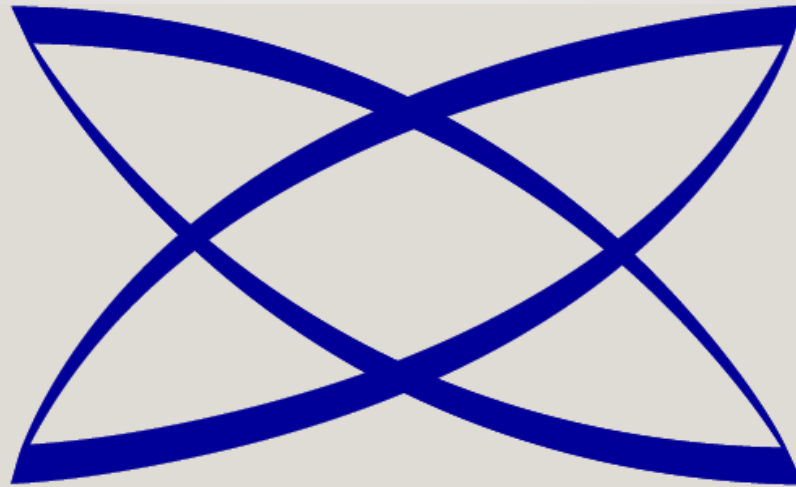


Presented by Bridget Peevy

SUPPORT STAFF RECRUITMENT & RETENTION OVERVIEW



CORAL ACADEMY
Soaring to Excellence

PURPOSE

Today's Focus:

- Current staffing levels and vacancy rates
- Turnover distribution and causes
- Recruitment pipelines (local, alumni, international)
- Structural workforce constraints

WHAT SUPPORT STAFF MEANS AT CASLV

Support Staff Includes:

- Paraprofessionals (SPED aides, classroom aides)
- Front office staff (receptionists, registrars)
- Campus monitors and lunch porters
- Maintenance and IT support
- Interventionists (reading and math support)
- Licensed specialists (school psychologists, SLPs, OTs, school nurses)

OVERALL WORKFORCE SNAPSHOT

Total employees: 525

Overall turnover rate: 5.52%

Number of current opened positions: 32

Total support staff: 182

Overall turnover rate: 12.09%

Number of opened positions: 19

Total Support Staff (specialized roles): 80

Overall turnover rate: 18.75%

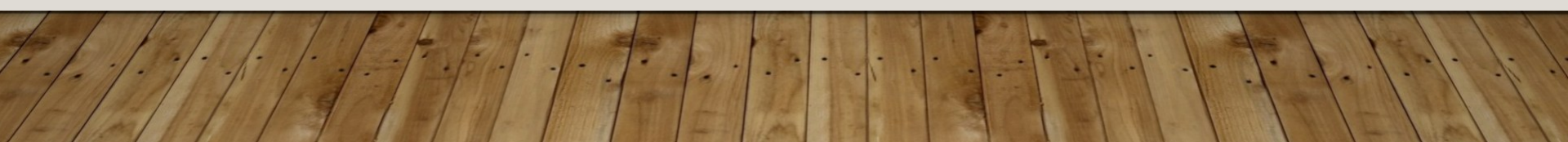
Number of opened positions: 15

WHERE VACANCIES ARE OCCURRING

Almost 50% of vacancies are in specialized roles:

- School Psychologists
- Speech Language Pathologists
- Occupational Therapists
- Interventionists
- Special education aides/student caregivers

Stable roles:

- Front office
 - Campus monitors
 - Maintenance
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TIME TO FILL POSITIONS

General roles:

- Less than 30 days to fill

Specialized roles:

- School Psychologists: 6+ months (multiple cycles)
- SLPs: 6+ months (multiple cycles)
- OTs: 6+ months (multiple cycles)

WHY THIS IS HAPPENING (PIPELINE CONSTRAINT)

Key factors:

- Limited Nevada certification pipeline
- National shortage in SPED-related professions
- Strong private/medical sector competition
- Slower production of school psychologists statewide

RECRUITMENT CHANNELS (LOCAL + PIPELINE + ALUMNI)

We actively recruit through:

- Nevada Department of Education job board
- SchoolSpring
- Indeed (targeted SPED campaigns)
- LinkedIn (licensed specialists)
- UNLV College of Education
- Nevada State University partnerships
- CASLV alumni network (education and psychology pipeline)

INTERNATIONAL + RETIREMENT PIPELINES

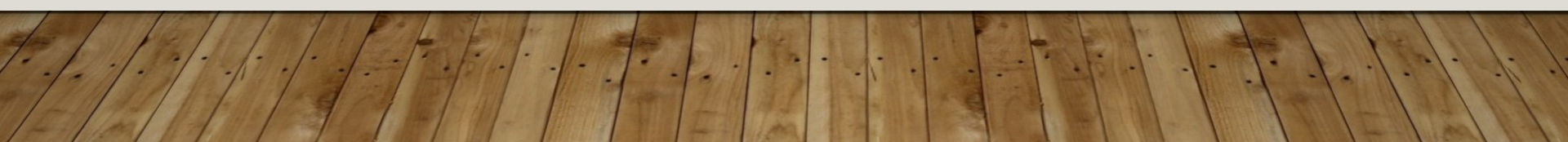
International Recruitment:

- J-1 Visa educators (temporary cultural exchange)
- H-1B sponsorship for licensed specialists

Constraints:

- J-1 is time-limited (5 years maximum participation window)
- H-1B is temporary; residency transition takes 2+ years and is costly

Nevada PERS Critical Needs Return:

- Retired professionals return full-time while receiving benefits
 - Must be renewed every 2 years
 - Temporary stabilization tool, not a permanent solution
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WHAT RECRUITMENT PRODUCES

- General roles: steady applicant pool
- Specialized roles: low volume, high competition
- International candidates: strong interest, slower onboarding

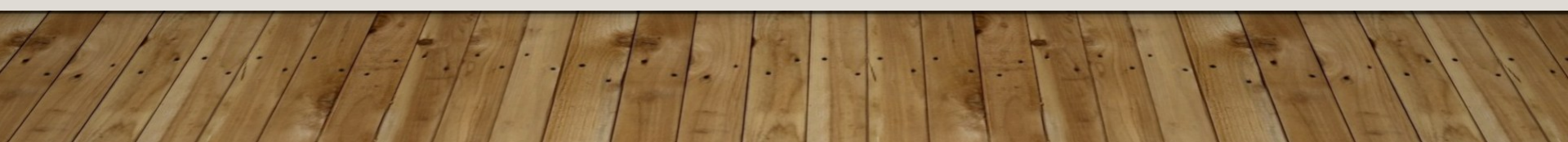
TURNOVER & RETENTION

Turnover: 12.09% overall (support staff)

Highest turnover:

- SPED paraprofessionals
- Intervention staff
- High-demand support roles

Drivers:

- Compensation pressure
 - SPED workload intensity
 - Career mobility
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TURNOVER & RETENTION (CONT)

Retention strategies:

- 60–90 day onboarding support
- SPED training pathways
- Internal career ladders
- Stay interviews

KEY TAKEAWAY & CLOSING

Key Insight:

Vacancies are concentrated in a small number of highly specialized roles.

CASLV remains stable in general support roles but structurally constrained in SPED-related licensed positions.

Thank you.