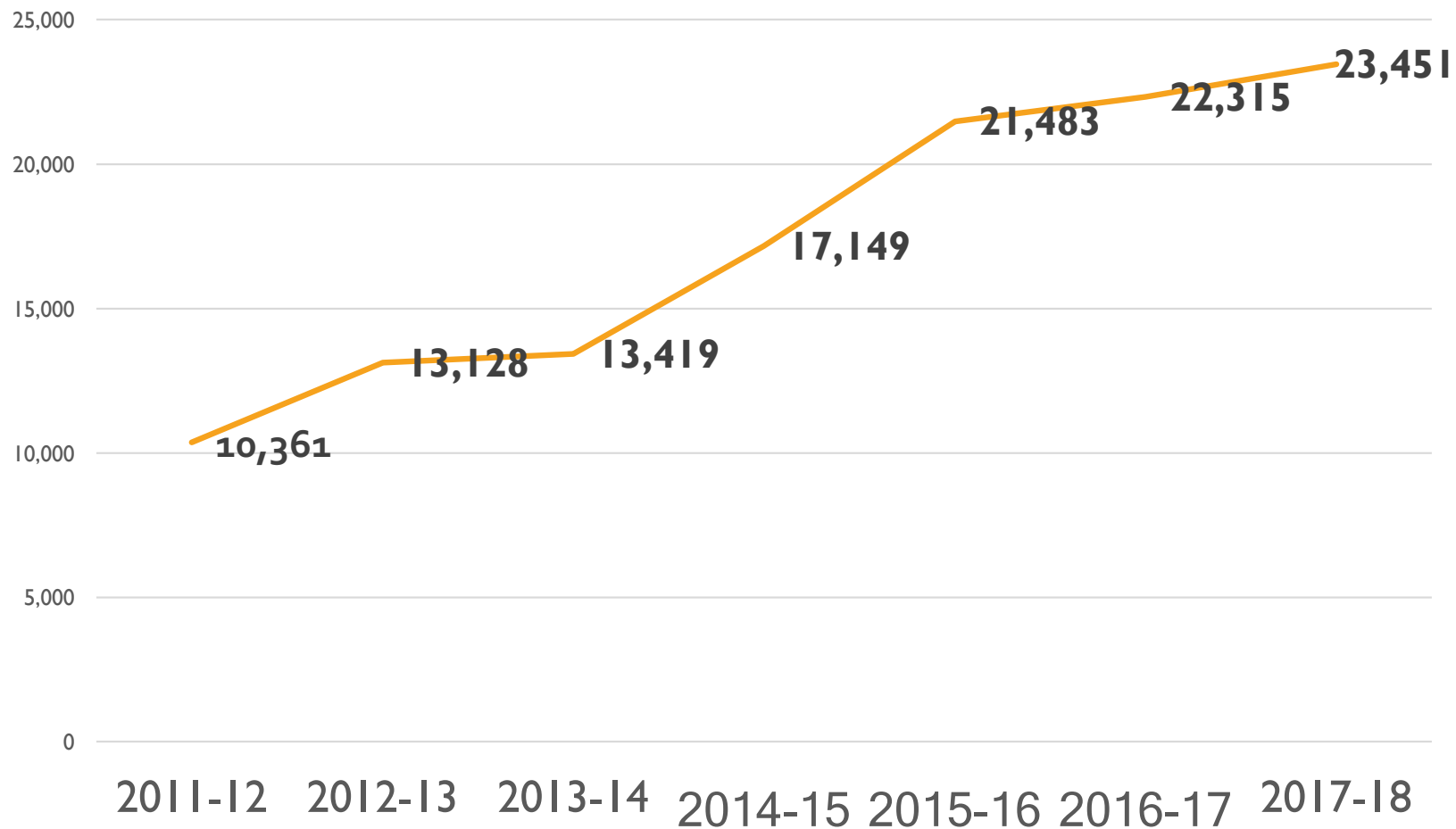
# TOTAL TEACHER PREPARATION PROGRAM ENROLLMENT, 2010-11 TO 2015-16



# ESTIMATED NUMBER OF TEACHER HIRES DURING SCHOOL YEARS, 2011-12 TO 2017-18

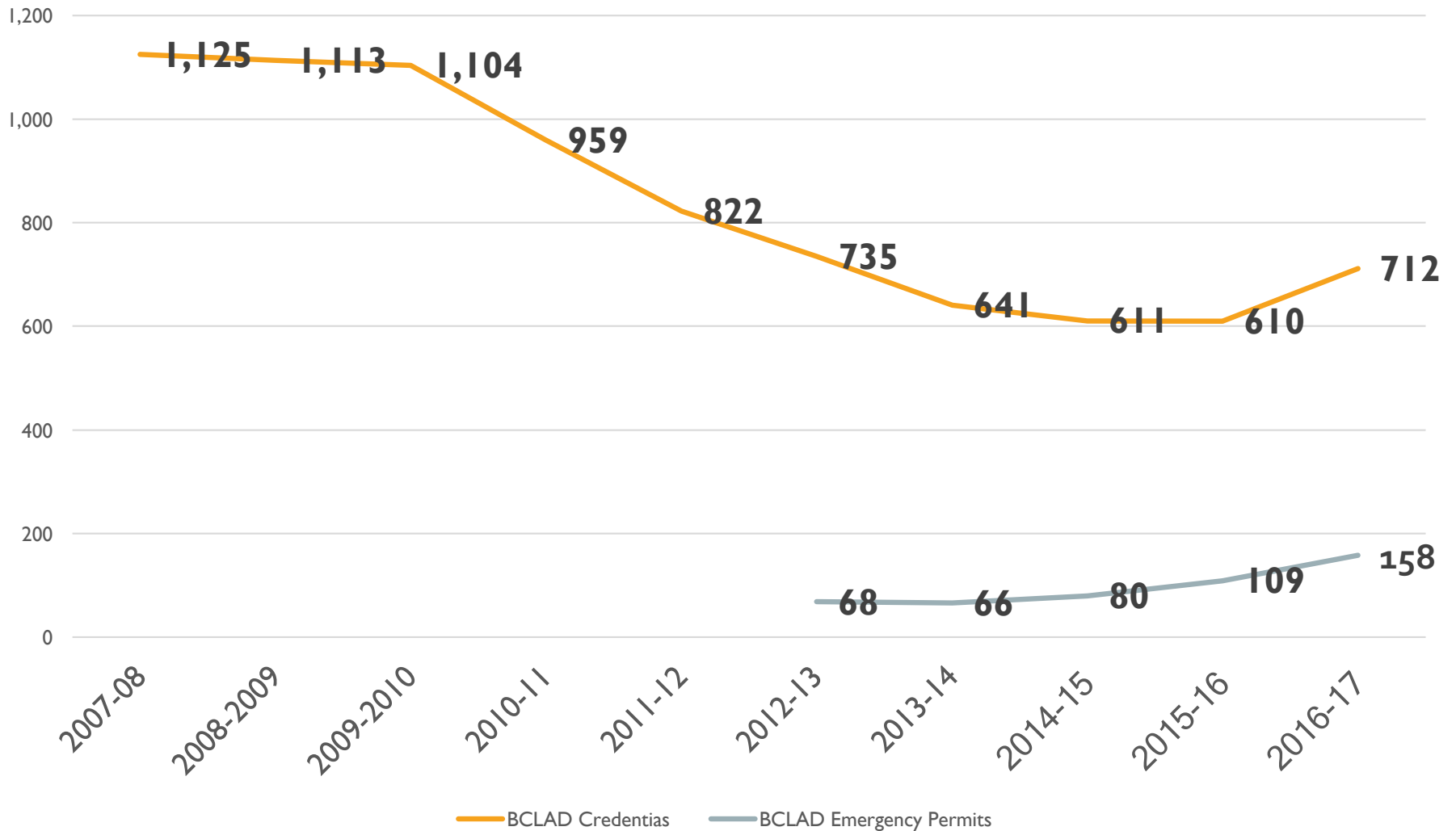


# ESTIMATED NUMBER OF TEACHER HIRES DURING SCHOOL YEARS, 2011-12 TO 2017-18





# BCLAD PERMITS DURING SCHOOL YEARS, 2007-08 TO 2016-17



# QUESTIONS OR COMMENTS?

