



Mission

Establish a community of learners and learning, through relationships, relevance and rigor, one student at a time.

Equity mission

End the predictive value of race and ensure each individual student's and staff's success.

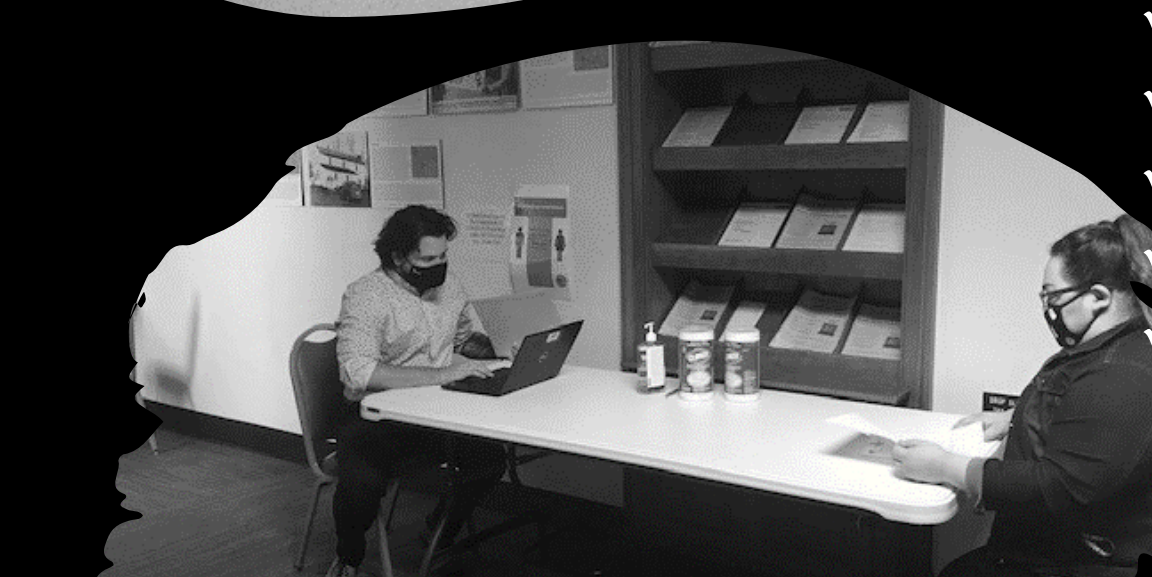
2020/2021 HR ANNUAL REPORT UPDATES

HR Board Updates

- June - Teacher and Administrator Hiring Updates
- September - Teacher and Administrator Hiring Updates
- October - Compensation and Benefit Updates (Joint Meeting with Board of Supervisors)
- December/January - HR Annual Report-information on workforce demographics, initiatives and future objectives
- March - Staffing Information



SUPPORTING OUR EMPLOYEES COVID-19

- ✓ Families First Coronavirus Relief Act (FFCRA) leave programs options
 - ✓ Resources to help manage a virtual workforce
 - ✓ Return to School support
 - ✓ Substitute training sessions
 - ✓ Added Employee Assistance Plan visits
 - ✓ Mental health resources and communication
 - ✓ Virginia Occupational Health and Safety training
 - ✓ Infection control practices, reporting and guidance
- 

EQUITY AND INCLUSION ALIGNMENT



- Recruit and retain high quality diverse staff;
- Increase the number of minority teachers to better represent minority student percentages in the schools;
- Identify best practices that support diverse instructional staff; and
- Develop and promote inclusive policies and procedures, consistent with the work of the Anti-Racism Policy Committee

Equity & Inclusion Alignment



Apply equity lens on HR Processes and Structures (ex. Job descriptions, interview questions, annual report);



Conduct focus groups to hear feedback from both current & former ACPS teachers of color about their specific experiences;



Meet with administrators to discuss school demographics and focus of the school division & Board regarding minority hiring and retention



Launch engagement survey in spring 2021;



Culturally Responsive Teaching (CRT) Professional Learning Requirement for new hires.

2020 - Hiring Trends

Reduction in teacher hiring prior to the start of the school year

- 32% reduction compared to 18/19, and a 33% reduction compared to 19/20

Increase in mid-year hiring (hires after the start of the school year)

- 92% increase from 18/19, and a 12% increase from 19/20

Reduction in Operations Support Services staff

- Bus Driver – 83% reduction from 18/19, and an 87% reduction from 19/20
- Custodian – 47% reduction from 18/19, and a 43% reduction from 19/20
- Child Nutrition – 100% reduction from 18/19, and 19/20 (no hires since 1/2020)

2020 – Recruitment Trends

Reduction in teacher applicants when observing a subset of elementary vacancies

- 72% reduction compared to 19/20

Limited applicant pools in mid-year hiring (hires after the start of the school year)

- Single-digit applicant pools

Reduction in Operations Support Services staff

- Bus Driver – 64% reduction from 18/19, and an 67% reduction from 19/20
- Custodian – 52% reduction from 18/19, and a 54% reduction from 19/20
- Child Nutrition – 48% reduction from 18/19, and a 42% reduction from 19/20

Compensation

- Salary Increases
- Minimum Pay Rate
- Classification Reviews



Teacher Compensation

	0 yrs	15 yrs	30 yrs
Albemarle Teacher Salary	\$46,503	\$56,373	\$68,338
Top 25th Percentile Salary of <i>COMPLETE ADOPTED MARKET</i>	\$46,002	\$52,527	\$67,482
Albemarle exceeds target by	\$502 (1.1%)	\$3,847 (7.3%)	\$856 (1.3%)
Top 25th Percentile Salary of <i>ADJACENT LOCALITIES SUBSET</i>	\$46,354	\$51,213	\$65,030
Albemarle exceeds target by	\$149 (0.3%)	\$5,160 (10.1%)	\$3,308 (5.1%)

Teacher Compensation Adjacent Localities

School Division	0 yrs	15 yrs	30 yrs
Augusta County Schools	\$41,416	\$48,081	\$55,819
Buckingham County Schools	\$44,103	\$46,020	\$61,450
Charlottesville City Schools	\$48,143	\$59,548	\$73,774
Fluvanna County Schools	\$46,000	\$51,080	\$65,030
Greene County Schools	\$45,204	\$51,213	\$59,456
Louisa County Schools	\$46,354	\$55,169	\$70,206
Nelson County Schools	\$48,411	\$50,663	\$57,418
Orange County Schools	\$43,518	\$49,815	\$60,795
Rockingham County Schools	\$44,000	\$48,853	\$57,520
Top 25th Percentile Salary of Adjacent Localities Subset	\$46,354	\$51,213	\$65,030
Albemarle County Schools	\$46,503	\$56,373	\$68,338

Classified
Compensation
Adjacent
Localities

School Division	Minimum Full Time Hourly Pay Rate
Augusta County Schools	\$8.39
Buckingham County Schools	varies
Charlottesville Schools	\$15.00
Fluvanna County Schools	\$9.60
Greene County Schools	\$11.10
Louisa County Schools	\$10.49
Nelson County Schools	\$12.17
Orange County Schools	\$8.21
Rockingham County Schools	\$10.04
Adjacent Localities Median	\$10.27
Albemarle Schools Minimum Full Time Hourly Pay Rate	\$10.20

Going Forward

Continue

- COVID 19 Support - (e.g. vaccines)
- Kronos Implementation – for temporary employees and substitutes
- Equity-focused personnel policy review and revisions
- Salary and benefit program market competitiveness, to include increasing minimum starting salary

Future initiatives

- Diversity focus group feedback opportunities to hear from both current & former ACPS teachers of color
- Launch engagement survey (Spring, 2021)
- ACPS Anti-Racism Policy Training implementation for new-hire orientations
- Culturally Responsive Teaching (CRT) Professional Learning Requirement for new hires
- Learning Management System implementation

QUESTIONS?