



MT. DIABLO

UNIFIED SCHOOL DISTRICT

2024-2025 Human Resources Staffing Update

(AS OF 8/6/2024)

August 14, 2024

CONTRA COSTA COUNTY CERTIFICATED HIRING EVENT

- PLEASANT HILL MIDDLE SCHOOL
 - FEBRUARY 24, 2024
- KICKOFF FOR OUR 2024-2025 HIRING SEASON



MT. DIABLO
UNIFIED SCHOOL DISTRICT

COUNTYWIDE CERTIFICATED EDUCATION

JOB FAIR

FEBRUARY 24, 2024

9:00-11:30 AM

PLEASANT HILL MIDDLE SCHOOL



CONTRA COSTA COUNTY
Office of Education
learn • lead • achieve
Lynn Mackey, Superintendent of Schools

COCOSCHOOLS.ORG

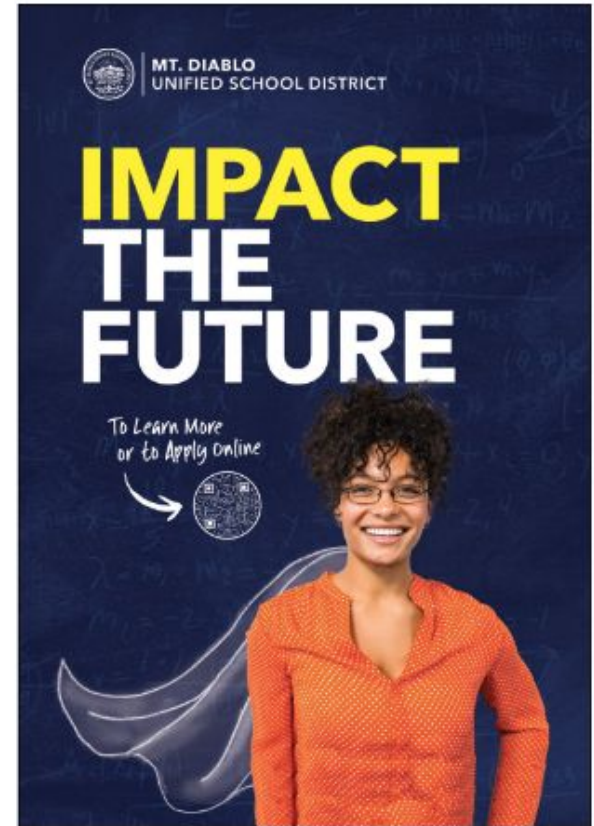


Recruitment

- **Transportation Shelters**
- **Billboards**
- **Facebook Ads**
- **LinkedIn Ads**
- **Indeed Ads**
- **Canva Graphics**



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UNIFIED SCHOOL DISTRICT



Link clicks ⓘ

8,855

Reach ⓘ

212.6K

Cost per Link Click ⓘ

\$0.41

Activity

Post engagements



Link clicks



Post reactions



Post shares



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SEARCHING THE GLOBE

- CERTIFICATED & CLASSIFIED HIRING EVENTS
- SPAIN, MEXICO, & PUERTO RICO
- PARTNERSHIP WITH CDE
- PUERTO RICO
 - CONDUCTED INTERVIEWS IN JUNE
 - LEARNED THE PROCESS
 - LINKEDIN & FACEBOOK ADS
 - NEWSPAPER ADS



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JOIN US AND WORK IN CALIFORNIA SCHOOLS!

MT. DIABLO UNIFIED SCHOOL DISTRICT

TEACHER SALARIES FROM \$65,000 TO \$120,000

PUERTO RICO HIRING EVENT

WHEN: June 7th and June 8th

WHERE: San Juan Marriott Resort
1309 ASHFORD AVENUE,
SAN JUAN, PUERTO RICO, 00907

TIME: 10 am-2 pm *WALK-INS WELCOME

SIGN UP FOR AN INTERVIEW: [HTTPS://MDUSD.LINK/PUERTORICO](https://mdusd.link/puertorico)

<p>100% HEALTH BENEFITS</p> <p>MDUSD COVERS 100% OF THE KAISER HEALTH BENEFITS COST OF EMPLOYEE + FAMILY AS WELL AS PROVIDING VISION AND DENTAL.</p>	<p>DISTRICT STRENGTHS</p> <ul style="list-style-type: none">• TEACHER INDUCTION PROGRAM• DIVERSE SPECIAL EDUCATION PROGRAMS• 81% OF ALL EMPLOYEES LIVE IN THE DISTRICT BOUNDARIES• EQUITY FOCUSED EDUCATION• WHOLE STUDENT LEARNING• TALENTED COLLEAGUES	<p>\$10,000 HIRING BONUS FOR SPECIAL EDUCATION TEACHERS</p> <p>\$5,000 HIRING BONUS FOR BCLAD, MATH, SCIENCE, AND SPEECH & LANGUAGE PATHOLOGISTS</p>
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VISIBILITY IN THE HIRING PROCESS

- EDJOIN TO TALENT ED- APPLICANT TRACKING
- APPLICATIONS
- INTERVIEW
- STATISTICS AND VISIBILITY
- RECORDS TRANSITION
 - ELECTRONIC ONBOARDING



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Welcome

If you already have a Candidate Account be sure to log in at the top of the page BEFORE applying to any positions! This ensures your profile information is loaded into your applications and that current employees complete the shorter (internal) application form.

If you currently work for MDUSD but don't have an account yet, click the "INTERNAL APPLICANTS" link at the top of the page for further instructions

If you are NOT an MDUSD employee and don't yet have an account, you may browse and create your Candidate Account when you start your first application.

If you need to retrieve your username and/or password, please click the "forgot my username or password" link at the right of this page

For general information and FAQs about applying click the "FAQ" tab above

Please be sure and remember your username and password for use on future applications.

Need help? [Click here for applicants chat support](#) or call the following number for support: 1-877-976-7437

Administrative Support	Administrative Substitutes
Behavioral Support	Career Administrator
Certificated (Teacher, Counselor, etc.)	Management
Classified Substitutes	Clinical
Cooking	Custodial
Food & Nutrition Services	Maintenance & Operations
Other Classified	Special Education Assistants
Teacher Assistants	Teacher Substitutes
Technology	Transportation

[Clear Filter](#)

WHO IS APPLYING?



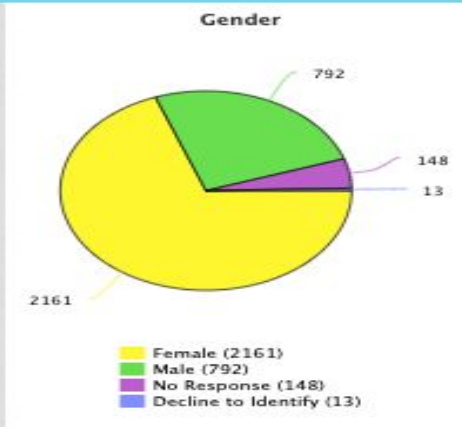
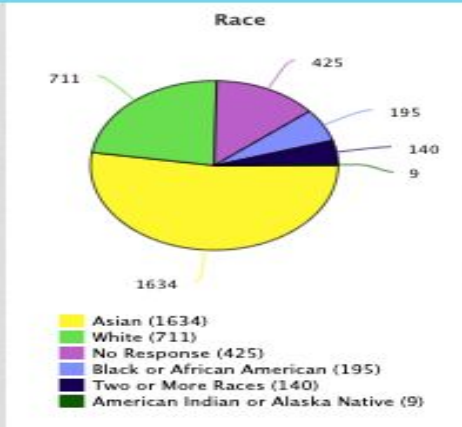
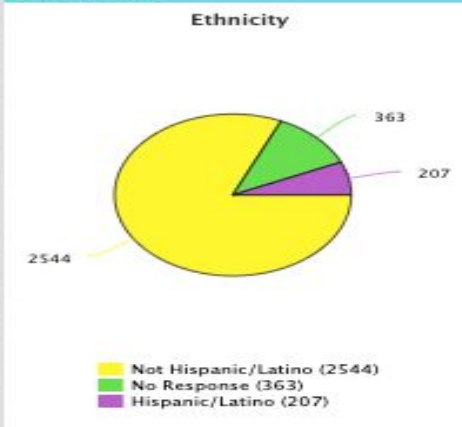
MT. DIABLO
UNIFIED SCHOOL DISTRICT

3,114 CERTIFIED APPLICATIONS SUBMITTED BETWEEN 02/23/2024 AND 08/02/2024

Trends



Demographics

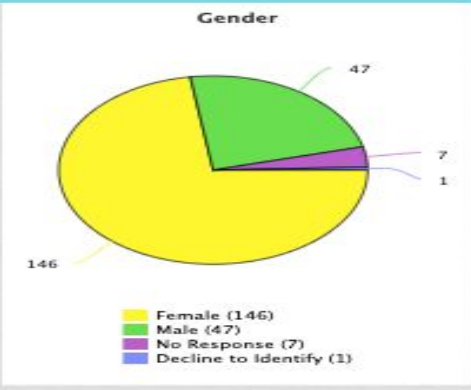
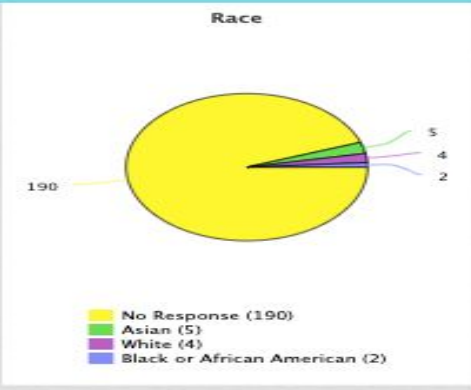
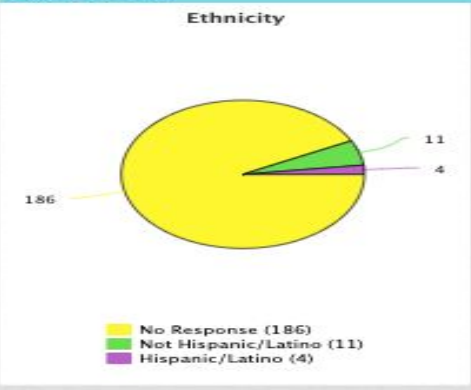


201 SPECIAL EDUCATION ASSISTANTS APPLICATIONS SUBMITTED BETWEEN 07/03/2024 AND 08/02/2024

Trends



Demographics

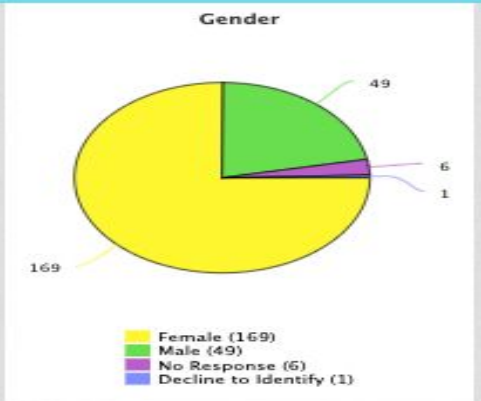
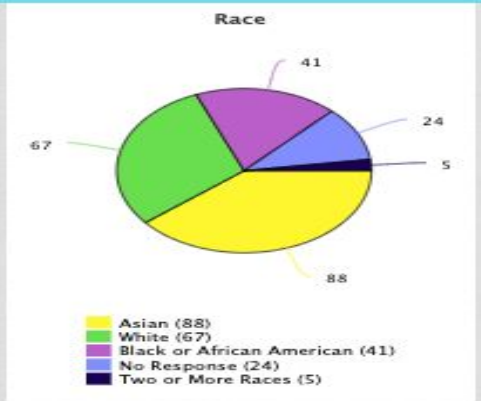
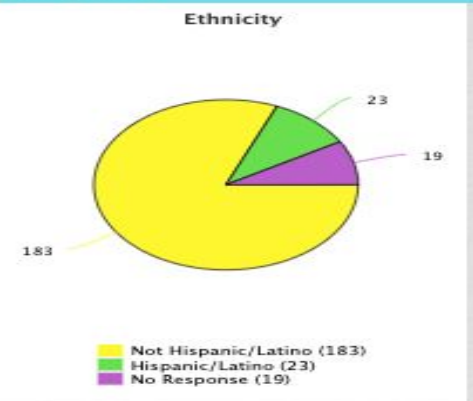


225 CERTIFIED APPLICATIONS SUBMITTED BETWEEN 07/03/2024 AND 08/02/2024

Trends



Demographics

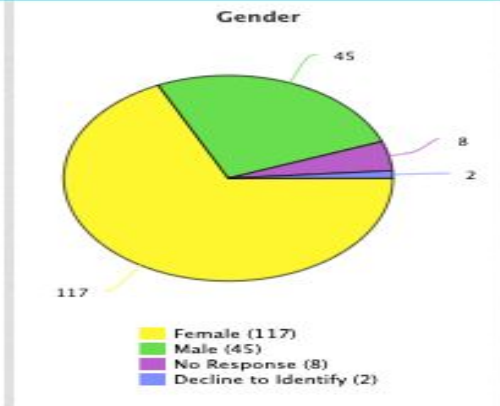
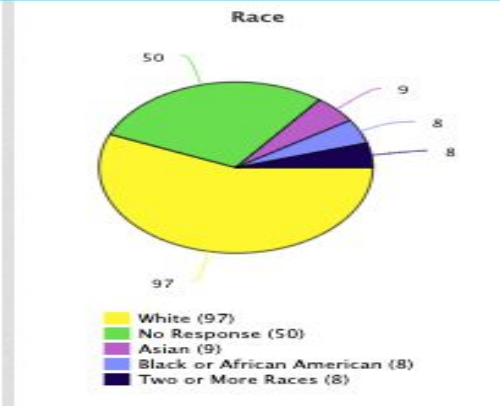
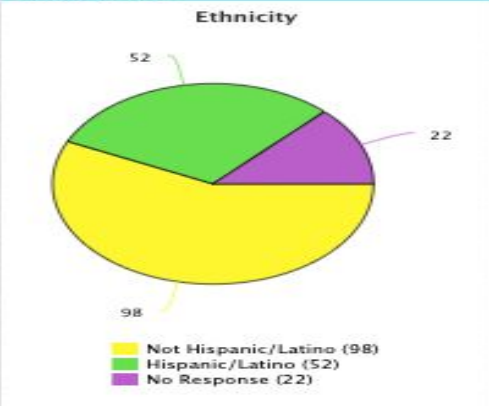


172 CERTIFIED APPLICANTS HIRED BETWEEN 02/23/2024 AND 08/02/2024

Trends



Demographics



HIRING STATISTICS

(HIRED FOR THE 2024-2025 SCHOOL YEAR)

- **Certificated Non Management: 159**
- **Classified**
 - **CSEA: 45**
 - **TEAMSTERS: 19**
 - **CST: 17**



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CERTIFICATED VACANCIES

Elementary

- Teacher, Art (.4 FTE) @ Cambridge Elementary School
- Teacher, Art (.3 FTE) @ Fair Oaks Elementary School
- Teacher, STEAM Lab (.4 FTE) @ Pleasant Hill Elementary School

Secondary

- Teacher, Spanish @ Foothill Middle School
- Teacher, 7th Grade Science & 8th Grade Math @ Foothill Middle School
- Teacher, ELA/History Core @ Pine Hollow Middle School
- Teacher, English/ALD @ Riverview Middle School

District Wide

- School Counselor, Elementary - Districtwide
- Teacher, Elementary Music - Districtwide (1.0 FTE)
- Teacher, Librarian Elementary - Districtwide (1.5 FTE)
- Teacher, Special Education (1.0 FTE)



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CLASSIFIED VACANCIES

- **CSEA POSITIONS**
 - 109
- **TEAMSTERS POSITIONS**
 - 51
- **CST POSITIONS**
 - 12



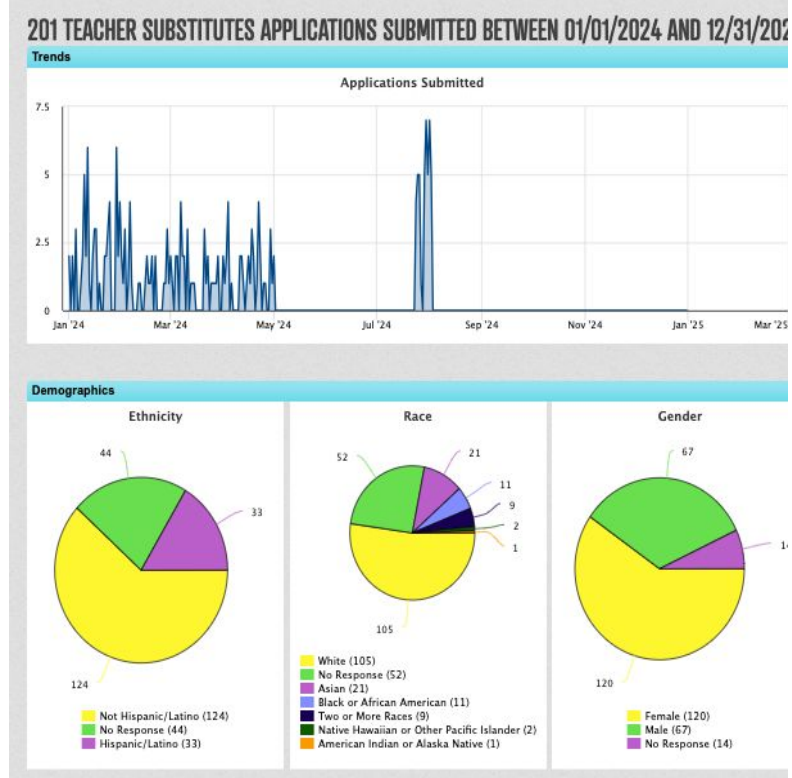
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SUBSTITUTE FILL RATES

- **TEACHERS: 98% FILL RATE**
 - **SIGNIFICANT INCREASE FROM PREVIOUS YEARS**
 - **DEALING WITH TEACHER SUBS NOT BEING ABLE TO FIND JOBS TO PICK UP**
 - **TRAINING OPPORTUNITIES**

- **Classified: 46%**
 - **TRAINING OPPORTUNITIES**
 - **RECRUITMENT**



WHAT CAN WE DO DIFFERENTLY?

- FOCUS ON RECRUITMENT & RETENTION
- EMPLOYEE ENGAGEMENT
- EMPLOYEE EXPERIENCE SURVEY
 - CREATE CHECK IN PERIODS
- SITE SURVEYS
- USE THE DATA TO MAKE MEANINGFUL CHANGES



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Thank You



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