



Human Resources Office  
1212 NE Fogarty Newport, OR  
97365  
Mailing Address: PO Box 1110,  
Newport, OR 97365  
T 541-265-9211 | F 541-574-0511 | [www.lincoln.k12.or.us](http://www.lincoln.k12.or.us)



★ CENTRAL OREGON COAST ★

11/30/2021

## LCSD HR 2021-2022

### Current State:

- 60 unfilled classified positions
- 9 classified started and quit already since September
- 8-10% licensed staff out daily (similar to pre-COVID); lower fill rate due to fewer subs (3-4 unfilled daily)
- Addition of permanent long-term licensed subs to Oceanlake, Taft Elementary, Taft High (2), Yaquina View
- 6 Special Education teacher resignations, 11 licensed total since 8/25/21
- 131 FMLA eligibilities (4+ days out in a row, intermittent leave, long-term leaves, etc.): COVID, surgeries, babies, family illness
- 12 babies-12 weeks each for each staff member (16 staff members)
- Extreme shortages in support staff: Special Education (11/12 schools have openings) and 5 open bilingual (0 applicants)
- Childcare-long wait list (ex: Baby Cubs 17 long)
- Principals and DO Admins subbing daily in classrooms

### Ideas:

- Additional compensation MOUs with both unions
- \$100 incentives for classified subs to sub a whole week in an open position
- Paying certified subs to work in classified positions