

Human Resources Update

Consent Agenda & Retention Review



Board of Education Regular Meeting
July 10, 2023

HR Consent Agenda Improvements

EXAMPLE

Board Meeting 06/12/2023
Item No. 6.04
Page 1

COMMUNITY CONSOLIDATED SCHOOL DISTRICT 59
Elk Grove Township Schools

RESOLUTION: HUMAN RESOURCES
Recommendation: Approval

Resolution
Motion made by _____, seconded by _____ that the following resolution be adopted:

BE IT RESOLVED THAT on the 12th day of June 2023 the Community Consolidated School District 59 Board of Education approves the following Human Resources items:

a. Certified Contracts

Name	Position	Lane/Row	Salary	FTE	Effective	Reason
Aronova, Darya	ESL Resource	BA-2	\$47,988.32	1.0	8/14/2023	New FTE
Beaupre, Gabrielle	LBS	BA-6	\$54,622.92	1.0	8/14/2023	New FTE
Cervantes-Vega, Estefania	DL Teacher	BA-3	\$49,386.04	1.0	8/14/2023	Resignation
Dabrowski, Margaret	Classroom Teacher	BA-1	\$46,845.74	1.0	8/14/2023	Retirement
Godsell, Lauren	Math Teacher	BA-1	\$46,845.74	1.0	8/14/2023	Resignation
Guarneros, Diana	DL Teacher	BA-3	\$49,386.04	1.0	8/14/2023	Resignation

e. Certified Departures

Name	Position	Received	Effective	Reason
Bueno, Maria	DL Teacher	6/2/2023	6/7/2023	Resignation
Cain Nelson, Kelsy	Social Worker	5/17/2023	6/7/2023	Resignation
Detig, Tricia	SLP	5/24/2023	6/7/2023	Resignation

EXAMPLE

Board Meeting 07/10/2023
Item No. 6.04
Page 1

COMMUNITY CONSOLIDATED SCHOOL DISTRICT 59
Elk Grove Township Schools

RESOLUTION: HUMAN RESOURCES

Recommendation: Approval

Resolution:
Motion made by _____, seconded by _____ that the following resolution be adopted:

BE IT RESOLVED THAT on the 10th day of July 2023 the Community Consolidated School District 59 Board of Education approves the following Human Resources items:

a. New Contract Recommendations

UPDATE

Group	Last Name	First Name	FTE	Position	Compensation	Effective
CERT	Addante	Angela	1.0	LBS Teacher	\$52,671.29	8/14/2023
CERT	Andrzejewski	Dawn	1.0	LBS Teacher	\$61,745.61	8/14/2023
CERT	Zaucha	Agnieszka	1.0	ESL Resource (NEW FTE)	\$64,067.94	8/14/2023
ESP	Silva	Daizy	1.0	Early Childhood Assistant	\$19.23	8/14/2023
ESP	Tomasevska	Oskana	1.0	SPED Program Assistant	\$20.22	8/14/2023
INTERN	Pentkainen	Annika	1.0	Psychologist Intern	\$22,850.00	8/14/2023

b. Resignation & Retirement Recommendations

Group	Last Name	First Name	FTE	Position	Reason	Effective
CERT	David	John	1.0	Physical Education	Resignation	6/7/2023
CERT	Hahn	Kristin	1.0	ELA Teacher	Resignation	6/7/2023
CERT	Lorch	Brittany	1.0	Foreign Language Spanish	Resignation	6/7/2023

National Teacher Staffing Challenges

Behind the Stats: 3 Former Teachers Talk About Why They Left

Huebeck, Elizabeth (2023, April 18) Behind the Stats: 3 Former Teachers Talk About Why They Left. *Education Week*.
<https://www.edweek.org/leadership/behind-the-stats-3-former-teachers-talk-about-why-they-left/2023/04>

Teacher Turnover Hits New Highs Across the U.S.

Barnum, Matt (2023, March 6) Teacher turnover hits new highs across the U.S. *Chalkbeat*.
<https://www.chalkbeat.org/2023/3/6/23624340/teacher-turnover-leaving-the-profession-quitting-higher-rate>

Teacher Burnout Statistics: Why Teachers Quit in 2023

Devlin Peck (2023, May 31) Teacher Burnout Statistics: Why Teachers Quit in 2023 [Blog post].
<https://www.devlinpeck.com/content/teacher-burnout-statistics>

**Pandemic Burnout • Staff Shortages • Social Media Issues • Related Politics
Work-Life Balance • Other Job Opportunities**

ISBE Retention Data

District	Average	U46	D54	D15	D59	D21	D25	D57
2022-23	na	na	na	na	na	na	na	na
2021-22	88.7%	88.0%	90.0%	83.0%	91.0%	87.0%	92.0%	90.0%
2020-21	88.8%	87.4%	88.5%	84.7%	89.1%	89.1%	92.5%	90.3%
2019-20	88.3%	86.3%	88.3%	87.7%	88.4%	88.7%	92.3%	86.1%
2018-19	88.2%	85.3%	89.2%	87.2%	88.2%	88.5%	92.2%	86.7%

ISBE Unfilled Certified Positions in Cook County

Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Illinois	1,006	2,858	3,828	4,462	4,120	5,301	na
Cook County	501	740	919	875	702	797	na

IASPA Virtual Job Fair Position Type Needs (March 2023)

District	Average	U46	D54	D15	D59	D21	D25	D57
Schools	26	56	26	28	14	14	20	na

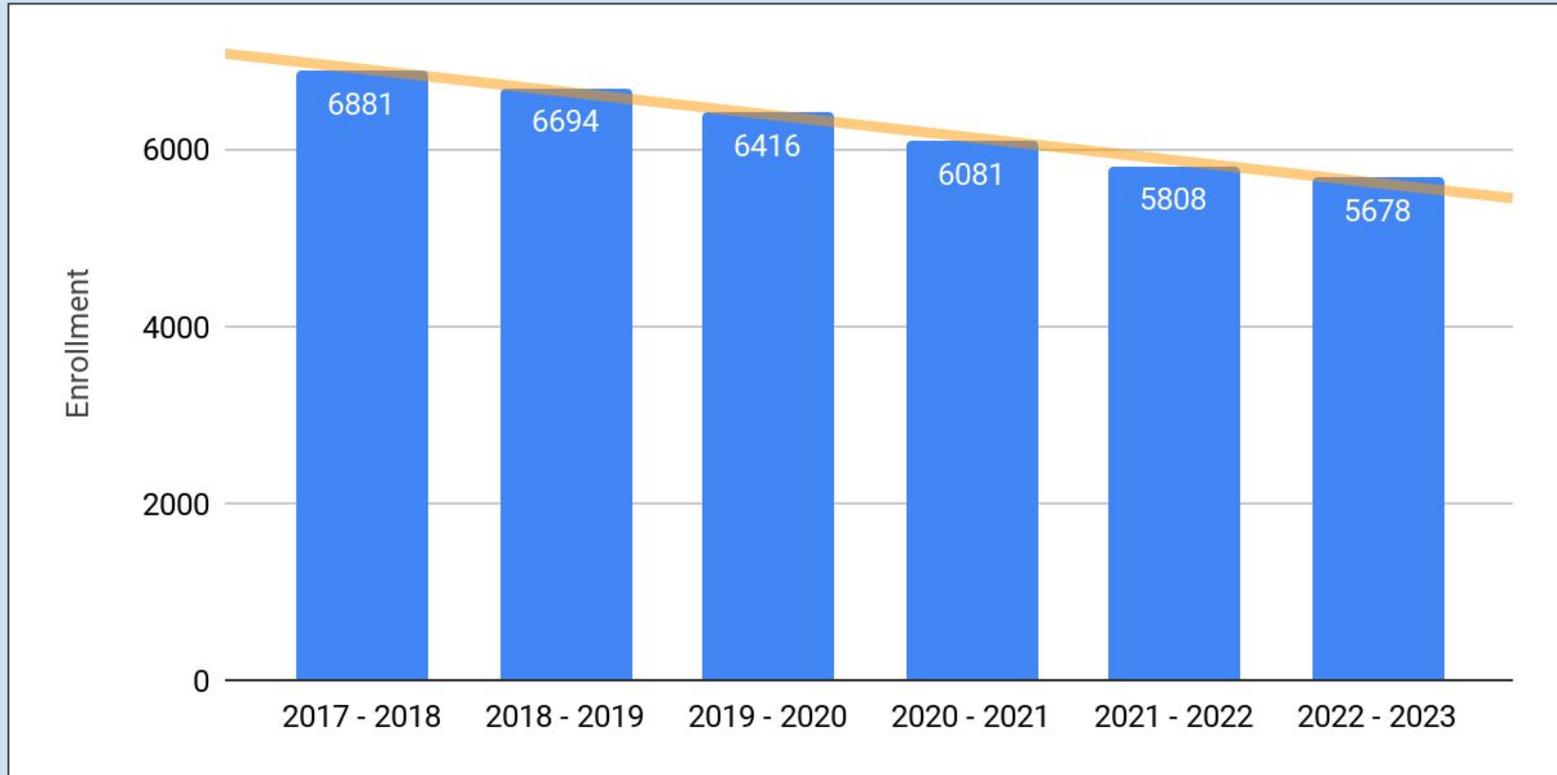
Local ISBE School Report Card Comparison (2021-22)

District	U46	D54	D15	D59	D21	D25	D57
Schools	53	28	19	15	12	9	4
Students	35,377	14,957	11,080	5,808	5,794	5,278	2,247
English Learners	39.1%	20.8%	29.4%	45.8%	51.8%	9.4%	8.3%
Teachers	2,269	1,240	803	481	476	403	153
Communities	<ul style="list-style-type: none"> • Bartlett • Carol Stream • Elgin • Hanover Park • Hoffman Estates • St. Charles • Schaumburg • South Elgin • Streamwood • Wayne • West Chicago 	<ul style="list-style-type: none"> • Elk Grove Village • Hanover Park • Hoffman Estates • Rolling Meadows • Roselle • Schaumburg • Streamwood 	<ul style="list-style-type: none"> • Arlington Heights • Hoffman Estates • Inverness • Palatine • Rolling Meadows • Schaumburg • South Barrington 	<ul style="list-style-type: none"> • Arlington Heights • Des Plaines • Elk Grove Village, • Mount Prospect • Unincorporated Cook 	<ul style="list-style-type: none"> • Arlington Heights • Buffalo Grove • Mount Prospect • Northbrook • Prospect Heights • Unincorporated Cook • Wheeling 	<ul style="list-style-type: none"> • Arlington Heights 	<ul style="list-style-type: none"> • Mount Prospect

Local ISBE School Report Card Comparison (2021-22)

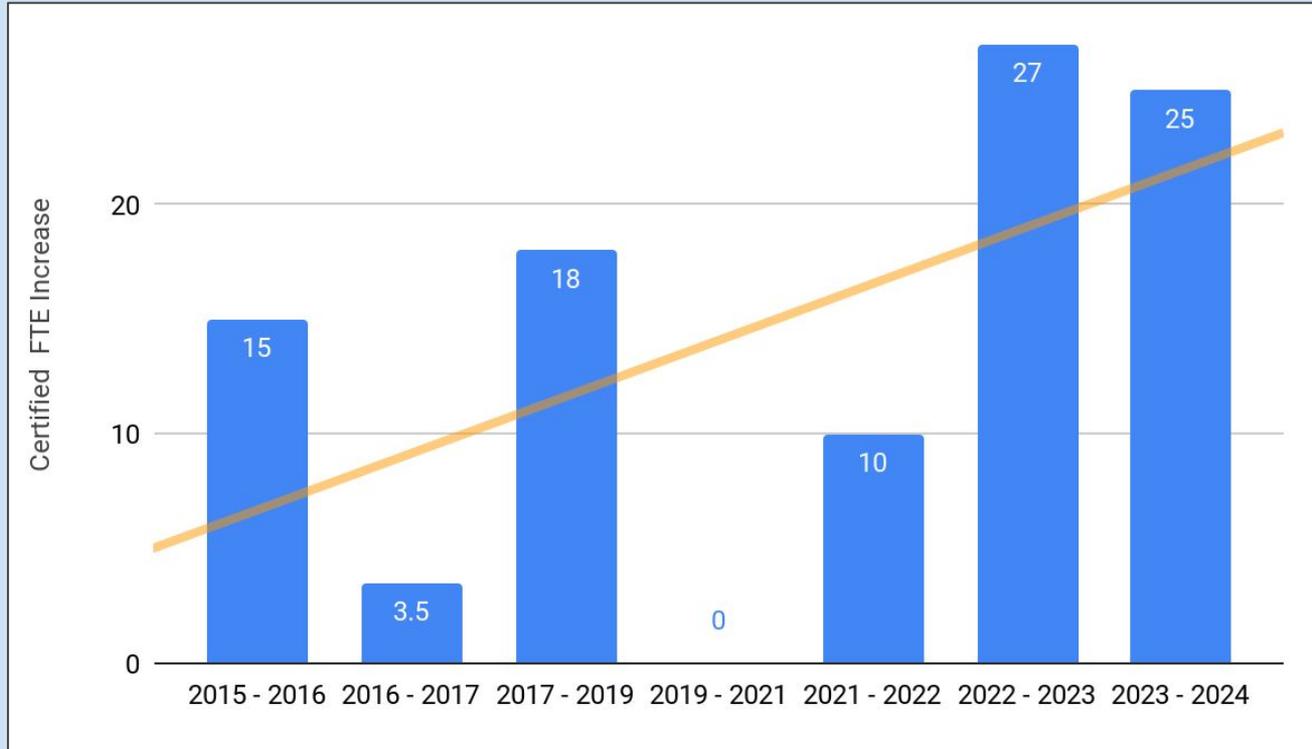
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CCSD59 Student Enrollment Trend Data

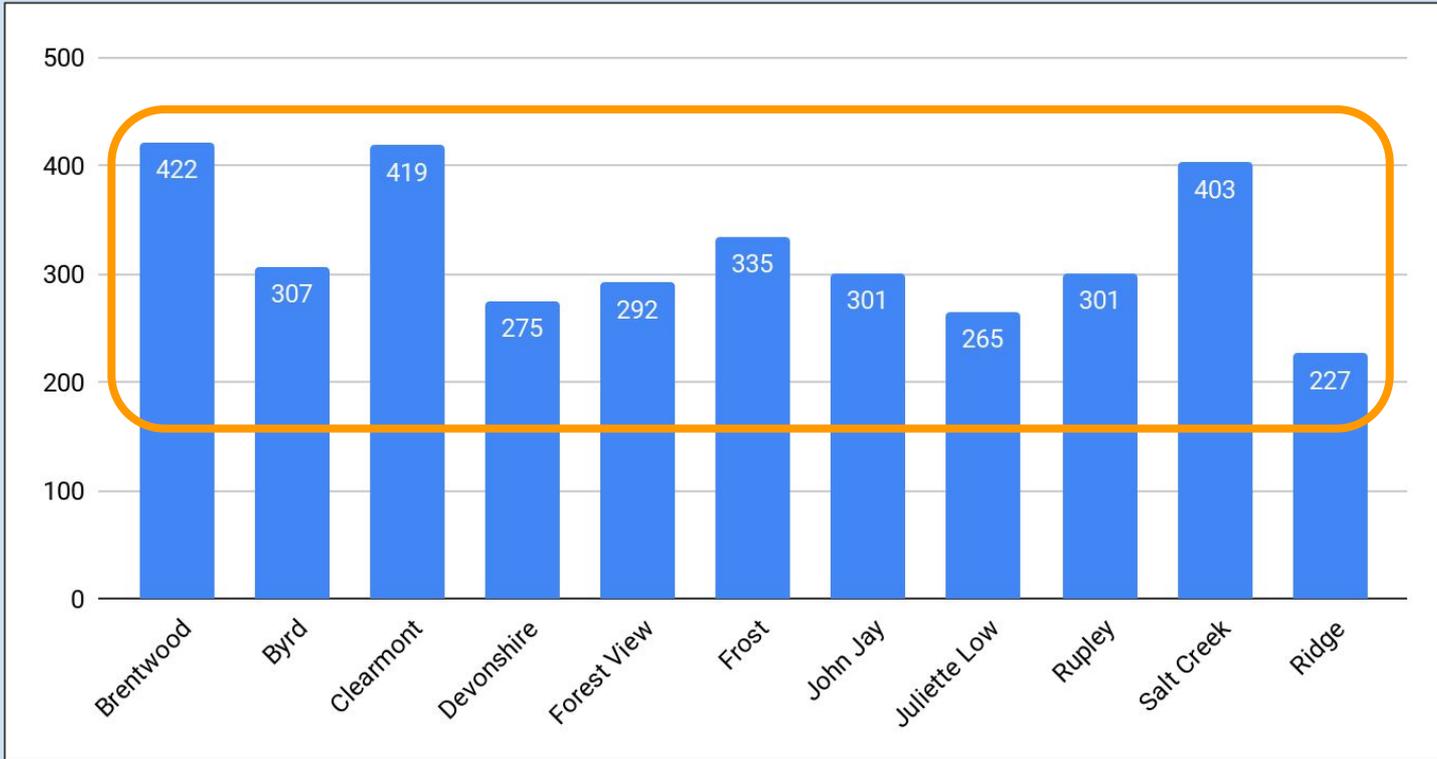


Data Source: [CCSD59 Resource Allocation Recommendations for 2023-24 \(2.13.23\)](#)

CCSD59 Certified Staff Positions Trend Data

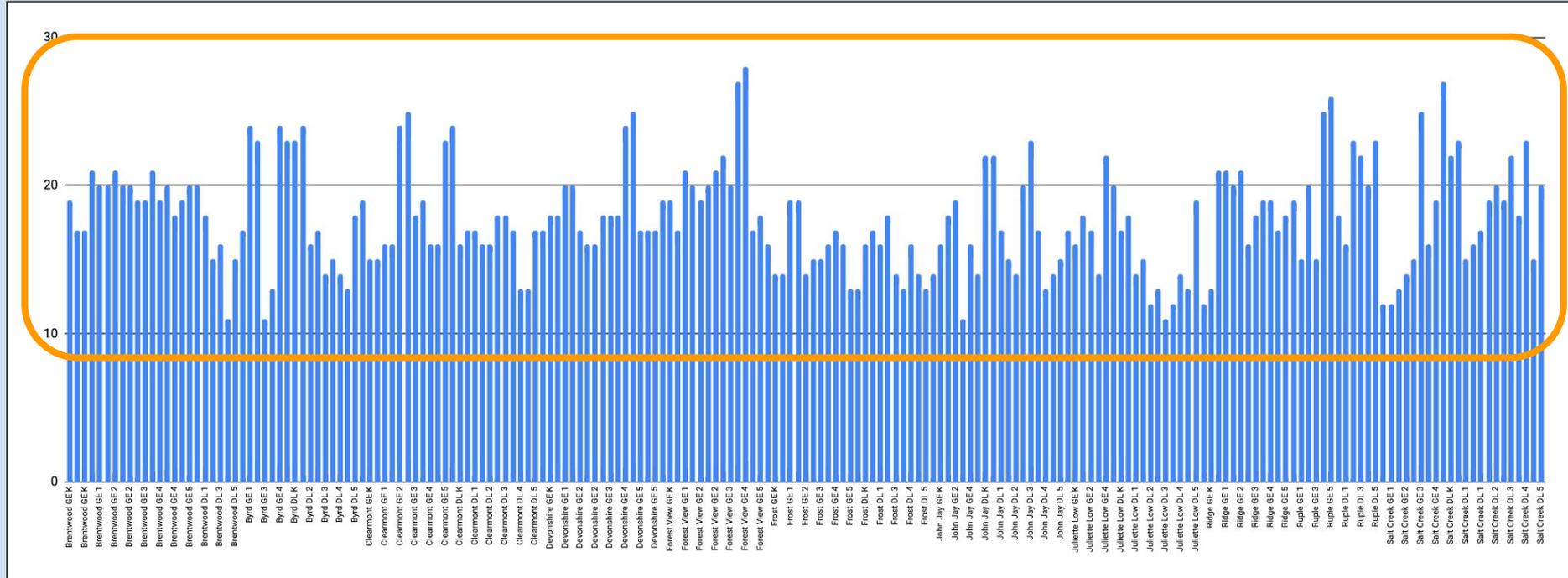


CCSD59 Elementary School Enrollment Comparison 2022-23



Data Source: [CCSD59 Resource Allocation Recommendations for 2023-24 \(2.13.23\)](#)

CCSD59 Elementary Class Range Comparison 2022-23



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