



Staffing Process for the Upcoming 2019-20 School Year is a Success

(August 2, 2019) Families deserve to feel confident that their child will have qualified adults leading their schools and teaching their classes every year. The information below is provided to the Titan community in order to clear up any misconceptions regarding teacher and administrator staffing levels for the upcoming school year.

Summer hiring for teaching positions in Lorain City Schools is a complicated process due in part to the bargained staffing practice known as the “unassigned pool” that has been in place for many years. Our partnership with the Lorain Education Association allows for this process to run as smooth and fair as possible, even though it takes some time to complete. At the end of each school year teachers are either placed in or voluntarily give up their positions and place themselves in the “unassigned pool.” Those individuals then are able to bid for any open teaching positions internally before any external candidates. Once that round is complete the open positions left by those who took new positions are posted and process begins again and continues several times throughout the summer until all internal candidates are placed. In accordance to our continued partnership with the Lorain Education Association and the corresponding contract those positions must be posted for a specific amount of time. Job postings are also posted externally as a contingency in case an internal candidate does not bid for that position.

Lorain Schools is constantly looking to build and strengthen our family with strong candidates who believe in the limitless potential of our scholars. For that reason, we constantly have job postings up and running to potentially attract talented individuals to help us live up to the expectations outlined in the Lorain Promise. It has been a traditional practice to not close job postings on the Applitrack system (the system that collects applications) until a candidate has been placed officially, contracts have been approved and it has been determined that we no longer need to collect applications. As of July 29, 2019 a total 238 applications submitted from external candidates for posted teaching positions in 2019. Currently there are 49 “certificated” job postings on the Applitrack system however, that does not reflect the current number of open positions.

As of August 1, 2019, teachers have been hired officially or offer letters have been extended for all but six teaching positions. The remaining open positions are on track to be filled within the next two weeks. All building administrator positions have been filled and an announcement detailing any leadership changes is forthcoming. If you have any additional questions about your scholar’s education or your scholar’s school, we invite you to hear more about the upcoming school year at our Back to School Extravaganza on August 10th. Your school leaders and teachers will be the best people to ask about all that is in store for your child as we continue to put the best interest of *Scholars First*.

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