
Staffing Updates

Spring 2025

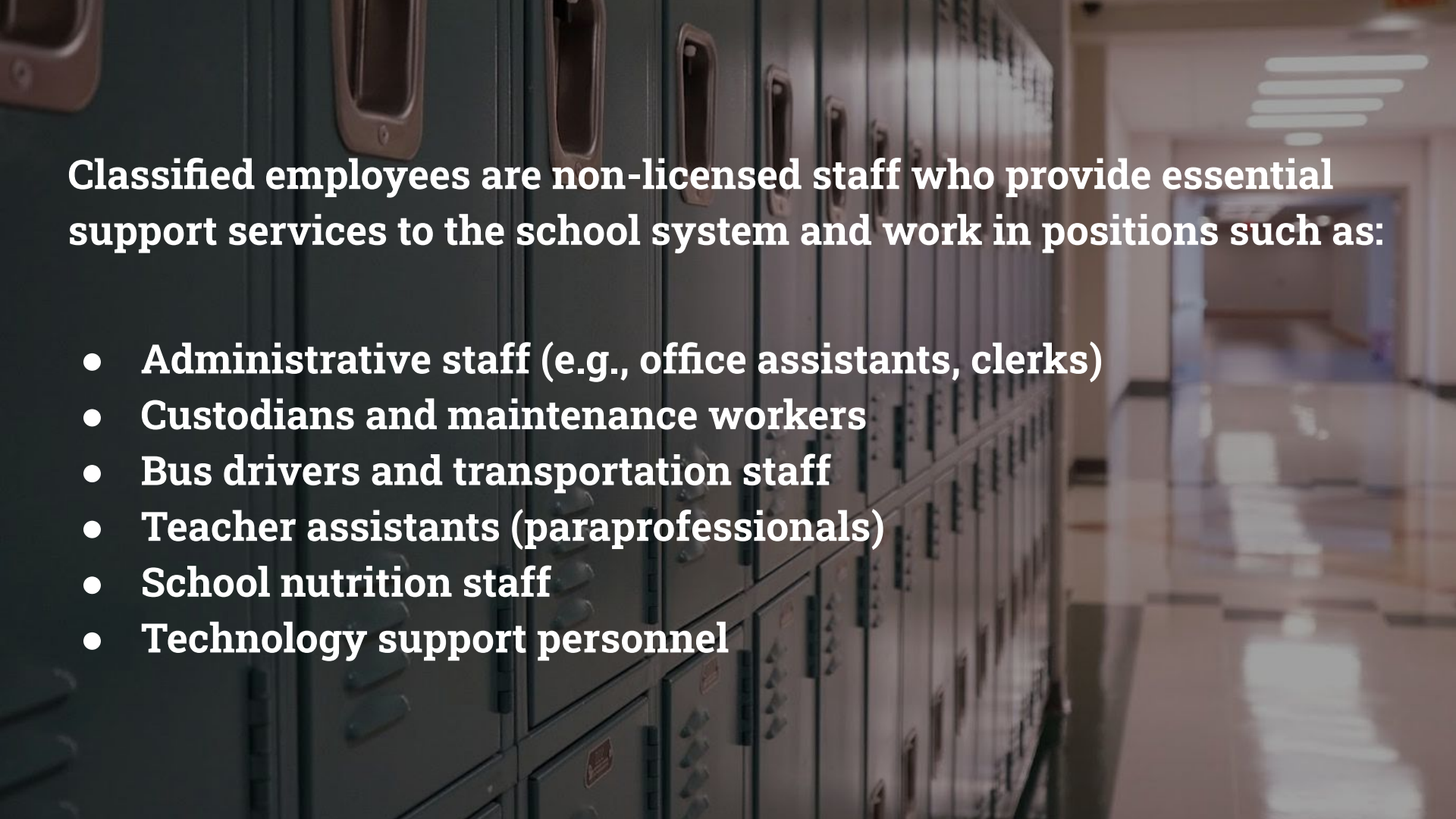
Connie Brimmer-Kaltz,
Executive Director of Staffing and Licensure

Jeffrey Koweeck,
Chief Human Resources Officer



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Classified Staff



Classified employees are non-licensed staff who provide essential support services to the school system and work in positions such as:

- **Administrative staff (e.g., office assistants, clerks)**
- **Custodians and maintenance workers**
- **Bus drivers and transportation staff**
- **Teacher assistants (paraprofessionals)**
- **School nutrition staff**
- **Technology support personnel**

Staffing Updates, 24-25 Classified Vacancies

BOY vs MOY

Creative Staffing Solutions

- EC Contract Employees for related services
- Pool of substitute custodians



	BOY	MOY	EOY
Pre-K EC TA	1	1	
EC TA	3	2	
TA	1	2	
Custodian	2	2	
School Safety Assistant	0	1	
Painter	0	0.5	
Receptionist/Bookkeeper	1	1	
Maintenance	6.5	3	
EC Support Staff	1	0	
Admin Assist/Lead Office	3	0	
Liaison	1.5	0	
Total	20	12.5	

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2024-2025 Staffing Updates

Location - New Classified Hires



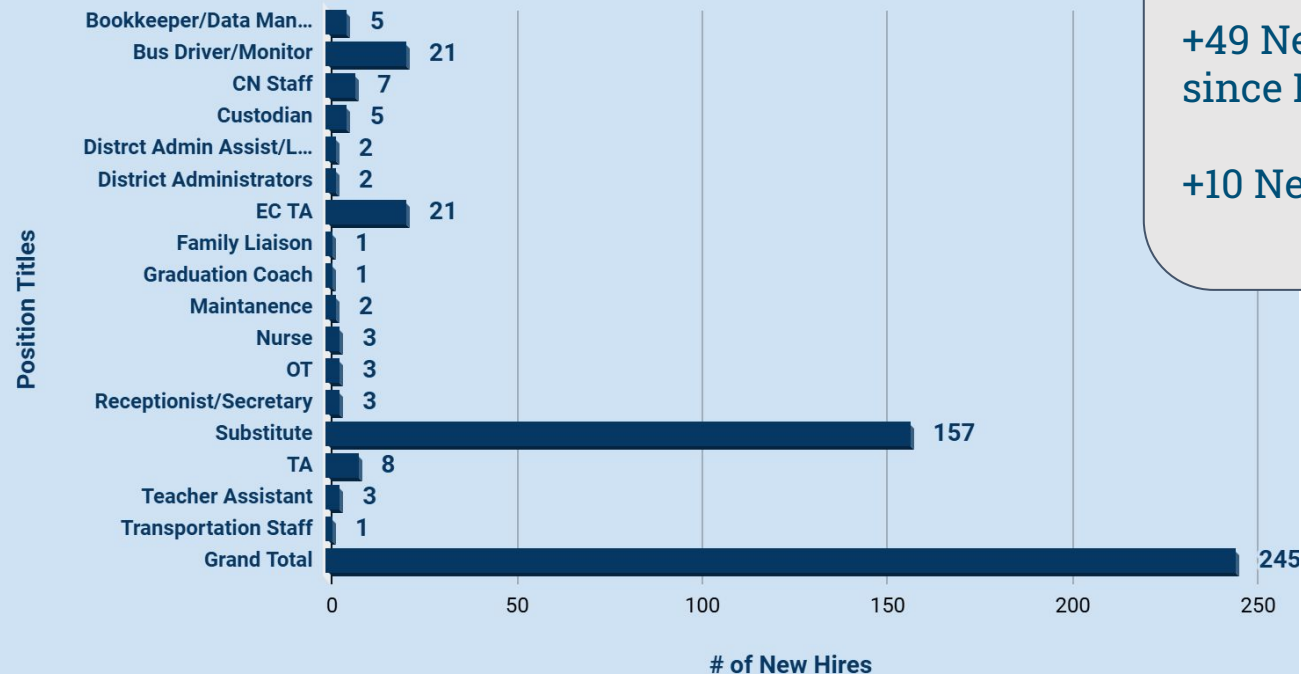
Site	#	Site	#
CES	5	CRHS	2
ECGES	1	OHS	2
GAB	8	PA	2
HES	4	District Nurses	2
NHES	3	CNS	7
PES	6	District Employees	2
RPES	3	Central Office/WC	5
ALS	8	Substitutes	157
GHMS	3	Maintenance	2
OMS	1	Transportation	22
Total 245			



24-25 Staffing Updates

New Classified Hires

24-25 Classified Hires



New Classified Hires

+49 New Substitutes
since Fall

+10 New Bus Drivers



Why Is This Data Important?

Classified Staffing



Classified Staff Are Critical Employees to Ensure Safe and Effective Operations!

- Collaboration with EC Department to provide training for EC Teacher Assistants to increase retention.
- Collaboration with Transportation to support employees interesting in obtaining their CDLs.
- Bi-Monthly substitute virtual sessions to increase the substitute pool
- Collecting baseline data on daily fill rates to monitor efficiency of covering absences.
- Classified Appreciation Lunch
- Reinstated custodial substitutes
- Resource Groups



Certified Staff

2024-2025 Staffing Updates, Vacancies

BOY vs. MOY

Creative Staffing Solutions

- 6 retired teachers
- 5 extended work agreements for hard to fill teaching vacancies
- Student intern use in instructional support staff vacancies if possible
- Contracted services for CTE and EC related services



	BOY	MOY	EOY
Core Teacher	5.5	4.5	
AIG Teacher	1	1	
ELL Teacher	0	2	
EC Teacher	6	1	
Elective Teacher	2	3	
CTE Teacher	2	1	
Instructional Support	0	1	
Support Staff	0	3	
Teacher Leadership	1	1	
Administrators	0	0	
District Leadership	0	0	
Total	17.5	17.5	

2024-2025 Staffing Updates

Location - New Certified Hires



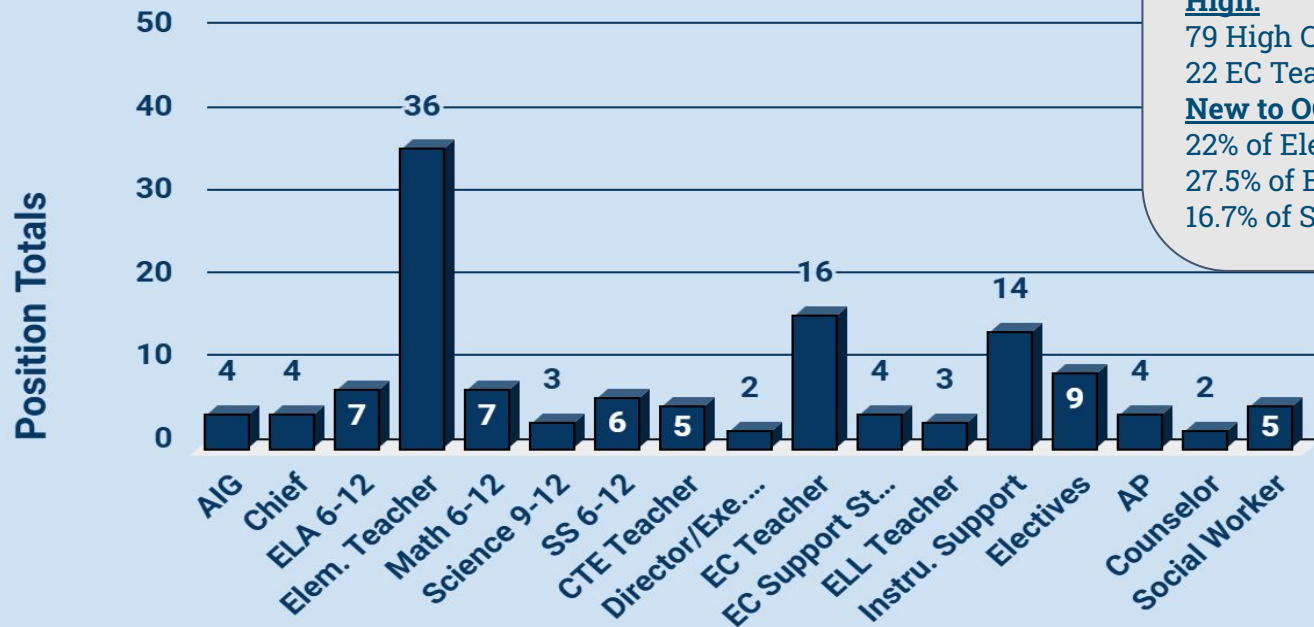
Location	#
CES	13
ECG	16
GAB	9
HES	9
NHE	11
PES	5
RPE	5
ALS	6
GHM	13
OMS	17
CRHS	8
OHS	9
PA	0
Central Services	9
Grand Total	130



2024-2025 Staffing Updates

Position Type - New Certified Hires

24-25 New Hires



Elementary:

161 Elementary Core Teachers
20.5 EC Teachers

Middle:

58 Middle Core Teachers
15.5 EC Teachers

High:

79 High Core Teachers
22 EC Teachers

New to OCS:

22% of Elementary Core
27.5% of EC Teachers
16.7% of Secondary Core



2024-2025 Staffing Updates, New Certified Employees

Teacher Supplements

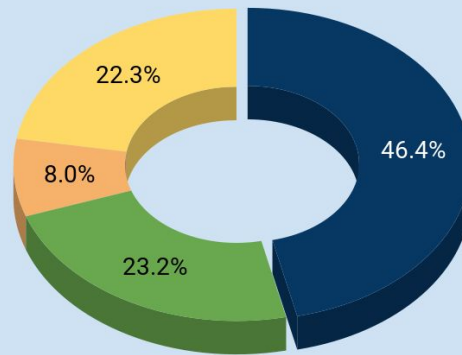
New Employees Paid on Teacher Contracts

46.4% of New Hires are 0-5 Years
(37/ 52 are BTs, 0-3 years)

22.3% of New Hires are 20+ years



New Hire Supplement Ranges



● 12% (0-5) ● 14% (6-13) ● 16% (14-19) ● 18% (20+)

Why Is This Data Important?

Beginning Teacher Support



Beginning Teacher Support Matters Now More Than Ever!

Onboarding:

- 3 Pre-employment days

Professional Development:

- State Beginning Teacher Conference (Fall 25)
- 3-GUIDE Lead Mentors, Culturally Relevant and Responsive Teaching Practices (Fall 25)
- Beginners to National Board Certification

Licensure Support:

- 2-edTPA Lead Mentors
- 3-edTPA writing days
- edTPA workshops
- Licensure Test Preparation Course (Fall 25)
- Reimbursement program
- Tuition Reimbursement



Why Is This Data Important?

New Hire Data



New Partnerships:

- NCSU Teaching Fellows Visit - March 27th (Elem. Educ. EC, STEM)
- UNC Department of Education Research Roundtable
- NC Teaching Fellows Grant

OCS as a Good Place To Work & Grow:

- Onboarding modules/training
 - March 3rd - PD for EC BTs
 - Summer Training Day For New EC BTs
- Continued use of TWCS to identify problems and solutions
- Employee resource groups



2024-2025 Staffing Updates - BT Licensure

Beginning Teachers (0-3 years) - New and Returning

SITE	# BTs
ALS	7
CES	7
CRHS	9
ECG	7
GAB	4
GHM	4
HES	3
NHE	11
OHS	14
OMS	4
PES	5
RPE	6
Grand Total	81

LICENSE	
*Permit to Teach	10
*Emergency	3
*Residency (R1, R2, R3)	19
SP 1 (Initial)	45
International	1
*Provisional	3
Grand Total	81

*** ~43% of BTs Are
Alternatively Licensed**

**~25% of our teaching staff
are in years 0-4**



Why Is This Data Important?

OCS Alternative Licensure Fair



**Many districts struggle to find qualified teachers.
Developing local talent helps fill these gaps.**

- 99 individuals registered for virtual fair
- 21 OCS classified employees attended
- 7 university partners offered sessions on their Residency and M.A.T. Programs:
 - Durham Tech, NCSU/UNC, NCCU, UNCP, Meredith, ECU, NC A&T
- ECU and NCCU also offered sessions on their respective Teacher Assistant-to-Teacher program options
- Since the Jan. 28th Fair, HR has met with 26 candidates



2024-2025 Staffing Updates

National Board Certification

NB	Classroom Teacher	Support Staff
Fall	8.55%	9.96%
Spring	13.02%	10.26%



+15 New NBCT since fall

18 NBCT in process

State Avg = 23.76%

OCS Goal is to be a National Board Accomplished District which is 20%.

Site Name	Classroom Teacher	Ins. Support Staff	Grand Total
ALS	4	1	5
CRHS	11	1	12
CES	1	1	2
ECGE	4	1	5
GAB	10	3	13
GHMS	2	1	3
HES	6	0	6
NHE	4	2	6
OHS	8	0	8
OMS	2	0	2
PES	3	0	3
RPE	11	2	13
Grand Total	66	12	78



Why Is This Data Important?

National Board Certification



Research on NBCT

- Higher student outcomes
- Quality professional development
- Increased retention
- Higher salaries

Exceeded Growth in 3-12

- 32% of OCS NBCT were at exceeded growth status vs. 17% of non-NBCTs

Financial Support for NBCT Candidates

- Reimbursed 10 candidates for purchase of required components of NB certification
- \$10,000 local funds to assist those not qualifying for state NBCT grant.
- Teaching Fellows grant to expand financial support for “Beginner to Board” candidates



ORANGE COUNTY SCHOOLS SPRING JOB FAIR

ORANGE COUNTY SCHOOLS

JOB FAIR

READY TO START OR FURTHER YOUR CAREER IN EDUCATION? JOIN US AT THE ORANGE COUNTY SCHOOLS JOB FAIR TO LEARN MORE ABOUT YOUR CAREER OPTIONS!

Pre K - 5 | Grades 6 - 8 | Grades 9 - 12 | Math & Science | English | Media Coordinators | EC Teachers | CTE Positions | Support Staff Positions | Bus Drivers | Custodians | Maintenance | Child Nutrition | After School | Substitutes & more...

VIRTUAL	IN-PERSON
 ZOOM WEBINAR	 CEDAR RIDGE H.S.
 WED., APR. 9, 2025	 SAT., APR. 12, 2025
 4:00 TO 6:00 P.M.	 8:00 TO 10:30 A.M.



SCAN FOR BOTH OPTIONS TO ATTEND! 



Virtual Event

April 9, 2025

4:00 pm - 6:00 pm



In-Person Event

April 12, 2025

8:00 am - 10:30 am

Cedar Ridge High School



Questions?





**Orange
County
Schools**

NORTH CAROLINA

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