

CLAYTON COUNTY PUBLIC SCHOOLS

"Committed to High Performance"

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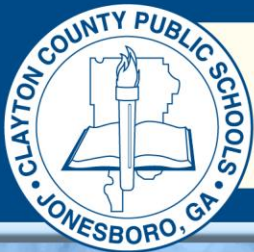
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Human Resources Updates to the Board of Education

July 25, 2022 Work Session



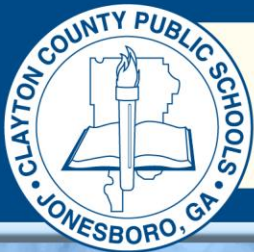
CLAYTON COUNTY PUBLIC SCHOOLS

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Executive Summary Personnel Changes Report

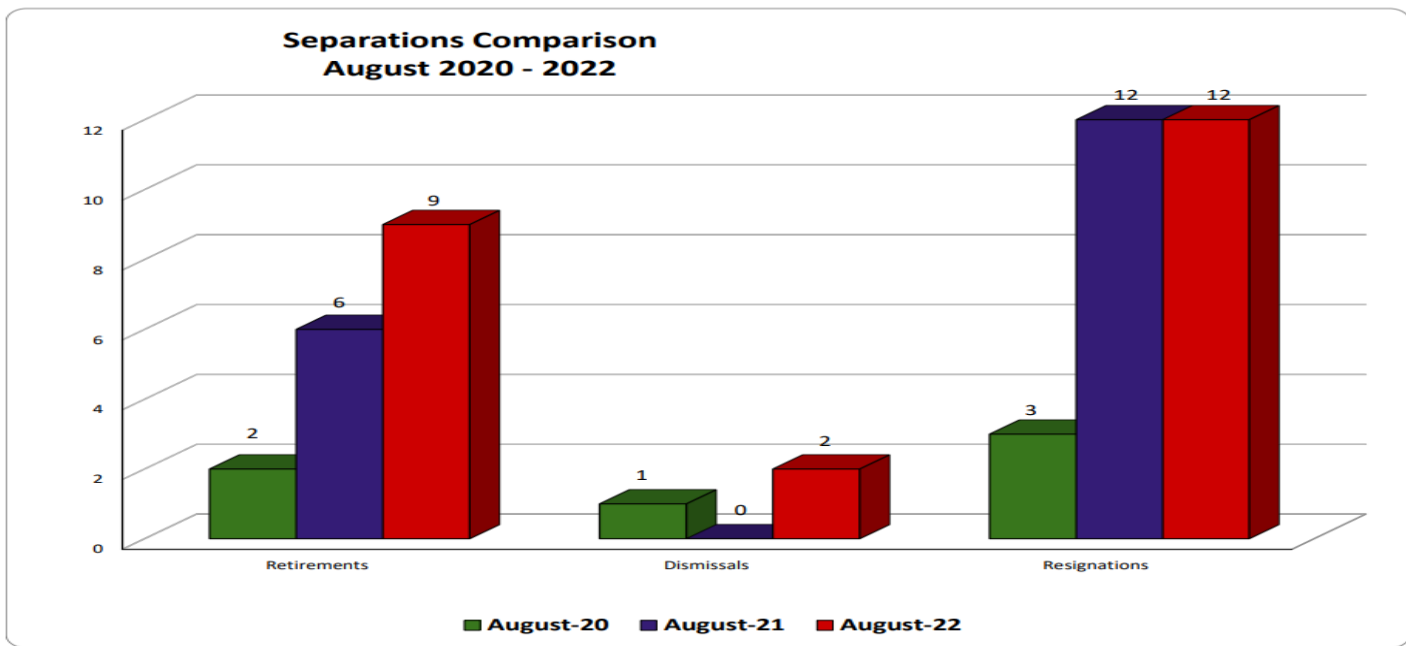
Date Submitted	Pages	# Entries	New Hires	Rehires	Class/Job Changes	Separations	Teacher Separations (# and Reason)
August 2020 (6-12-2020 – 7-14-2020)	2	18	7	2	3	6 Includes: 2 Retirements 1 Dismissal 3 Resignations	3 Includes: 3 Resignations
August 2021 (6-10-2021 – 7-14-2021)	6	51	7	1	25	18 Includes: 6 Retirements 12 Resignations	0 Teacher Separations
August 2022 (6-14-2022 – 7-10-2022)	6	54	1	0	30	23 Includes: 9 Retirements 2 Dismissals 12 Resignations	4 Includes: 4 Resignations

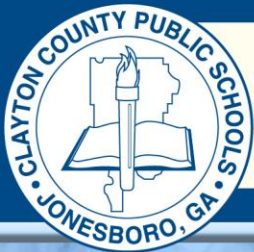
This table summarizes the different types of actions covered on the Personnel Changes Report for August 2020, 2021, and 2022. The last two columns display information relating to employees leaving CCPS. The ***Separations*** column shows the number of employees who left the district and the reasons for separation. The last column, ***Teacher Separations***, provides specific information regarding the number and reasons for teacher separations.



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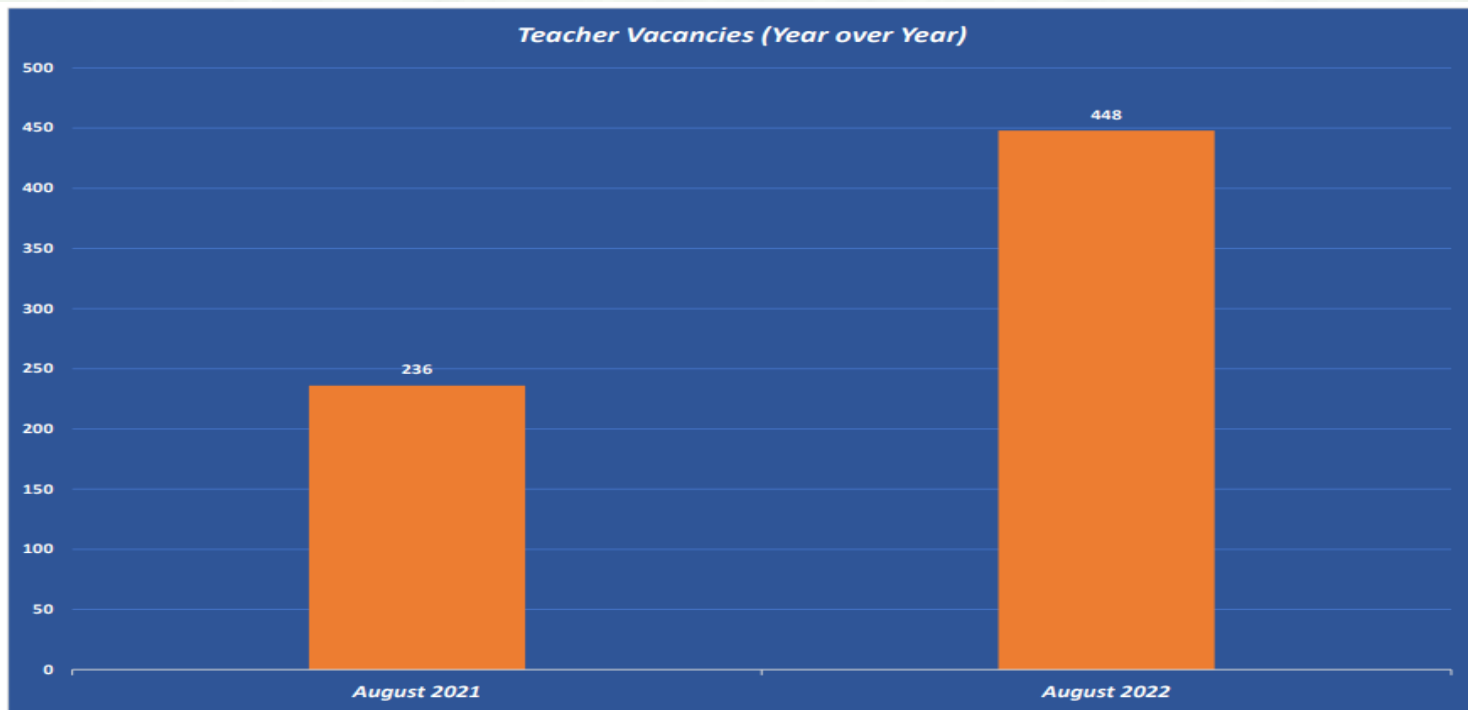
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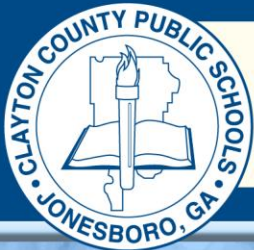




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- Personnel actions appear on the Personnel Changes Report based on the effective date of the action. Teacher new hires are not reflected on this report as their effective date is July 25, 2022.
- For the period of March 15 – July 13, 2022, 403 teacher contracts have been offered and 374 have been accepted to date.
 - Please note that new hires have three (3) days to review and accept their contract. Therefore, all unaccepted contracts (reflected above) should not be considered as declines.

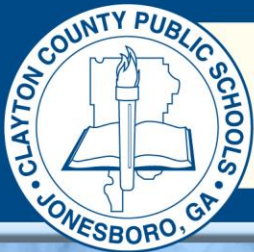


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Summer 2022 Student Workers

Fifty-four (54) Clayton County Public Schools' students gained practical work experience this summer through opportunities facilitated by the CIA and CTAE departments. For additional details, please see the *Summer 2022 Student Workers* document that has been shared with the Board of Education.



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Approved Changes to Substitute Eligibility - Paraprofessional and Pre-K Assignments

Prior Requirement: Bachelors Degree

Approved Requirement: Associates Degree OR High School Diploma/GED with passing score on GACE Paraprofessional Assessment

Eligible Assignments:

- Daily Substitute Teacher assignments
- Daily Paraprofessional and PreK Assistant assignments
- Long-Term Paraprofessional and PreK Assistant assignments

Ineligible Assignments: Long-Term Substitute Teacher assignments



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Substitute Pay Rates

***New Rate Effective SY22-23**

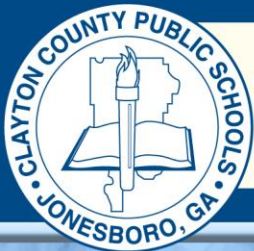
*Rate - Substitute for Paraprofessional Assignment: \$110 (from \$100)

*Rate - Substitute for PreK Assignment: \$110 (from \$80)

Daily Rate - Substitute for Teacher Assignment: \$120

Long Term Substitute Rate for Teacher Assignment: \$145
(minimum of bachelors degree; non-certified)

Long Term Substitute Rate for Teacher Assignment (certified): \$175



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Substitute Incentives

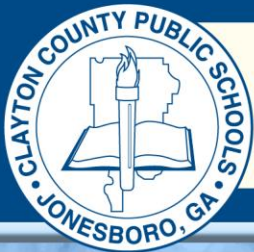
Substitute Incentive Based on Days Worked

(work period criteria will be shared with substitutes)

- Work Period #1: \$300 incentive
- Work Period #2: \$400 incentive
- Work Period #3: \$500 incentive
- Work Period #4: \$600 incentive

Substitute Teacher Referral Program

Referral incentive of \$300 to active CCPS employees who refer a Substitute who works for at least 30 days (within their first 60 days of employment)



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July 2022 Recruitment Event

**CLAYTON COUNTY PUBLIC SCHOOLS**

School Based Positions Job Fair
On-site interviews for vacancies at the school level

Mundy's Mill High School
9652 Fayetteville Rd, Jonesboro, GA 30238
Saturday, July 16, 2022
9 am - 12 pm

Scan the QR code now to register for Paraprofessional interviews!



[Please Bring Resumes and Proof of Education for Entry](#)

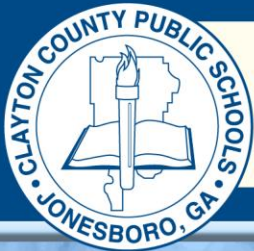
Scan the QR code now to register for all other school based positions!



Scan the QR code now to register for Certified Teacher interviews!



Email questions to District Recruiter Catherine Hale Henry, catherine.halehenry@clayton.k12.ga.us



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July 2022 Recruitment Event

**CLAYTON COUNTY PUBLIC SCHOOLS**
DIVISION OF HUMAN RESOURCES
"Committed to High Performance"

Retired? Interested in Returning to Teaching?
Join us for a virtual information session to find out the different options available to you.

Friday, July 22, 2022, 10:00 a.m.

- Option 1: Keep your full retirement benefit and teach full time under HB 385
- Option 2: Keep your full retirement benefit and teach 49% of the time (job sharing)
- Option 3: Keep your full retirement benefit and substitute teach on an as-needed basis

Teach Full Time Under HB 385

- Must be retired with 30 or more years of creditable service
- Must be retired for a minimum of one full year
- Must be employed as a classroom teacher in either mathematics, science, or special education

Teach 49%

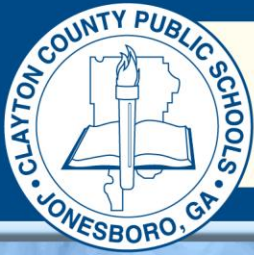
- Job share with another retiree
- No years of service requirement
- Must be retired for a minimum of one month

Substitute Teach

- Long or short-term substitute positions
- No years of service requirement
- Must be retired for a minimum of one month

Click [here](#) to register for the informational session.

Email ccpsapplicant@clayton.k12.ga.us for more information.

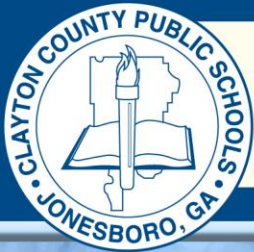


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Recruitment and Retention Updates

- Participation in the Math Trails Launch
- Participation in the Clayton County Public Schools - Back to School Bash



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Thank you for your attention.
Are there any questions?