



2020-2021 Year-End Review

August 2020 – June 2021

Prince George County Support Team

Jamie Marmorale, Vice President of Operations

Jacquette Barnes, Regional Manager of Operations

Nusreta Pasic, Account Manager

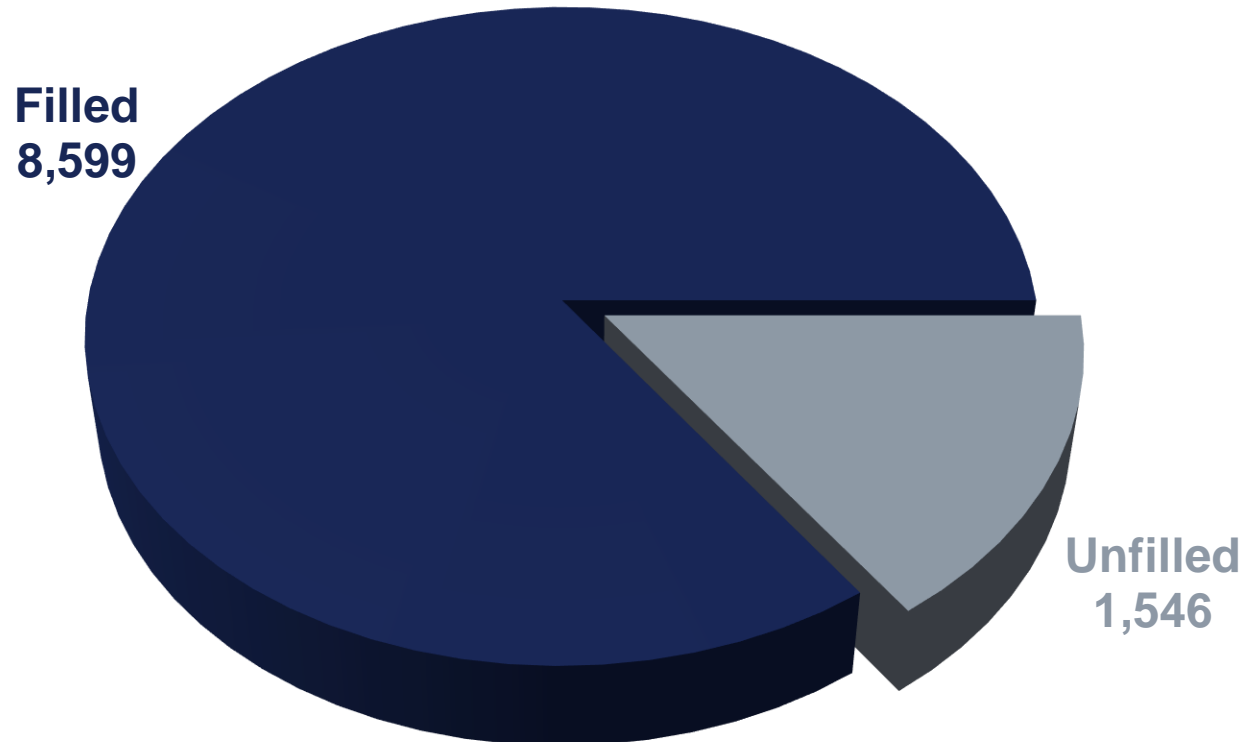
Key Measures & Results

August 2020 - June 2021	
Total Absences	10,145
Filled Absences	8,599
Unfilled Absences	1,546
Fill Rate %	85%

	Unfilled	Filled	Fill Rate %
Teacher	1243	7166	85%
Custodian	15	1053	99%
Paraprofessional	250	218	47%
Office Associate	21	64	75%
Admin Associate	1	48	98%
Library Media	12	23	66%
Office Associate	0	15	100%
School Nurse	1	11	92%
JROTC Instructor	2	1	33%
Teach - Student Svc	1	0	0%

All Positions – Total Absences

Total Absences	10,145
Total Filled	8,599
YTD Fill Rate	85%



Absences by Location

Location	Unfilled	Filled	Total	Fill Rate by School
David A. Harrison Elementary School	246	928	1174	79%
J.E.J. Moore Middle School	239	1236	1475	84%
L.L. Beazley Elementary School	29	776	805	96%
N.B. Clements Junior High 8th Grade	0	1	1	100%
N.B. Clements Junior High School	241	846	1087	78%
North Elementary School	160	1740	1900	92%
Prince George Education Center - Alternative	35	241	276	87%
Prince George High School	469	1517	1986	76%
School Board Office		15	15	100%
South Elementary School	18	523	541	97%
Transportation Department	0	49	49	100%
William A. Walton Elementary School	109	727	836	87%
Totals	1546	8599	10145	Overall 85%

Recruitment Strategy

DIGITAL

- Landing page on PGCPS website
- Posts jobs on Indeed, Glassdoor, Career Builder, Facebook
- Career services websites with colleges and tech schools

LOCAL

- Retailers, hospitals, churches, libraries, Department of Labor offices, colleges, and tech schools

HIRING EVENTS

- Conduct 2 new hire orientation and training events per week via ZOOM & face-to-face
- 4-7 applicants per class
- Increase sub pool to 220

CAREER FAIRS

- Virtual Career Fairs
- In person Career Fairs
- Indeed Job Fairs
- College Fairs
- School District Events

STREET TEAM/GRASS ROOTS

- Advertise ESS flyers and refresh yard signs at schools, local businesses and community events/gatherings

District Incentives to Increase Fill Rates

INCREASE SUB PAY

- Cost of living increase
- Retention of good Substitutes
- Enhances recruitment
- Supports the cost of health care benefits

LONGEVITY PAY

- Pandemic related pay increase/critical pay
- Sign on bonus during pandemic
- Elevated pay for long term and/or building based substitutes

TARGETED INCENTIVES

- \$50 bonus if a sub picks up 5 more jobs this month over last month and a \$50 bonus for 5 consecutive days = Up to \$200 can be earned each month
- If a sub works 10 days in a month – every Friday worked will pay \$25 extra – up to \$100 per month
- \$50 for 10 Consecutive days – up to \$100 per month

FLOATER OR LAST-MINUTE INCENTIVES

- Can be tailored to each specific district based on pay and/or needs



**Thank you for
your partnership!**