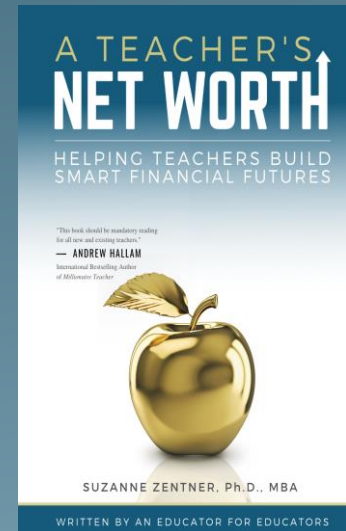




THE CRITICAL IMPORTANCE OF TEACHER RECRUITMENT AND RETENTION

Arizona Department of Education
September 22, 2021



By The Numbers

AASPA / Justin Wing

- 21.8% vacant positions
 - 51.7% alternative certificate
 - 713 emergency certified
- 14.7% rate of turnover

The Cost of Turnover

SHRM, U of MN, PeopleKeep

- Up to 213% of the EEs salary

RWE: \$100,000k

\$213,000 + 25% benefits

= \$266,250

The Cost of Turnover

Direct and Indirect Costs

- Institutional history
- Lost momentum / knowledge
- Time to create relationships
- Higher salary / workload distribution
- Recruitment costs (posting, interview time, etc.)
- Training cost
- Outgoing EEs lack of motivation
- Morale
- Public relations

2021 Gallup Workplace Engagement Survey

Employees who site they often or always feel burnout;

60% more likely to take sick days

- **AND** 50% less likely to discuss their goals with a supervisor
- **AND** 23% more likely to visit an emergency room
- **AND** 26X more likely to seek another job

Gather and Inform

Complete a districtwide needs assessment

- Collect baseline data
 - Resignation and retirement rates by EE classification, tenure, age
 - AARP: 10,000 bb's turn 65 every day, through 2035
 - Rates of absenteeism

Analyze claims experience

- Educate staff
 - How much district underwrites each policy
 - Identify areas for additional support and reinforcement
 - Correlation of claims : premium
 - Dispel the premium increase myth

Gather and Inform

Design a districtwide strategy team

- Evaluate successful programs
- Public and private sector
- Create an customized program for your district
- Identify areas need and interest

Recognize benefits are the new salary

- Can you / your staff list all of your benefits?
- Do you / they know the value of each?
- How do you communicate / inform?

Total Rewards Statements

MR. ALBERT ADMINISTRATOR

Thank You for Your 8 Years of d Dedicated Service

SCHOOL
NAME

ADMINISTRATOR
12 MONTH CONTRACT

TOTAL REWARDS STATEMENT

SY 2021 - 2022

EMPLOYEE PICTURE

Pre-Tax and Post-Tax Retirement Tools
PXU offers access to a 403b, 457b, Roth 403b and/or a Health Savings Account (HSA)

Employee Assistant Program (EAP) Up to six (6) confidential sessions per year

Employee Discount Program Save with local universities and certification agencies, home/auto repair, technology, fitness facilities, local retailers, tickets, and travel agencies

Voluntary Benefits
Dental insurance, vision insurance, short-term disability insurance and additional life insurance coverage

Bereavement Leave
Up to five (5) days per year, per qualifying occurrence

REWARD DESCRIPTION AMOUNT

Base Salary	261 days	\$75,000
Winter Break	11 days (included in base pay)	
Spring Break	5 days (included in base pay)	
Paid Holidays	9 days (included in base pay)	
Performance Based Pay Equivalent	for qualifying employees	\$701
Car Allowance		\$2,400
Educational Stipend	A+6, MA+12, MA+36, MA+48	\$3,000
District ASRS Matching Contribution (includes LTD)	12.22% (of all compensation)	\$9,165
District Social Security / Medicare Contribution	7.65% (of all compensation)	\$5,737

TOTAL \$97,215

ADDITIONAL REWARDS

Accrued Personal Leave Days Payout	30 days	\$4,421
Accrued Vacation Days Payout	20 days	\$6,550
Health Insurance	EE only	\$75,000
Life Insurance and AD&D Insurance	1x base salary	\$75,000
Mid-Term Disability	2/3 base salary	\$50,025

ANNUAL TOTAL CONTRACT VALUE \$97,215
TOTAL REWARDS GRAND TOTAL* \$108,186

*Grand total excludes life Insurance, AD&D Insurance and mid-term disability

This statement is for illustration purposes only. Rates and amounts vary depending on contract length and type.

Successful Programs

Support from Superintendent and Governing Board

- Investment, not cost
- Budget for design
 - Staff wellness specialists
 - HSA incentive
 - Attendance incentive
 - Podcast / webinar creation
 - Resilience training
 - Leverage technology
 - wearables, telemedicine, cost transparency, online classes
 - Community building activities / “competitions”
 - Professional development sessions (mindfulness, financial wellbeing)

Financial Wellbeing Classes

Budgeting Basics

Pre and Post Retirement Savings Tools

Automating Your Savings

Goal Debt Elimination Strategies

Understanding Student Loans and Loan Forgiveness Options

Getting Strategies

Arizona State Retirement System

Proposition 301

A 16 Step Retirement Checklist

What Is Phased Retirement

Understanding Your Total Benefits Package

The Triple Tax Advantages of Health Savings Accounts (HSAs)

An Introduction to Social Security

The Basics of Medicare

Create a Culture Today's EEs Want

- Wraparound programs with end-to-end support
 - Physical health, mental health, financial wellbeing
 - Chipotle, Walmart, Starbucks, PayPal, Delta Airlines, Verizon, Chobani
- When employees know you care about them;
 - Engagement rises
 - Productivity rises
 - Workplace culture (i.e. morale, burnout, positivity, satisfaction) improves
 - Absenteeism falls
 - Turnover falls

Stay Well and Lead On!

Thank you!

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