

# Teacher Recruitment for the 2019-20 School Year

# Montgomery County Schools

- ▶ We hire anywhere from 35-50 new teachers each year
- ▶ For the 2018-19 school year we hired 10 Math, Science and Exceptional Education teachers
- ▶ This summer we consolidated two math and one EC position. This would have been 13 new teachers in those three areas

# Montgomery County Schools

- ▶ Of the ten new hires - Four do not have clear North Carolina Teaching Certifications
- ▶ We struggle with teacher recruitment in general due to smaller teaching supplements and the fact that we are a small rural school system.

# Montgomery County Schools

- ▶ The entire state is experiencing a teacher shortage- the colleges and universities are not producing enough education graduates
- ▶ It is harder to recruit out of state due to the loss of reciprocity (clear license in another state-clear license in North Carolina)

# Our Proposal for Montgomery County Schools

- ▶ Due to the lack of candidates especially in Exceptional Education, Math and Science our recommendation is to:
- ▶ 1. Offer a \$2,000 sign on bonus for all new fully licensed EC, Math and Science teachers
- ▶ The sign on bonus is given to the new employee if they commit to two years with Montgomery County Schools

The background features abstract, overlapping green geometric shapes, primarily triangles and polygons, in various shades of green, creating a modern and dynamic visual effect.

# ► Questions or Concerns