

Colorado Teacher Retention – Recruitment Issues: North Central School Districts 2018-19

In early October 2018, the Colorado School Finance Project (CSFP) asked Superintendents and CFOs/Budget Managers what they are experiencing in teacher recruitment/retention issues.

For the past 10 years, Colorado school districts have been and continue to be impacted by the Budget Stabilization / Negative Factor. The impact to districts and classrooms has been ongoing, as the cumulative loss is over \$7 billion.

To date, we have received responses from over 60 districts across the state.

Following is some of what we heard from districts in the North Central Region:

- Short 14 teachers, primarily Special Education (Occupational Therapists, Psychologists) counselors, math and science teachers. Ongoing. Counselor shortage started this year.
- Biggest challenge: finding support staff and bus-drivers that are part-time, non-benefitted positions. Cut city bus routes. Coaches transport athletes. The issue would be solved with higher salaries and benefits.
- For last 3 years, unable to find bus mechanic (full-time, with benefits)
- Becoming harder and harder to find qualified applicants for all positions.
- We are very short in substitutes for our paraprofessionals, which then impacts the ability of teachers to have students be supported in a regular classroom setting.
- A little over 1 month into school year – and have already had over 5 days without enough substitutes. Ongoing issue.
- Short 10 – para’s classroom aides, bus drivers, etc. Ongoing issue