

EDLD 715

#### Final Activity-Human Resources Forecast

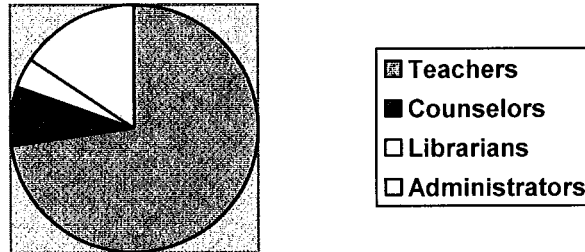
Obion County is located in northwest Tennessee. According to the Tennessee Advisory Commission on Intergovernmental Relations (TACIR), the population of the county has grown from 31,717 to 32,450 over the past ten years. The population of school-aged children has increased from 3,912 to 3,987 over the past ten. This is an increase of 1.9% (Tennessee Advisory Commission on Intergovernmental Relations, 2007). The growth rate will likely bring fewer than fifty new students to Obion County Schools. The Obion County School system will not need to pursue new employees due to student population growth in the area.

The Obion County School System consists of five K-8 schools, two 9-12 schools, and one career technology center. The five K-8 schools employ 160 teachers, five guidance counselors, five librarians, and ten administrators. The two 9-12 schools employ seventy-seven teachers, four guidance counselors, two librarians, and five administrators. The career technology center employs six teachers and one administrator. Obion County Schools employs a total of 250 professional employees every year. According to the school board office, the K-8 schools see a turnover rate of about twenty teachers a year while the 9-12 schools see a turnover rate of about fifteen teachers per year. This information demonstrates that the Obion County School system is employing approximately thirty-five new teachers a year.

At this time, there are forty-seven faculty and staff members eligible for retirement in the Obion County School system. The faculty and staff are grouped into the following categories: eight administrators, five counselors, twenty-two K-8 teachers, two physical education teachers, four special

education teachers, one music teacher, three 9-12 math teachers, two 9-12 social studies teachers, two 9-12 Spanish teachers, one 9-12 business teacher, one librarian, and one vocational teacher. Over the next five years, there will be an additional thirty faculty and staff members eligible for retirement in the Obion County School System. The faculty and staff are grouped into the following categories: four administrators, one counselor, nineteen K-8 teachers, two special education teachers, three 9-12 English teachers, two 9-12 science teachers, two librarians, and one vocational teacher.

### Personnel Retiring in the Obion County School System



The number of newly hired personnel in the Obion County School system increases even more when adding the number of retiring teachers, counselors, librarians, and administrators with the employee turnover rate.

The turnover rate combined with the retirement numbers illustrates that the Obion County School system will require a large number of teachers over the next five years. If the school system continues the turnover rate of thirty-five teachers per year, they will be hiring an estimated 175 new teachers over five years. When this number is added to the sixty-five teachers retiring over the next five years; the school system will need to employ 240 new teachers. The turnover rate for guidance counselors, librarians, and administrators is much lower, roughly speaking one from each position a year. When this number is combined with the twenty counselors, librarians, and administrators retiring

over the next five years, Obion County School system will be looking to employ thirty-five new individuals.

The Obion County School system will have to go about its recruiting process a little differently than the traditional method for the county. The school system often hires teachers who have student taught in our schools. The school system also hires former students. However, these established methods will not fulfill the large numbers of teachers, counselors, librarians, and administrators the county will need over the next five years. The school system will continue to have close ties with the University of Tennessee at Martin's education department. By maintaining close ties, the University personnel can recommend graduating students to the school system. This recruitment technique will cost the county no additional funds. The school system will also have to attend job fairs. A job fair can cost the school system \$50.00 to \$100.00 in registration fees. The school system will also have to pay the job fair attendee expenses, i.e. gas, food, or lodging. If a classroom teacher attends the job fair, a substitute will have to be paid along with the attendee's expenses. The school system currently attends one to two job fairs a year. This number will have to be increased to five or six job fairs a year to continue to staff the schools with highly qualified personnel. If the school system attends five job fairs at \$100.00 apiece, the school system has spent \$500.00. The person attending the job fair will spend an estimated \$40.00-\$50.00 a job fair on gasoline and travel. Travel would cost the school system approximately \$250.00 for all five job fairs. Food and lodging for the five job fairs would run about \$750.00, about \$150.00 per job fair. The school system would spend \$1500.00 for five job fairs throughout the year. Over five years Obion County Schools would spend an estimated \$8000.00 on job fairs. This recruitment method may be a new expense to the Obion County School system but is necessary to preserve faculty and staff numbers from the high turnover and retirement rate.

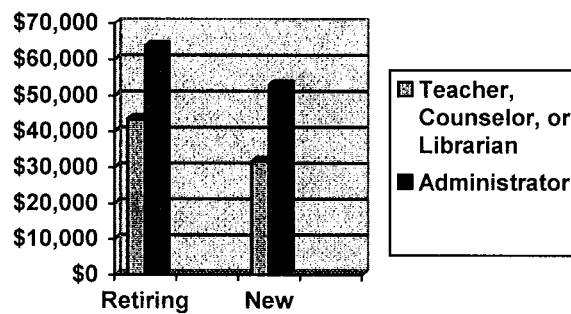
Selecting teachers, counselors, and librarians is the responsibility of the school administrator. The administrator makes contact, usually by phone, with the individual to be interviewed. The applicant travels to the interview at his/her own expense. An interview occurs at the school building in the administrator's office. The interview is concluded and a phone call is later placed to inform the applicant of the appointment. The selection of an administrator is the responsibility of the director of schools. The same interview process occurs. However, the travel expenses for the interview of an administrator applicant may be paid for by the county. Travel expenses vary with the amount of travel but are typically low given that Obion County Schools often hires individuals from the surrounding areas. The interviewing of new personnel is often a small expense to the county.

The Obion County School System works diligently to train and prepare new teachers for the classroom. In the 2006-2007 school year, our school system launched a mentoring program for all new teachers and teachers new to the school system. The program supports teachers through regular new teacher professional development activities and pairing with retired faculty member. There are four scheduled professional developments for these teachers. The mentors plan these meetings and the cost to the school board is approximately \$250.00 per meeting. The school system also budgets \$35.00 per new teacher for a textbook, supplies, and refreshments during the professional development training sessions. There are two faculty mentors, one for K-8 teachers and one for 9-12 teachers. The faculty mentors are paid \$20.00 an hour and are required to work eighty hours a semester. Each faculty mentor earns approximately \$4,000.00 to \$5,000.00 a school year for a total cost of \$10,000 to the school system. A year's worth of new teacher training will cost the school system \$1,000 for four meetings, \$875.00 for supplies for thirty-five new teachers, and \$10,000 for the salary of two faculty mentors. The training expense to the school system per year is a projected \$12,000.00. Over the next five years the school system will need to budget additional money for teachers hired due to faculty and staff retiring. Money will need to be budgeted for another twelve teachers a year, thus adding an

additional \$420.00 in teacher supplies. The school system will also need to look into hiring another faculty mentor that will cost the school system an added \$5,000.00 a school year. The training program is a necessary tool to acclimate new teachers into the school system.

The salary for a new teacher is significantly less than that of a retired teacher. A retiring teacher, counselor, or librarian with thirty plus years of experience earns \$43,500 while a new teacher, counselor, or librarian earns \$31,740. This is a \$12,000 difference to the Obion County School system. A retiring administrator earns \$63,770 while a new administrator earns \$53,000. This is also a difference of roughly \$12,000 to the school system.

Comparison of Retiring and New Employees' Salary in the Obion County School System



The school system can conserve an estimated \$12,000 per teacher, counselor, library, and administrator once one of these individuals retires. The conserved money will be used to recruit and train new teachers for the Obion County School system.

The Obion County School system will be losing a large number of employees and hiring and training a number of new employees. The school system will be preserving \$12,000.00 an employee every time an individual retires. However, this money will be used to cover the \$8,000.00 a year spent on job fairs. The salary adjustment will also be used to supplement the \$12,000.00 or more spent on the training and mentoring program. Obion County School system strives to provide students with well-

trained teachers, counselors, librarians, and administrators. Every new school year brings changes and one of those changes is faculty and staff. Teacher turnover and retirement is an important fiscal concern all Obion County School system administrators should be aware of in the future.

Excellent!!!

Tennessee Advisory Commission on Intergovernmental Relations. (2007). Obion County, Tennessee.

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