



SPECIAL EDUCATION STAFFING

Presented by:

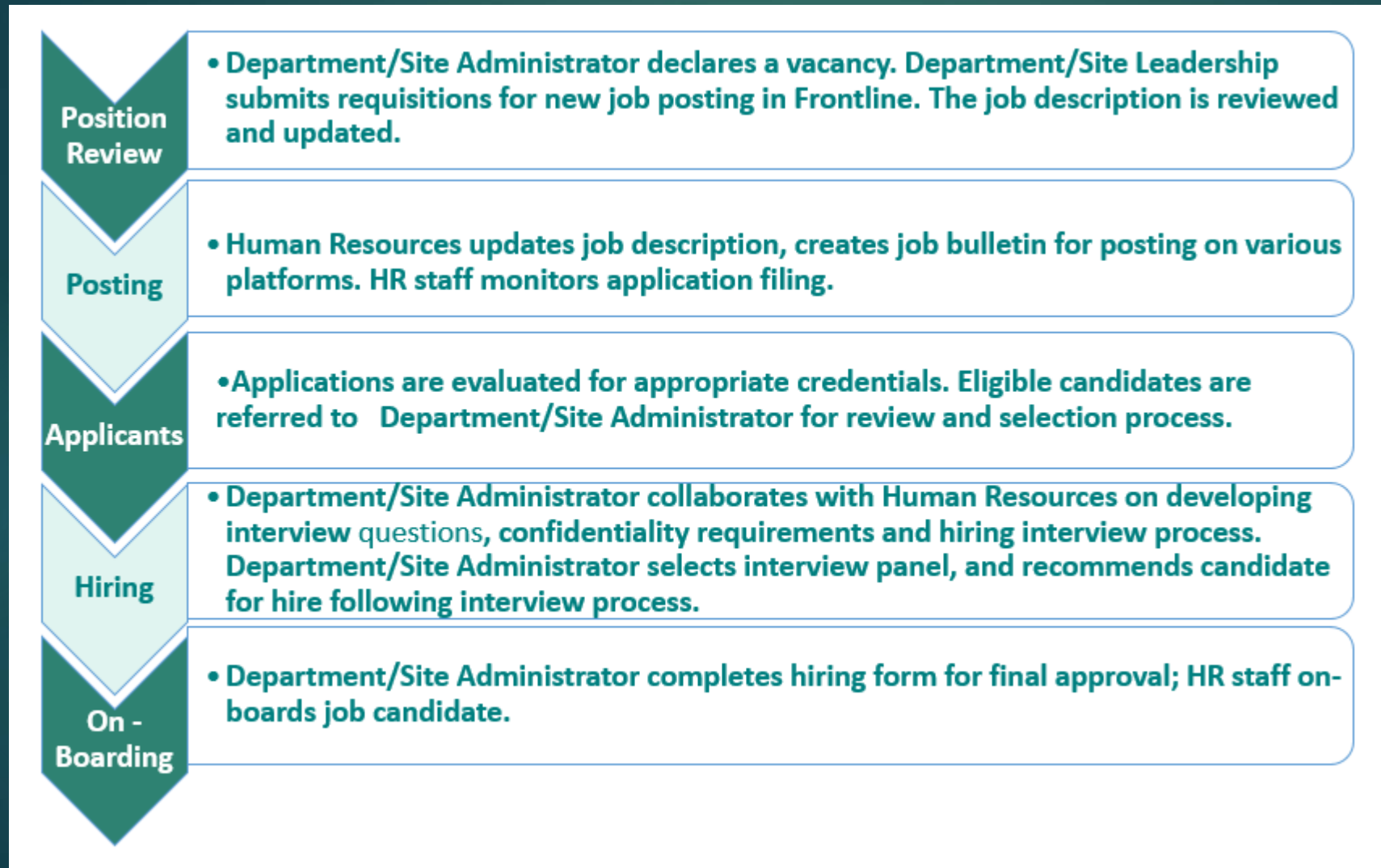
Jeanne Valentine, Assistant Superintendent, Human Resources

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ABOUT US

- ❖ Recruitment and Staffing
- ❖ Selection / Examination
- ❖ Classification / Compensation
- ❖ Employee Benefits Administration
- ❖ Performance Management / Evaluation / Coaching
- ❖ Leave Administration
- ❖ Employee and Labor Relations
- ❖ Employee Discipline
- ❖ HR Compliance - Develop policies, procedures and tools to support staff
- ❖ Diversity, Inclusivity and Wellbeing
- ❖ Training and Development
- ❖ Organizational Design – HR metrics
- ❖ HR Information Systems

VACANCIES IN CERTIFICATED SERVICE - PROCESS



VACANCIES IN CLASSIFIED SERVICE - PROCESS

Position Review

- Staff collaborates with Department/School administrative staff to identify the essential job functions and related knowledge, skills, abilities – job competencies.

Exam Development

- General Fitness (multiple-choice, reading comprehension, general knowledge)
- Performance exam (written assessment, computer skills, software proficiency)
- Oral Interview (technical, interpersonal and communication savvy)

Exam Administration

- Proctoring exams, ensuring administration integrity

Eligibility List Establishment

- Individuals are ranked based on aggregate score of weighted scores of all exam parts. A unique score occupies a rank.

Vacancy Certification

- Eligible for a particular vacancy must come from the top 3 ranks of able and willing individuals from the eligibility list, any eligible transfers, reemployment/reinstatement eligibly candidates.

STAFF SERVING SPECIAL EDUCATION PROGRAMS

CERTIFICATED - CREDENTIALLED STAFF	CLASSIFIED - PROFESSIONAL/SUPPORT STAFF
Special Education Teacher (94.0 FTE) Educational Specialist Mild/Moderate Moderate/Severe Autism Authorization	School Occupational Therapist (5.5 FTE)
Early Childhood Special Education Teacher (6.0 FTE)	Behavior Intervention Specialist (BCBA) (3.0 FTE)
Deaf and Hard of Hearing (3.0 FTE)	Mental Health Clinician/Sr. Mental Health Clinician (8.0 FTE)
Adaptive Physical Education Teacher (4.2 FTE)	Speech Language Pathology Assistant (.75 FTE / 1 position)
Visual Impairment (1.0 FTE)	Licensed Nurse (LVN/RN) 1:1 student support
Speech Language Pathologist (24.0) (1.0 Grant funded)	Paraeducator I (151)
Psychologist (23.4 FTE) (3.0 Grant funded)	Paraeducator II (16 positions)
Licensed Nurse (5.0 FTE)	Paraeducator III (47 positions)
Special Education Coordinator (2.0 FTE)	*214 Para support positions account for 1,073 hours of daily support - filled by permanent staff (902 hrs), substitute coverage (67 hrs) and staffing agency personnel (127 hrs)

RECRUITMENT STRATEGIES

CERTIFICATED (TEACHERS/SLP/ADMIN)

District Website

Edjoin.org - CA

College Job Boards

Facebook District

Indeed.com

Association of California School Administrators
(ACSA)

Diversity Recruitment Partners

Hispanic/Latino Professional Association (HLPAA)

Speech-Language-Hearing Association (CSHA)

Staff attends CSHA Convergence Conference

CLASSIFIED (NON-CREDENTIALLED)

Governmentjobs.com - National

Schooljobs.com - National

District Website

Edjoin.org - CA

Indeed.com

College Job Boards - Local

Facebook District

MULTIPLE STAFFING AGENCIES are used to source for
certificated and classified positions.

SPEECH LANGUAGE PATHOLOGIST - RECRUITMENT/RETENTION STRATEGY

IN 2021-2022 CVUSD INITIATED NEW HIRE AND RETENTION BONUS

- **\$2,500 at sign on / retention**
- **\$2,500 at completion of each school year served**

STAFFING AGENCY CONTRACTS - 9 CONTRACTED HIRES ARE IN SERVICE

SLP shortage has been an issue nationwide for more than a decade, with one of the key contributing factors being the limited number of openings in graduate programs; but likewise, extended education/training and growing needs of early intervention.

Employment of speech-language pathologists is projected to grow 29 percent from 2020 to 2030, much faster than the average (8%) for all occupations. Estimated 45,400 new SLPS will be needed by 2030.

Source: US Bureau of Labor Statistics

California median salary is \$92,810, up by more than 14 percent since 2010.

PARAEDUCATOR STAFFING

- ▶ Beginning 2018-2019, CVUSD has significantly increased the number of 5.5 and 6.0 hrs positions, leaving only 20% of positions at 3.0 hrs/day; 45% of positions were 3.0 hrs/day in 2016-2017.
- ▶ Historical vacancy trend between 5-15%;
- ▶ Current challenges: Low application flow – scarce labor market is being further exacerbated by increasing gas prices; 55% of CVUSD employees reside in TO/Newbury Park
- ▶ Budgeted vacancy rate is being backfilled by staffing agency contract staff upwards of 130 hours/day

Staff initiatives in current market:

- On demand assessment - walk-in to DOC, unproctored at home
- Regularly updating Edjoin posting to keep the posting at the top of the search
- Periodic salary studies to ensure competitive rate of pay with surrounding districts

QUESTIONS