

El Camino Real Academy

Staff Recruitment and Retention Programs

In an effort to attract and retain the most effective employees possible, El Camino Real Academy (ECRA) has the following programs:

- 1) Salary schedules that pay an extra \$250 for every year of experience, increments of \$1000 each time you have achieved additional education milestones. These milestones are: BA +15, MA, MA+15, MA +45 and PHD. In addition there are additional \$1,000 increments given for each additional endorsement, if needed and a \$2,000 increment for National Board Certified teachers. When added together we provide competitive salaries with area schools and Districts.

Because of our credit recovery and intervention programs our teachers can volunteer for paid afterschool classes. In addition, we have an intramural sports program which pays coach stipends.

- 2) Extra paid professional training for teachers. Our contract year includes 5 extra days of professional development, in addition we have several half days of professional development. Utilizing grant funds we are able to send staff to conferences and outside training.
- 3) We have a Learning leader council which allows Administrative leadership to have direct access to the concerns and thoughts of licensed staff. There are 4 professional learning communities (organized by grade ranges) where teachers meet to discuss student achievement and data driven teaching strategies to help struggling students.
- 4) In order to assist new teachers, we have a mentoring program for teachers who have pre-level 1 and level 1 licenses.
- 5) We have arranged with NM Highlands University for on-site classes that support Bilingual and TESOL endorsements. In addition, as grant funds are available we pay for required classes when teachers are working on TESOL and Bilingual endorsements.
- 6) We have a staff who cares about each other and one of the most commonly heard comments is that our employees consider ECRA a family. Our staff turnover is fairly low.
- 7) Employees are paid on Thursday every two weeks. Salaries are paid over 12 months.

- 8) The school participates in the New Mexico Public School Insurance Authority program. Through the program the school pays for 60% of the premiums for medical, dental, vision and long term disability. The school pays 100% for a \$50,000 life insurance policy for every employee who works more than 15 hours a week. The program also has employee-paid voluntary life insurance policies for employees, spouses and children.
- 9) Employees participate in the New Mexico Educational Retirement Plan and the New Mexico Retiree HealthCare Plan.
- 10) We provide ten days of personal leave time (vacation and sick time combined) for licensed staff, the time accrues at 4 hours per paycheck (no accrual when there is a third paycheck in a month). Employees can use time that they have already accrued. We also have a Shared Leave Bank for employees who are experiencing unusual health problems and find themselves out of PTO.
- 11) We have additional employee benefit programs such as 457 deferred income programs and supplemental insurance programs.
- 12) We have a full hot lunch cafeteria that has lunches available to staff.