



Canyons School District
Public Education Appropriations Subcommittee
Aug. 20, 2019



Utah Teacher Recruiting and Teacher Pipeline Challenges

Source: Utah Foundation Report, 2019

- Utah’s average teacher pay (\$47,604) is significantly lower than the national average (\$60,483).
- Utah teachers on average earn less than three-quarters of what private sector professionals with bachelor’s degrees in other fields earn.
- Additional increases in pay could come indirectly from the Utah Legislature or through higher local property taxes, but the level of teacher compensation is, to some extent, a matter of District priorities.
- Envision Utah surveyed 4,100 college students and found almost half considered teaching, but chose other careers. Here’s what they cited as why:
 - 37 percent - “Other interests”
 - 36 percent- “Salaries are too low”

Canyons School District Teacher Recruiting Challenges

- High housing costs make it difficult to afford living in the District boundaries (2019 average home value is \$421,000).
- Fifty-two percent of certified employees live outside of the District and, due to statewide teacher shortage, have opportunities for school employment near their homes.
- In the 2018-19 school year, the District had the lowest entry-level salary in Salt Lake County.
- The percentage of new teacher hires with an ARL/ATP/APT has increased from 8.6 percent in 2014-15 to 17.8 percent in 2018-19.
- Due to its location, the District does not have a college or university teacher pipeline.
- An average of 38 percent of the District’s new teacher hires come from outside the state.

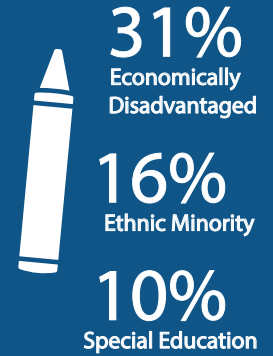
Canyons School District Investment in Teachers for 2019-20
Summary of Board of Education Statement on April 23, 2019

- “Nothing in the public education system has a greater effect on a student’s learning than the teacher in the classroom.”
- “Elevating the teaching profession by bringing salaries in line with those of other professionals in Utah.”
- “A positive step toward inspiring college students to regard teaching as a viable career and reinforce the belief that teaching is a destination profession.”
- All teachers will receive a \$7,665 salary increase with the starting wage at \$50,000.
- The District has also invested heavily in supporting our teachers through professional development, academic coaching, time for Instructional Professional Learning Communities (IPLCs), planning time, curriculum maps, teaching materials/supplies, Schoolwide Positive Behavior Interventions and Supports (PBIS), student social and emotional supports, as well as technology hardware/software and building upgrades.

CSD
QUICK
FACTS

ENROLLMENT

34K
 approx enrollment



9%
Dual Language Immersion

2%
Advanced Learners

0.4%
Homeless

GRADUATION RATE



89%
Class of 2018

#1

More Education Technology Specialists per school than any other school district in Utah



41K
Computing devices districtwide, an increase of 304% since 2009

2019 Property Tax Increase

- Total cost to fund teacher increase was \$19.6M, including benefits.
 - \$5.85M was funded by WPU increase, new property tax growth, attrition, and elimination of non-teaching positions.
 - \$13.75M was needed in property tax revenue.
- The tax increase for teacher compensation was well-received in the community, which signifies community support for our educators.
 - The tax increase on the average \$421,000 home was \$140.32.
 - 13% increase above the certified rate.
- On August 6, Canyons District held the required Truth-in-Taxation hearing with 36 patrons speaking. The majority supported the tax increase. This was the first time Canyons School District has exceeded its certified rate since 2009.
- Board local levy is now 0.001720 (max is 0.0025) and the voted levy is at 0.0016 (also the max), meaning a significant local investment in our students.

Return on Investment

- For the 2019-20 school year the District is fully staffed with teachers.
 - In past years the District has started the year with several positions being filled by substitutes or late hires.
- The number of quality candidates has increased.
- The District's salary is now competitive with many other districts and states.
- Teacher morale has improved.
- Excitement for the new year starting is at a higher level than previous years.



CANYONS
SCHOOL DISTRICT

OUR TEACHERS

84%
have four or more
years of experience



50%
have a master's
degree

74%
receive extra
training every year

92
hours of training
offered annually

BUDGET

\$533M

2019-2020
Budget Expenditures

 **29**
Elementary
Schools

 **8**
Middle
Schools

 **5**
Traditional
High Schools

 **7**
Special
Programs

 **7**
Serving four cities
— Cottonwood
Heights, Draper,
Midvale, Sandy —
and the towns of
Alta, Brighton and
White City since
July 1, 2009