

Annual EEO/Affirmative Action Report 2009 March 2, 2010

Urbana School District #116
205 North Race Street
Urbana, Illinois 61801

District Personnel for 2009

- Percentage of Minority Certified Staff is 14% (13.3% last year)
- Percentage of Minority Support Staff is 22% (21% last year)
- Average Total Minority Staff for the district is 18% (17.05%)

Applicant Flow Log 2009

- In 2008, we joined the Champaign/Ford Consortium at ROE along with other school districts. This increased the number of applicants we had to review for job postings. In 2009 we have similar application pool.
- 6200 applications
- 1600 minority applications (certified and non-certified)

Meeting the Challenge of Recruiting

- Competition among school district
- Scarcity of minority candidates
- Decrease in the teaching force due to retirements



Summary of Certificated Personnel Hired for 2009-2010 School Year

- 41 new hires
- 36 White Non-Hispanic
- 2 Black
- 3 Hispanic
- 12% are certificated minority staff members

Employment List/All Personnel

- Administrators (Principals, Ass't Supt, Supt)
- Secondary Teachers (UMS, UHS, & Gerber)
- Fine Arts (Elementary, UHS)
- Sp Ed (all levels)
- Title 1 (all elementary)
- WEC Early Childhood (All sp ed/at risk)
- Music Teachers (Band/Strings UMS/UMS)
- ESL (Bilingual/ESL)
- Program Directors (History, Curriculum, Title, Recapture, Mentor, Bilingual, & 5 Ass't Prin.)

Recruitment Recommendations

- Signing Bonus (including in their annual salary) Create housing costs benefit to potential employees in areas of teacher shortage
- Continue the Tuition Assistance Program that provides funding for district employees assist them with skills and/or become teachers. Since 2007, eight (8) individuals have participated. ***Grow Your Own Program!***
- Increase recruiting budget \$1,000, it is currently \$7,000

Recruitment Areas for the District

Eastern Ill. University, Illinois State University, Southern Illinois Univ. in Edwardsville, UIUC, Southern Louisiana University, TRIO Programs in State of Illinois, Chicago State, Bradley University, National Association of Black Educators Conference, Indianapolis

- Questions