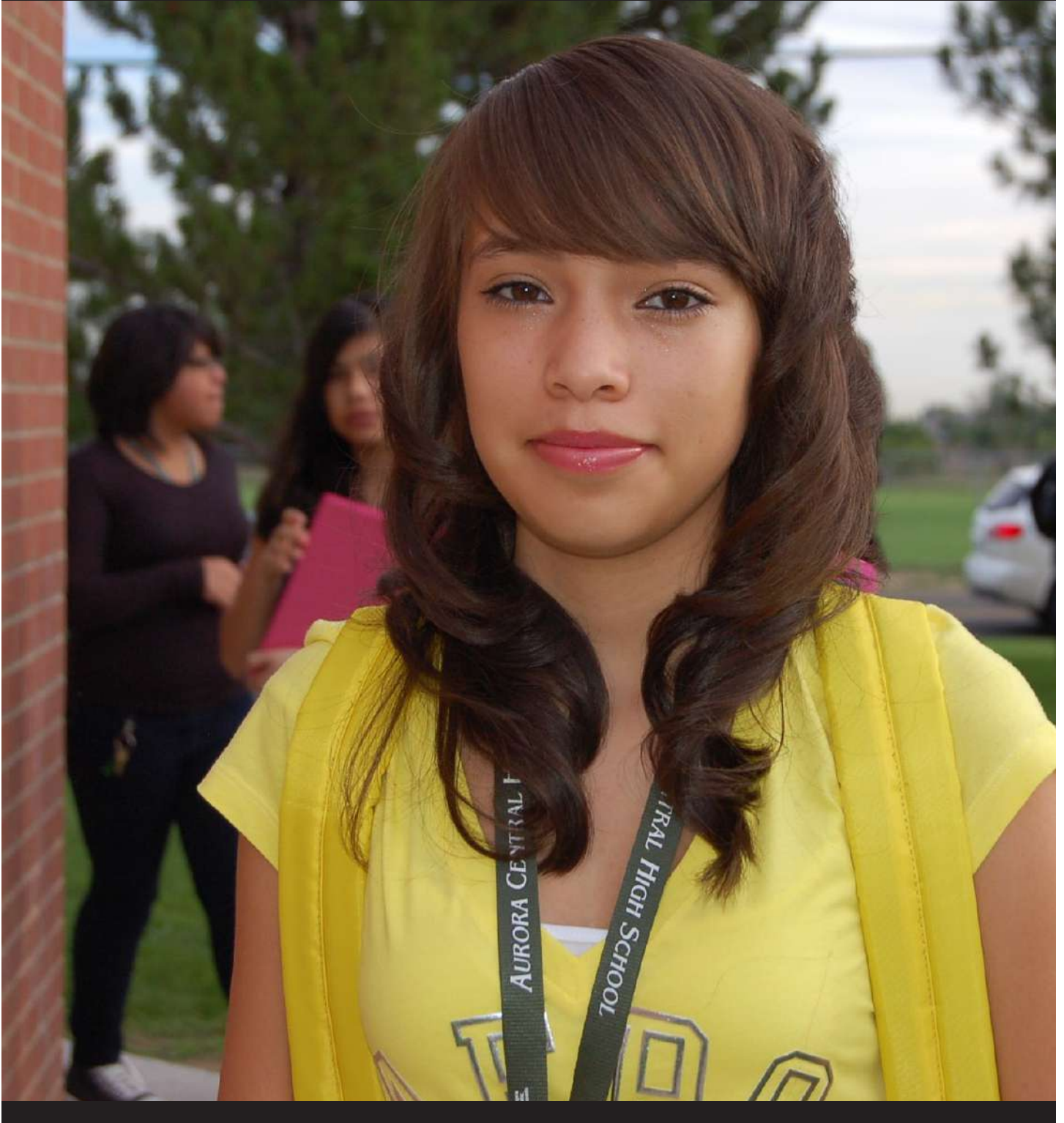




*Aurora Public Schools*

# **Division of Human Resources Annual Report 2012-2013**



# Division of Human Resources Annual Report 2012-2013

The primary purpose of this report is to provide demographic information about current employees of Aurora Public Schools. Staff members in Human Resources analyze the information in order to become more effective in carrying out the functions of the division that include the recruitment and retention of quality employees. Unless otherwise indicated, data were collected on October 15, 2013 or totaled from October 16, 2012 to October 15, 2013.

## Staff Demographics

Licensed staff	2302 – 38.2%
Classified staff	1804 – 29.9%
Administrator/Professional Technical staff	285 – 4.7%
Total contracted staff	4391 – 72.8%
Total non-contracted staff *	1640 – 27.2%
<hr/>	
Total employees	6031

\*Non-contracted staff includes agreements for services, coaches, part-time temporary, tutors, etc.

The total number of employees increased by 68, or a little over 1% from the previous year. The majority of the increase was in the licensed contracted staff category followed by the classified contracted staff category. There was a decrease of 2.6% in total non-contracted employees compared to the previous year.

## Employee Gender

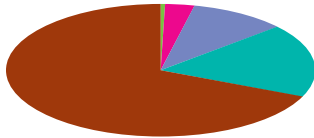
Licensed staff – Female	77.32%	- Male	22.68%
Classified staff – Female	76.66%	- Male	23.34%
Administrator/Professional Technical staff – Female	62.46%	- Male	37.54%
Total staff - Female	76.09%	- Male	23.91%

## Employee Ethnicity

The ethnicity of all contracted employees was fairly reflective of the State of Colorado. APS has a higher representation of Black/African Americans contracted employees compared to the state population but a lower percent of Hispanic/Latino employees. American Indian/Alaskan Native and Asian/Pacific Islander groups had noticeable increases. The Hispanic/Latino contracted employee group decreased. Student ethnicity remained much the same as last year.

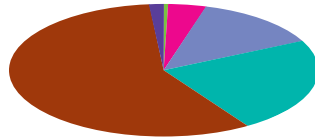


### APS Total Contracted Employee Ethnicity



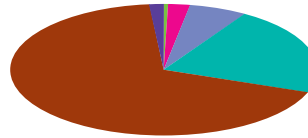
American Indian/Alaskan Native – 2.87%  
 Asian/Pacific Islander – 3.36%  
 Black/African American – 8.64%  
 Hispanic/Latino – 13.19%  
 White – 71.93%

### US Population Ethnicity (2010 Census)



American Indian/Alaskan Native – 0.7%  
 Asian/Pacific Islander – 4.9%  
 Black/African American – 12.2%  
 Hispanic/Latino – 16.3%  
 White – 63.7%  
 Other/2 or more races – 2.1%

### State of Colorado Ethnicity (2010 Census)



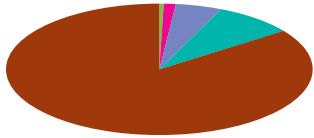
American Indian/Alaskan Native – 0.6%  
 Asian/Pacific Islander – 2.8%  
 Black/African American – 3.8%  
 Hispanic/Latino – 20.7%  
 White – 70.3%  
 Other/2 or more races – 2.2%

### APS Student Ethnicity October 2013



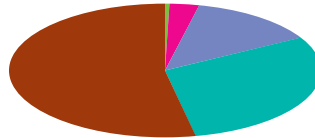
American Indian/Alaskan Native – 0.8%  
 Asian/Pacific Islander – 4.6%  
 Black/African American – 13.2%  
 Hispanic/Latino – 54.7%  
 White – 17.1%  
 Other/2 or more races – 4.2%

### APS Licensed Staff Ethnicity



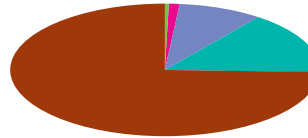
American Indian/Alaskan Native – 1.51%  
 Asian/Pacific Islander – 2.6%  
 Black/African American – 4.19%  
 Hispanic/Latino – 8.19%  
 White – 83.51%

### APS Classified Staff Ethnicity



American Indian/Alaskan Native – 5.28%  
 Asian/Pacific Islander – 3.24%  
 Black/African American – 13.25%  
 Hispanic/Latino – 20.48%  
 White – 57.75%

### APS Admin./Professional Technical Ethnicity



American Indian / Alaskan Native – 1.82%  
 Asian/Pacific Islander – 4.24%  
 Black/African American – 8.48%  
 Hispanic/Latino – 10.91%  
 White – 74.55%

## Other Employee Statistics

Employee Group	Average Age	Average Years with APS	Percent within Retirement Age – 50+
Classified	46.2	8.9	46.0%
Licensed	40	7.8	22.9%
Administrator/ Professional Technical	46.5	10.4	42.2%

## Additional Licensed Employee Statistics

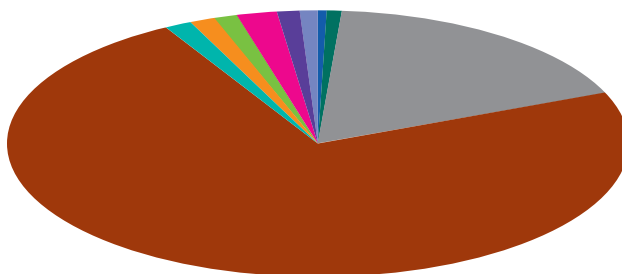
Average Licensed Employee Salary - \$54,801

Type of degrees held by Licensed Employees – BA 44.55%, MA 54.2%, Doc 1.25%

Percent in their first three years of teaching – 35.69%

## Staff Qualifications

APS licensed staff continues to be highly qualified for their positions as defined by the No Child Left Behind Act (NCLB). It should be noted that 99.41% of employees were considered highly qualified. Of those, 91.36% of staff members have their Initial Teaching license or their Professional Teaching license. The following chart shows the different types of licenses held by APS staff.



Professional Teacher/Special Services License – 73.94%  
 Initial Teacher License – 17.42%  
 Initial Special Services License – 2.10%  
 Career/Tech Ed Authorization – 1.68%  
 Professional Principal License – 1.01%  
 Initial Principal License - 0.71%  
 Alternative Teacher Authorization - 0.63%  
 Interim Teacher Authorization - 0.55%  
 Substitute Authorization – 1.05%  
 Other - 0.91%

## Teacher Applications

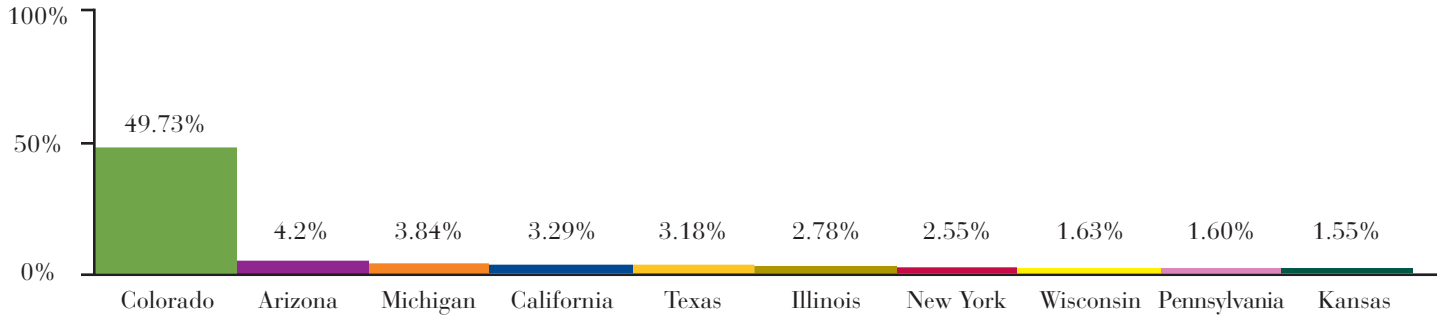
The following data give an overview of the teacher applicants that includes total numbers, states of origin for those hired and their endorsement areas. The numbers in this section reflect applications and hires from October 16, 2012 through October 15, 2013. There were 390 more applications than last year.



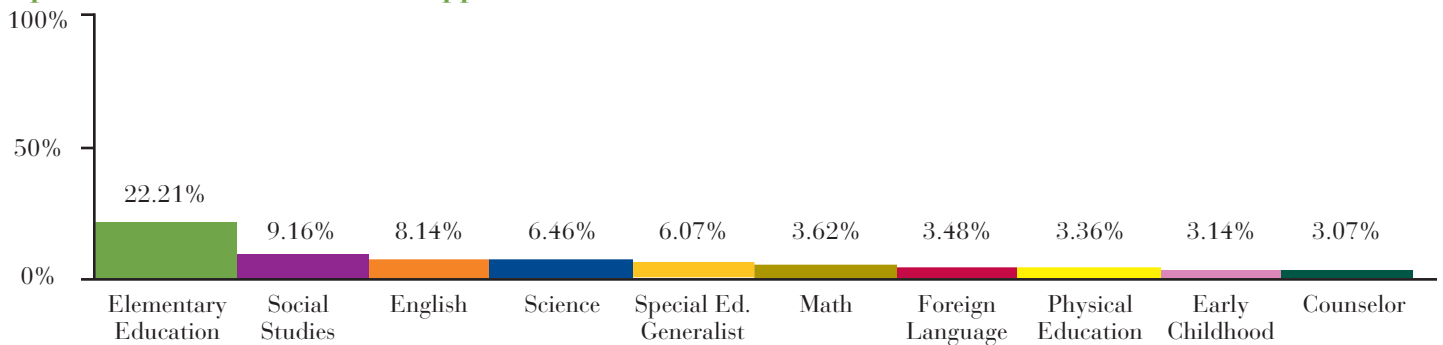
Total applications - 4014

Total hired 431 (10.74%)

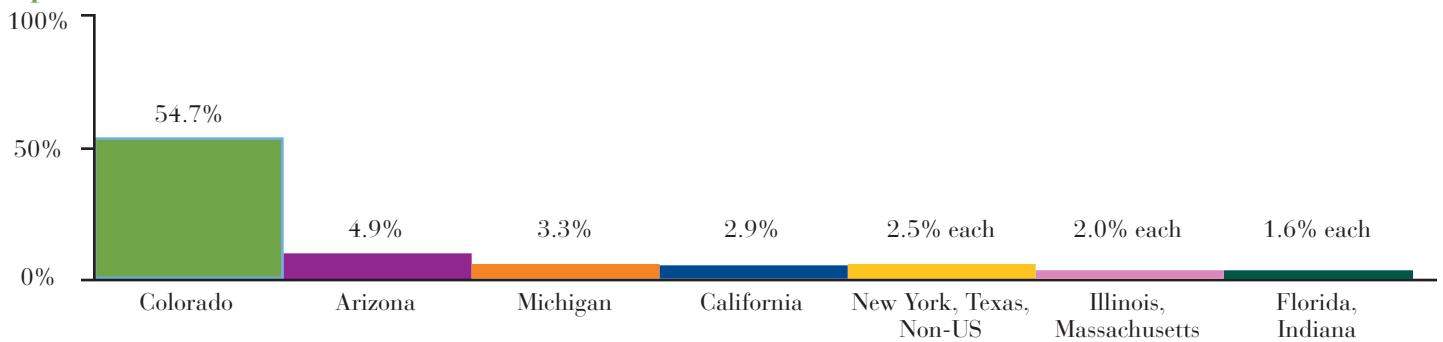
### Top Ten States Where APS Gets Applicants



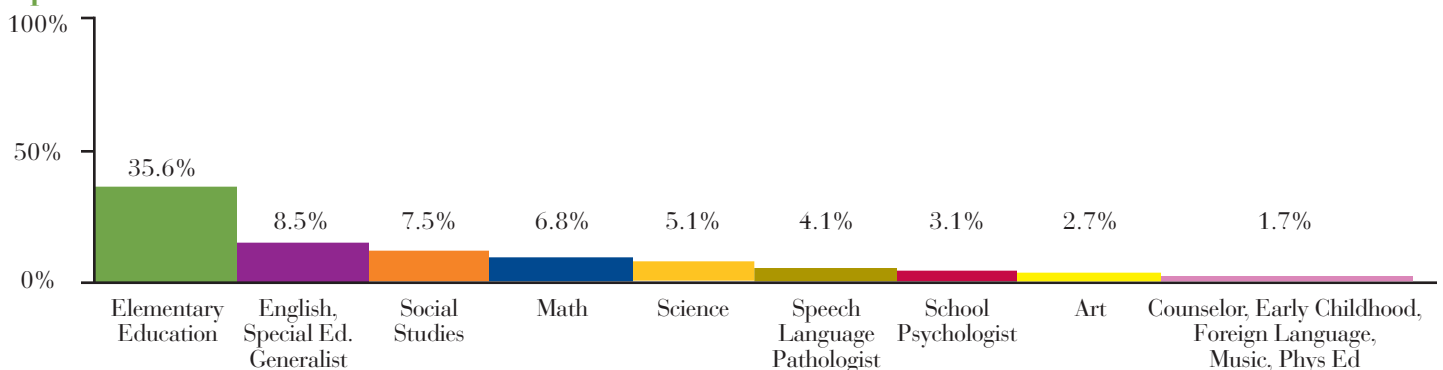
### Top Ten Endorsement Areas of Applicants



### Top Ten States from Which APS Hires



### Top Ten Endorsement Areas for New Hires



## New Employees

There were noticeable increases in the number of new contracted employees in each employment group. In all there were 776 new contracted employees compared to 352 in the previous year. Of all contracted employees, 17.67% were new. Below are the new hire numbers for each employee category.

Licensed new staff – 431 – 18.72% of all Licensed staff

Classified new staff – 306 – 16.96% of all Classified staff

Administrative & Professional/Technical new staff – 39 – 13.68% of all Administrative & Professional/Technical staff

All contracted staff – 776 – 17.67% of all staff

## New Employee Gender

Licensed new staff – Female 75.38% - Male 24.62%

Classified new staff – Female 77.45% - Male 22.55%

Administrative & Professional/Technical new staff – Female 56.41% - Male 43.59%

Total new staff - Female 75.25% - Male 24.75%



## Other New Employee Information

The average age of new licensed employees is 33.8, 6.2 years younger than the average age of licensed employees in the total district. The average age of new classified employees is 36.8, 9.4 years younger than the average age of classified employees in the district. The average age for new administrative and professional technical employees is 40.3, 6.2 years younger.

49% of new licensed employees have a Bachelor's Degree. Another 49% of new licensed employees have a Master's Degree. Less than 1% of new licensed employees have a Doctorate.

Of teachers new to APS, 84.88% (393) are in their first year of teaching. Furthermore, 96.11% of teachers new to APS are in their first three years of teaching. Both of these percentages are higher than the previous year.

The average newly hired teacher salary was \$46,160.

Most new teachers learned about APS from the district's website, and the second most frequent way they learned of the district was through word of mouth. New employees gave predominately five reasons for deciding to work in APS. The greatest reasons were the friendliness of the staff followed closely by location and demographics of the school district. The next two reasons were competitive compensation and benefits.

## Recruiting

Aurora Public Schools enrollment numbers continue to climb. As a result, the district's need for new teachers continued to be on the rise. APS teacher needs match that of other districts state-wide and nation-wide. APS has experienced a shortage in the number of qualified candidates in the fields of mathematics, Special Education and some areas of science.

APS attended four in-state job fairs: The Colorado Association of School Personnel Administrators (CASPA) and the Regis University Job Fair in March and UNC and CSU in April. Also attended were out-of-state job fairs in Utah, Texas and Michigan. Typically interviews were "meet and greet" short interviews, however some longer interviews were held as well. As has been district practice, HR personnel followed up with those who were rated excellent or very good in their interviews.

A substantial number of newly hired teachers were from hard-to-fill areas. APS continued to make connection with out-of-state candidates in order to fill these positions. APS fostered these contacts through networking with various university career center directors, arranging for out-of-state student teachers and by participating in a limited number of out-of-state job fairs. The primary emphasis in these fairs was to recruit in the hard-to-fill areas.

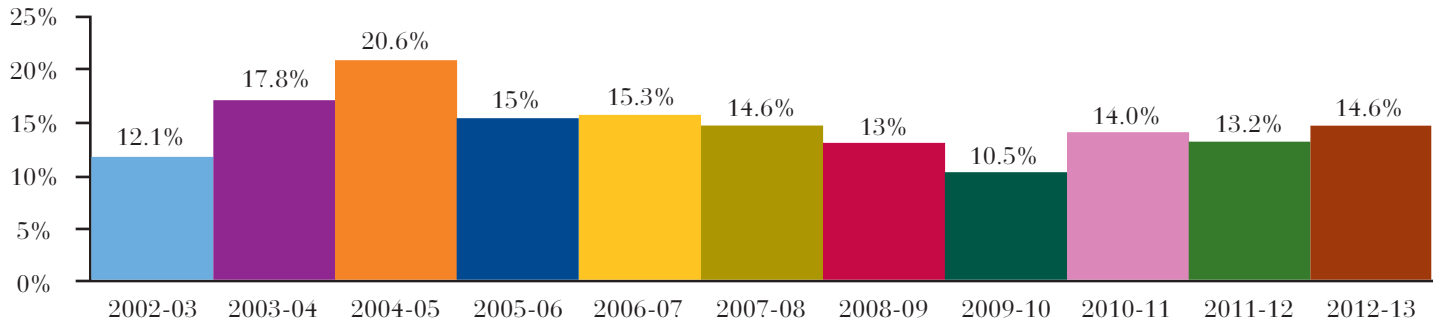
APS also looked once again to alternative means of teacher licensure in order to fill hard-to-fill areas. Programs like Teacher in Residence, Boettcher Urban Teacher Residency and Troops to Teachers are examples of alternate paths to teaching for APS teacher candidates.

Aurora Public Schools is committed to inclusive hiring practices. For that reason, the recruitment and hiring of diverse staff members continues to be a major goal.

## Retention

The percent of teachers leaving the district increased from 2011-2012 but is still at the ten-year average of 14.6%. Although a smaller percentage of teachers retired, more teachers left for employment opportunities in other school districts compared to the previous year.

### Teachers Who Left the District



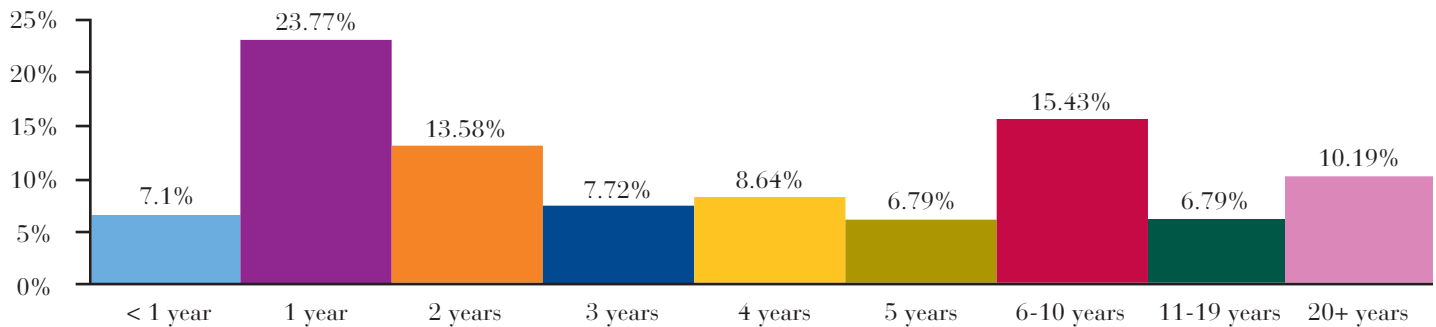
Listed below is a breakdown of the main reasons that licensed employees left the district.

### Reason for Leaving 2012-2013

- End of fixed contract - 117 (34.82%)
- Other employment in education - 69 (20.54%)
- Retirement - 52 (15.48%)
- Contract non-renewal - 52 (15.48%)
- Relocation or moving out of state - 26 (7.74%)
- Family care - 18 (5.36%)

The following chart reflects the number of years that employees who left the district had been employed in APS.

### Number of Years Teachers Who Left the District had been Employed



## Compensation and Negotiations Summary

All employee groups received raises effective July 1, 2013.

Licensed employees received 1.5% general salary increases, full steps and full credit for educational advancement on the teacher salary schedule.

Classified and Administrative and Professional/Technical employees received 2.0% general salary increases on their respective salary schedules.

Additionally, the Board of Education and the Aurora Education Association reached an agreement for changes to the following articles in the teacher contract:

- Article 13 – clarification of absence reporting, increasing compensation for class coverage, decreasing before/after school meetings from six to four;
- Article 15 – emphasis of differentiated professional learning for teachers and consideration of class composition data when addressing teacher's class size concerns;
- Article 35 – Memorandum of Understanding related to a district-wide pilot of the new teacher evaluation system;
- Memorandum of Understanding allowing schools to propose a variance to Article 13 focused on improving student achievement.



## **Mission**

Teach every student within a safe environment the knowledge, skills and values necessary to enter college or a career and become a contributing member of society who flourishes in a diverse, dynamic world.