



Annual Equal Employment Opportunity and Minority Report 2010

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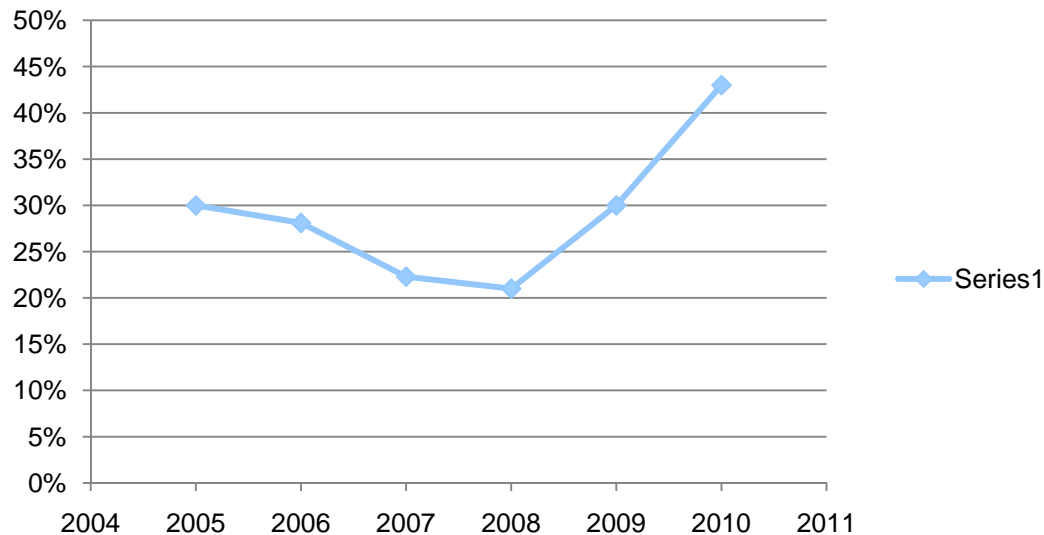
Urbana School District #116

205 North Race Street

Urbana, Illinois 61801

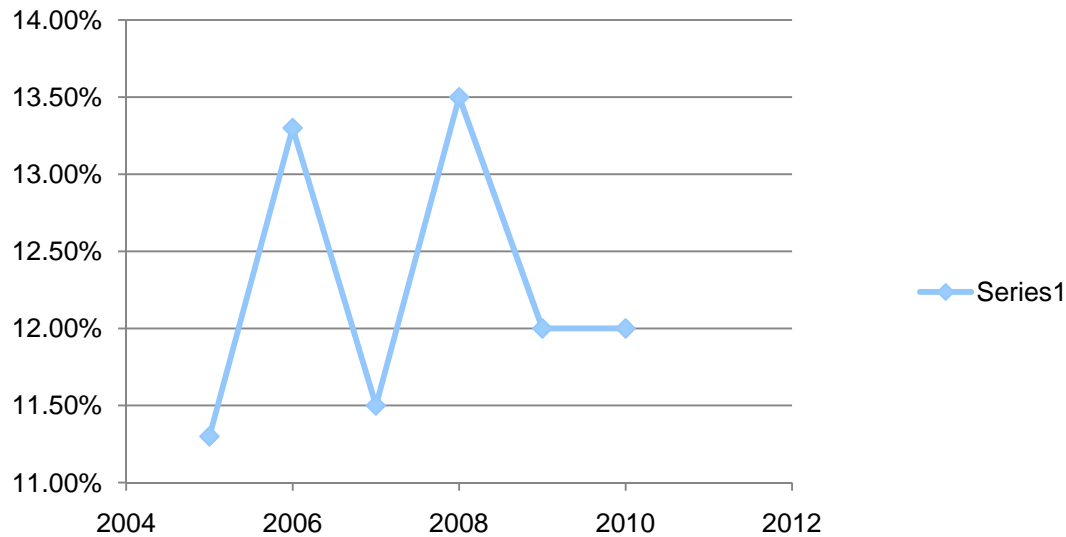
Minority Staff Summary A

- Percentage of Minority Support Staff is 40% (30% last year)



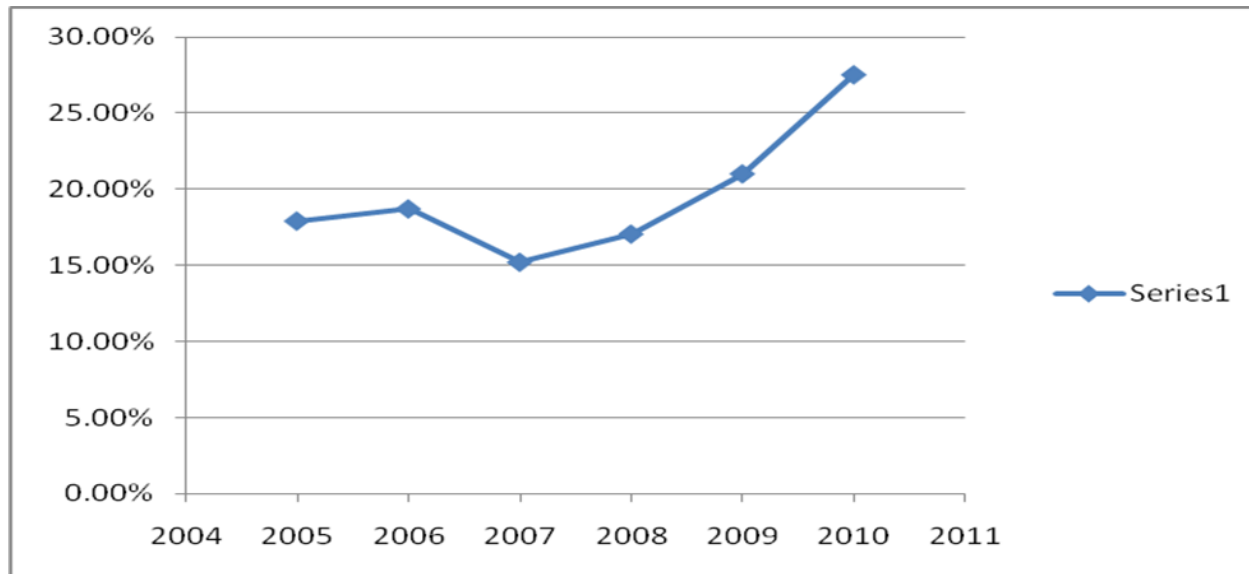
Minority Staff Summary B

- Percentage of Minority Certified Staff is 12% (12% last year)



Minority Staff Summary C

- A Total Minority Staff for the district is 26% (20%)



Applicant Flow Log 2010

The applicant flow remains steady

- 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 2010-2011 School Year

- 28 new hires
- 23 White Non-Hispanic
- 4 Black
- 1 Hispanic
- 18% 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

- Recommend: Signing Bonus (including in their annual salary) Create housing costs benefit to potential employees in areas of teacher shortage
- Continue ***Grow Your Own Program!*** Since 2007, ten (10) individuals have participated.
- ***Candace Cobb, Special Education Teacher, former TA; We have another person who is going to do their student teaching in the fall of 2011.***

Recruitment Areas for the District

We continue to visit nearby universities and colleges. We send information to traditional black colleges, and state wide minority college programs.

- Questions

