

Legislative Planning committee
Monday, July 21, 2014
Pierre
Room 413, 12:45

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Supt. at Deuel School District for the past 11 years, prior to that was 17 years at Emery. In each case my location has been ideal. Currently ½ way between Brookings and Watertown and previously ½ way between Mitchell and Sioux Falls. Location has not been a deterrent to applicants.

@ In the past 9 years I have had to fill a H.S. English position 3 times. The previous 2 times I was unable to hire a teacher with an English major.

@ Each successive year the applicants I have had for all positions have become more limited.

@ Each year the quality of applicants in general has been lower. Our best and our brightest are not seeking teaching positions.

2012-2013:

@ Guidance Counselor 3 applicants for position hired a first year graduate whose family was in town 20 miles away. After one year experience she left the State for higher pay. (took position in larger community)

@ Special Education I had no applicants, I was able to call a former graduate who played basketball for me and get her to apply and leave the S.D. school she was at. (married moved out of area)

@ Vo-Ag Instructor 3 applicants 2 of which had other job offers and turned me down, 1 for North Dakota, 1 for Michigan. I had a connection to the 3rd coming from the same hometown I was able to convince her to take the job. (higher ed. Lake Area)

@ 3rd grade 10-15 applicants quality mediocre. (retirement)

@ 1st grade 10-15 applicants I hired from within and cut the quality of another program. (left to larger town)

@ M.S. Math hired from within increasing the teaching load of current staff thus reducing their effectiveness. (left education for other work)

2013-14:

@ H.S. Math 2 applicants I was fortunate that one was a student who had just graduated from high school 4 years earlier, played basketball for me and I was able to influence her

to take my position. I know I will not be able to hold on to her as she is single, 25 years old and very talented. (retirement)

@ H.S. Science 2 applicants 1 from Maryland and not a serious consideration, we interviewed him over the phone and he had never been to S. D. before, he thought it would be an adventure. I was fortunate I was able to hire the other one who is married and tied to the area. (retirement)

@ Band Director 3 applicants one had been out of education for 6 years. (retirement at 55)

@ Guidance 4 applicants for job I was fortunate to hire one that wanted to coach. (left state for more pay)

@ 1st grade 8-10 applicants I interviewed 4 excellent candidates any of them would have done a great job. (retirement at 55)

@ 2nd grade hired from within. (retirement)

@ Kindergarten 5 applicants for job of moderate quality. Elementary degree does not qualify one to teach Kindergarten (open do to moving staff)

2014-2015:

@ 3 elementary positions 3rd, 5th and 5th. Total of 19 applicants for the 3 positions, hired 3 quality applicants do to connections to the area. Spouse relocating to area, family in the area, family with farm in area. Beyond the 3 I hired the quality was mediocre. (all three positions open due to retirement at 55, 58 and 61)

@ H.S. English 4 applicants 2 of which did not warrant an interview, of the remaining two interviewed 1 took a position in Minnesota. (left to larger school in S.D.)

@ Counselor 3 applicants 1 not qualified. (left to Lake Area)

@Vocal Music still open. I have had zero applicants and have personally called all of the colleges who say they have no graduates looking for a position. I have called 45 candidates and all have a position or did not return my call. (left to school in MN. \$9000 raise)

Future at Deuel:

6 staff who will retire within next 3 years leaving me openings in Science, Math, Foreign Language, Art, Elementary and Administration.

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1-2 staff who will leave the profession for better opportunities leaving openings in Elementary and Industrial Technology.

Budget inadequate to compete with my immediate neighbors in MN. And ND.

What are we faced with:

Teachers leaving the State for higher pay.

Teachers leaving the profession for higher pay.

Teachers retiring because of mandates and feeling they are not appreciated.

High school graduates not entering the teaching profession because of lack of pay and lack of prestige.

Four year graduates in teaching field leaving school with higher debt and lower salary then is possible in a two year program at Technical schools.

25% pay raise to SD teachers would still leave us 50th in the country in salaries.

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