

Human Capital Update

FTE Reduction, Recruitment & Retention Turnover Trends 2021-2026

As of June 19, 2026



FTE Reduction / Cost Avoidance

7.25

Teaching FTEs absorbed

\$543,750

Teacher cost avoidance

11

Para FTEs absorbed

\$330,000

Para cost avoidance

\$40,000

Eliminate Virtual Diagnostician

Gross Estimated Savings / Cost Avoidance

\$913,750

Less added Diagnostician salary

(\$76,500)

Less Records & Testing Specialist salary

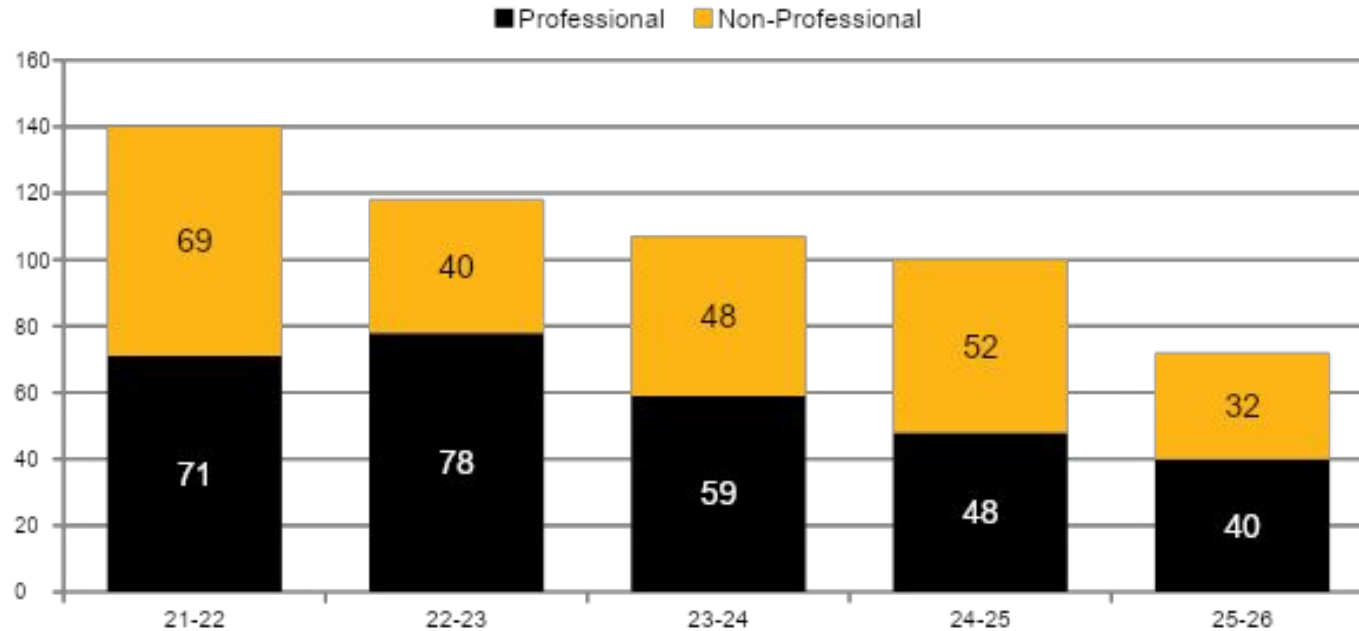
(\$97,500)

Net Estimated Savings / Cost Avoidance

\$739,750



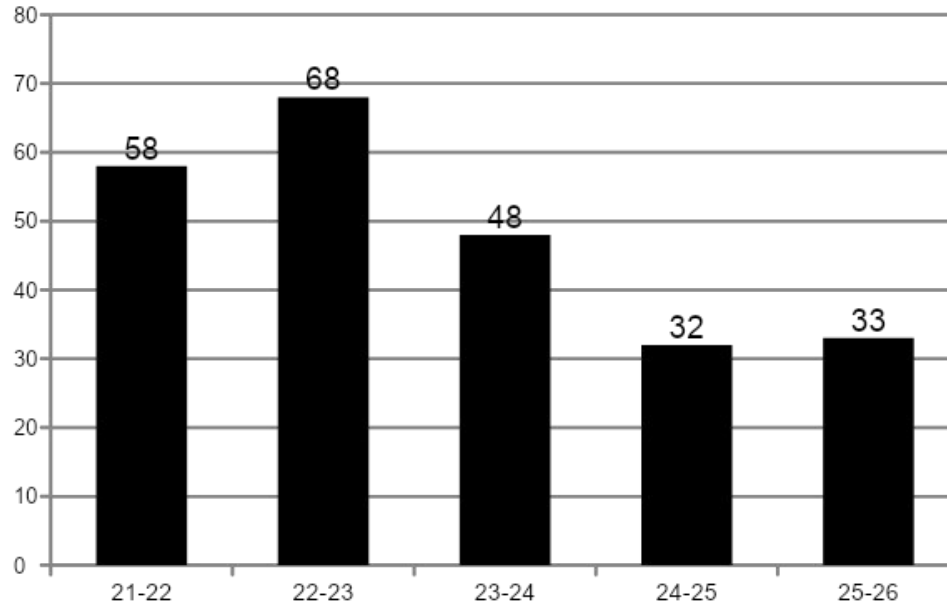
Year-Over-Year All Staff Turnover



Total turnover/counts by year: 21-22: 140 22-23: 118 23-24: 107 24-25: 100 25-26: 72



Teacher Turnover Trend



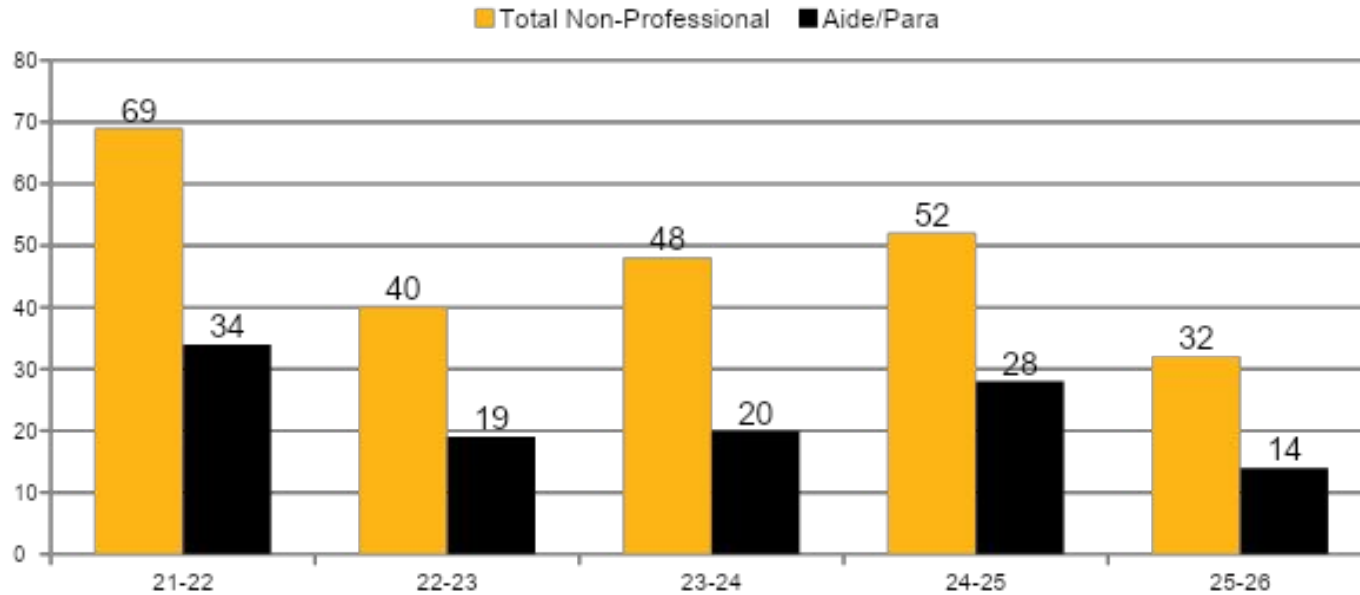
Key Takeaway

Teacher turnover count dropped from a high of 68 in 2022-23 to 33 in 2025-26.

That is a reduction of approximately 51% from the peak year.



Non-Professional Turnover Trend



Aide/Para turnover is part of the non-professional total and remains a key retention focus.



Recruitment Strategies in Place

- Standardized postings, interview questions, and candidate review tools
- University, alternative certification, and ESC outreach for high-need vacancies
- Job fair follow-up and direct recruiting for teacher + coach positions
- Certification/residency pathway monitoring for uncertified teachers
- Clearer campus hiring support and communication around hard-to-fill roles

Goal: reduce late-cycle hiring pressure and increase the number of viable applicants before vacancies become critical.



Retention Strategies in Place

- Snyder LEAD Academy leadership pipeline for aspiring administrators
- Campus leadership capacity building and support for newer leaders
- New employee welcome letters, onboarding expectations, and reporting clarity
- T-TESS / TIA calibration and professional development for teachers and leaders
- Stay/exit interview planning to identify preventable turnover patterns

Goal: stabilize campuses by improving support, clarity, and growth pathways for employees.



Compensation & Retention Supports

New compensation plan investments support recruitment, retention, and campus stability while FTE reductions are absorbed through staffing alignment.

Salary Increases

Improves competitiveness of the compensation plan and supports retention across employee groups.

Matching Program

Adds a long-term benefit that rewards employees who stay and strengthens total compensation.

Principal Incentive Program

Targets campus leadership stability and reinforces the connection between leadership, performance, and retention.

Certification Cost Reimbursements

Lowers the cost barrier for staff pursuing certification and strengthens the district grow-your-own pipeline.

Strategy: pair cost avoidance from absorbed FTEs with targeted investments that help recruit earlier, retain stronger, and build internal capacity.



Next Steps

- Finalize staffing alignment and confirm absorbed positions through budgeting and HR records
- Continue active recruitment for high-need teacher, coach, and specialized roles
- Use turnover trends to guide retention conversations by employee group and campus
- Ongoing district-wide professional development for teachers and leaders
- Track progress during 2026-27 as staffing reductions and recruitment strategies take effect

Workforce stability remains the focus: right-size where possible, recruit earlier, and retain stronger.

