

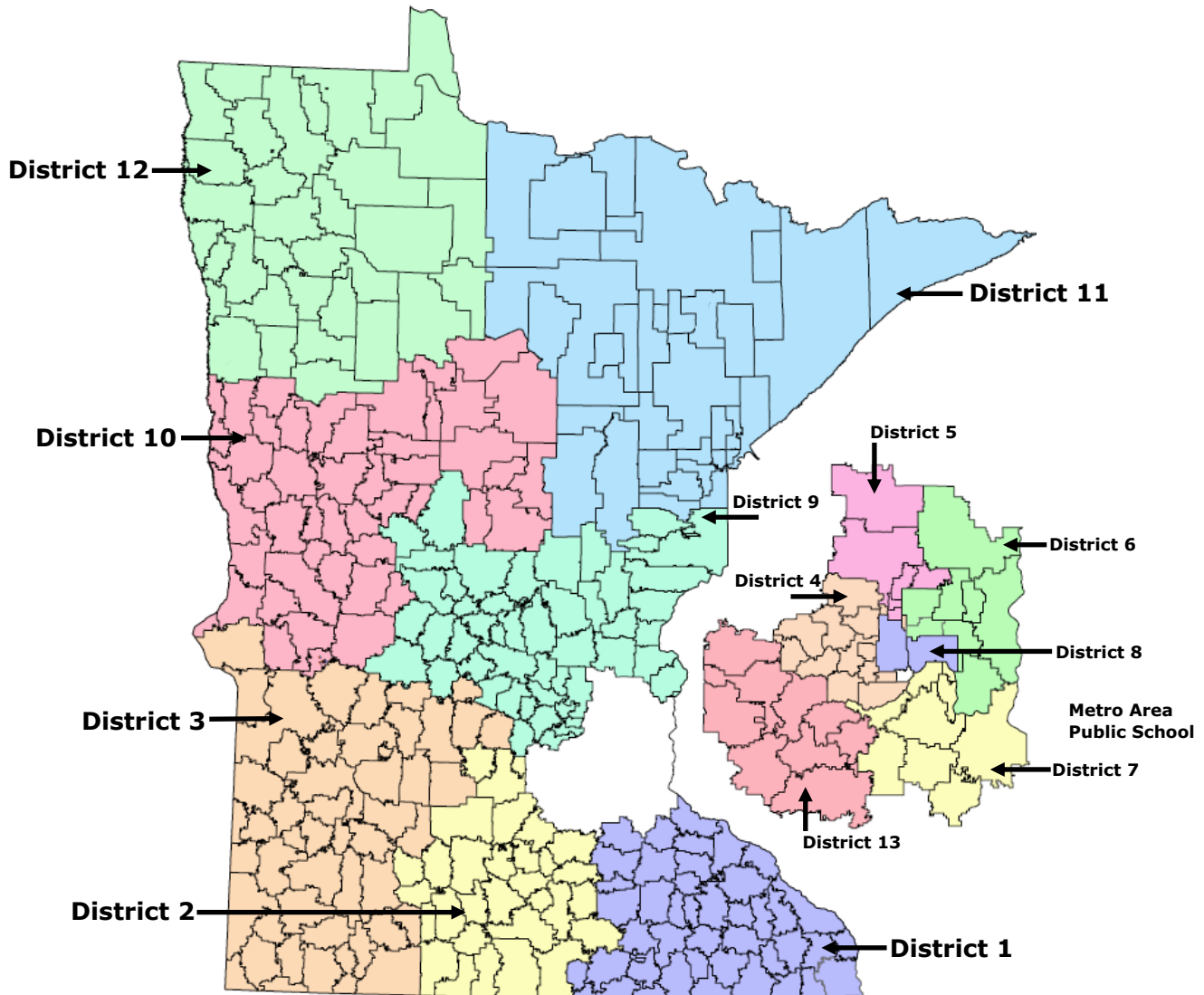


## Spring 2023 Minnesota School Survey Results

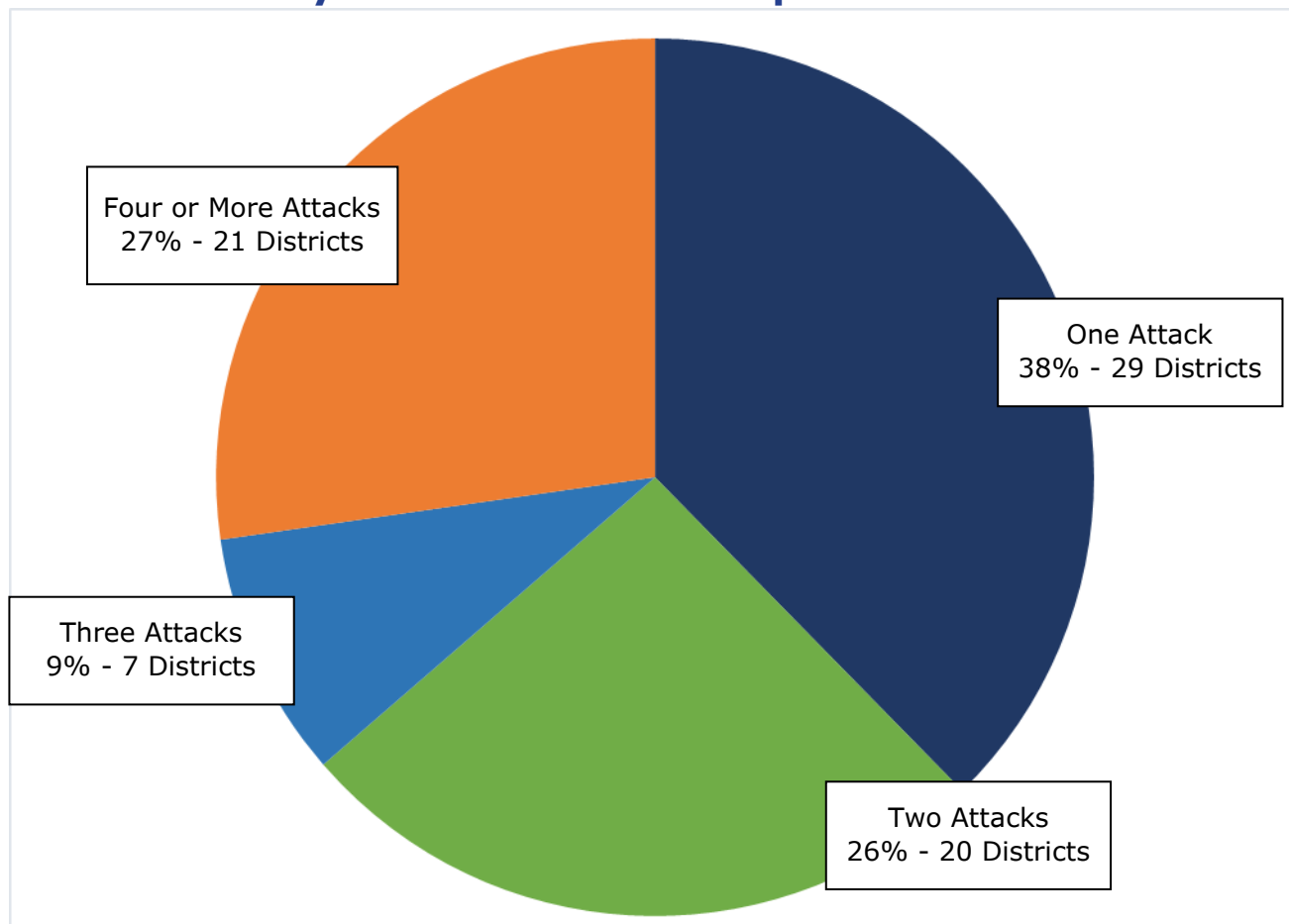
In February 2023, School Districts, Education Districts, and Service cooperatives of MSBA were surveyed in the areas of cyber security, unemployment, staff reductions, staff vacancies, and the school calendar. The survey was completed by representatives of 163 School Districts (out of 330) and 9 other educational entities. The following results are illustrated collectively to show statewide data and also regionally by the MSBA Director Districts.

Scroll through the report or select one of the following links to go directly to the corresponding data.

- [Cyber Security](#)
- [Unemployment](#)
- [Staff Reductions](#)
- [Vacancies](#)
- [School Calendar](#)



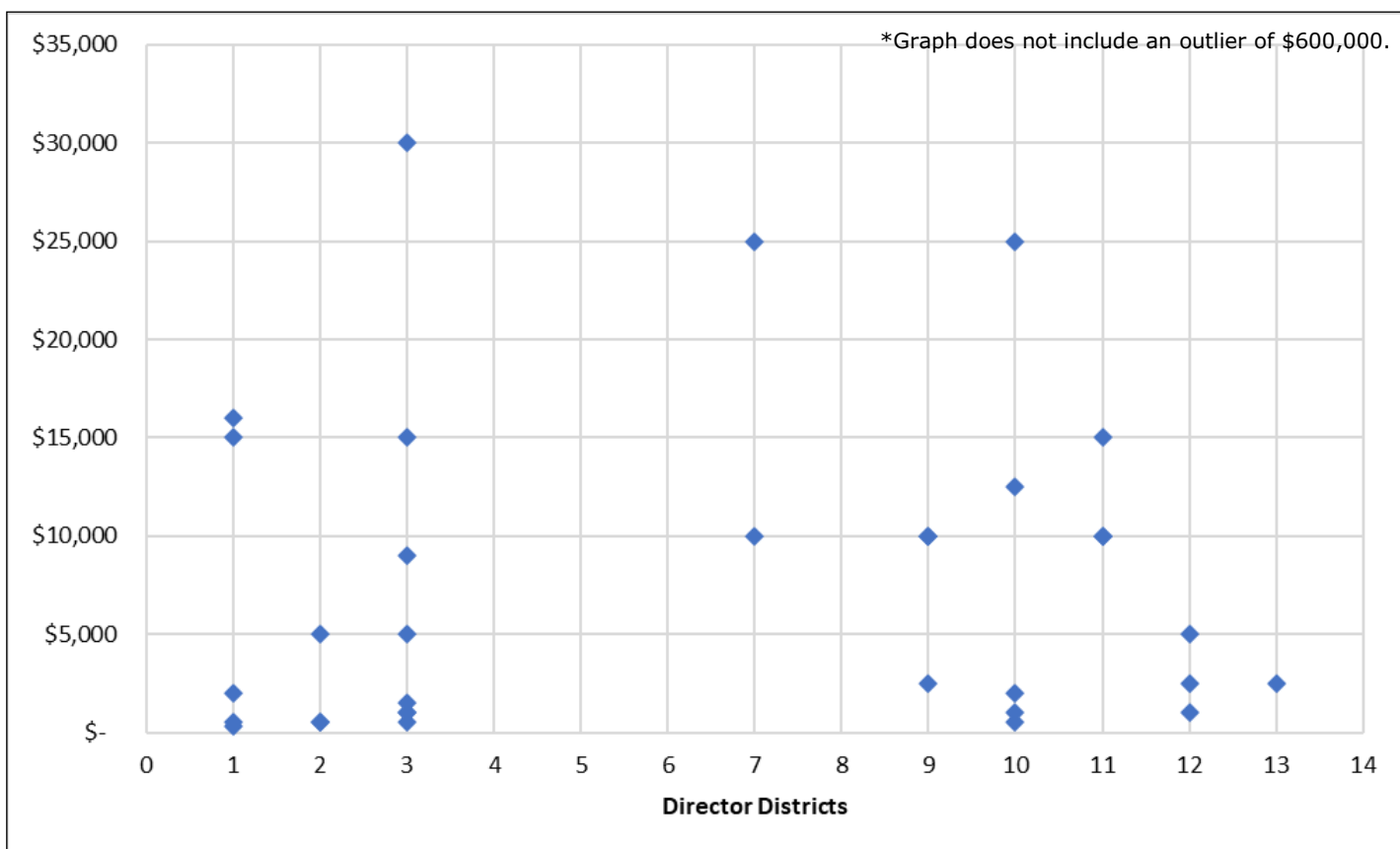
## In the past three years, how many disruptive cyber attacks has your school district experienced?



### Districts with Disruptive Cyber Attacks

	One Attack	Two Attacks	Three Attacks	Four or More Attacks
<b>Statewide</b>	29	20	7	21
<b>DD1</b>	4	2	1	4
<b>DD2</b>	2	12	0	1
<b>DD3</b>	7	4	3	3
<b>DD4</b>	0	0	0	0
<b>DD5</b>	1	0	0	0
<b>DD7</b>	0	0	0	0
<b>DD9</b>	7	1	1	3
<b>DD10</b>	2	3	1	3
<b>DD11</b>	4	0	0	0
<b>DD12</b>	1	4	0	2
<b>DD13</b>	0	0	0	1

## In the past three years, what was the cost of the disruptive cyber attacks your school district experienced?

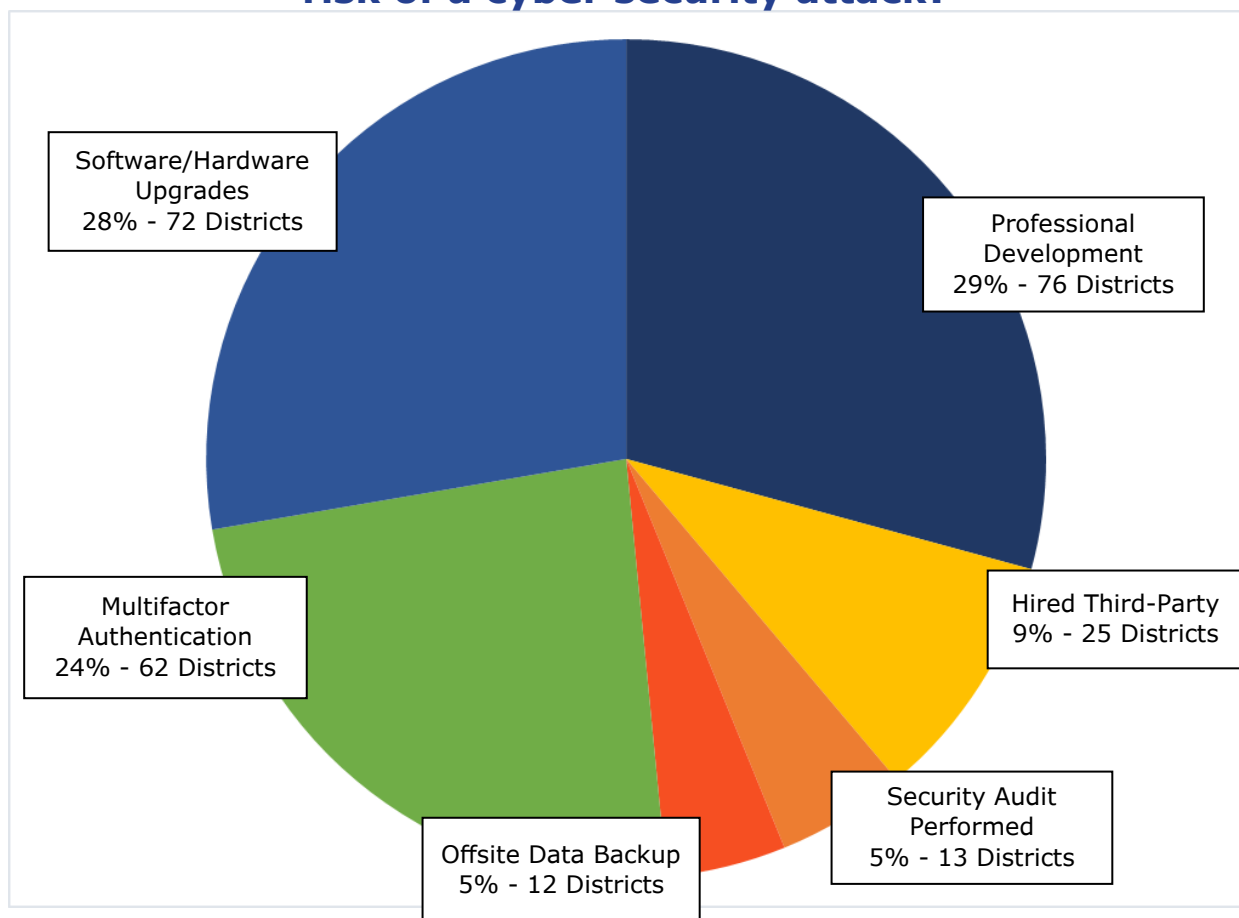


### Cost of Cyber Attacks by Director District

	Total Cost	Average Cost	Lowest Cost	Highest Cost
<b>Statewide</b>	\$912,300	\$114,038	\$300	\$600,000
<b>DD1</b>	\$33,800	\$6,760	\$300	\$500
<b>DD2</b>	\$6,000	\$2,000	\$500	\$5,000
<b>DD3</b>	\$63,000	\$7,875	\$500	\$30,000
<b>DD9</b>	\$622,500	\$155,625	\$2,500	\$600,000
<b>DD10</b>	\$41,000	\$8,200	\$500	\$25,000
<b>DD11</b>	\$135,000	\$33,375	\$10,000	\$100,000
<b>DD12</b>	\$8,500	\$2,833	\$1,000	\$5,000
<b>DD13</b>	\$2,500	\$2,500	\$2,500	\$2,500

## Cyber Security

In the past three years, what steps have you taken to reduce your risk of a cyber security attack?

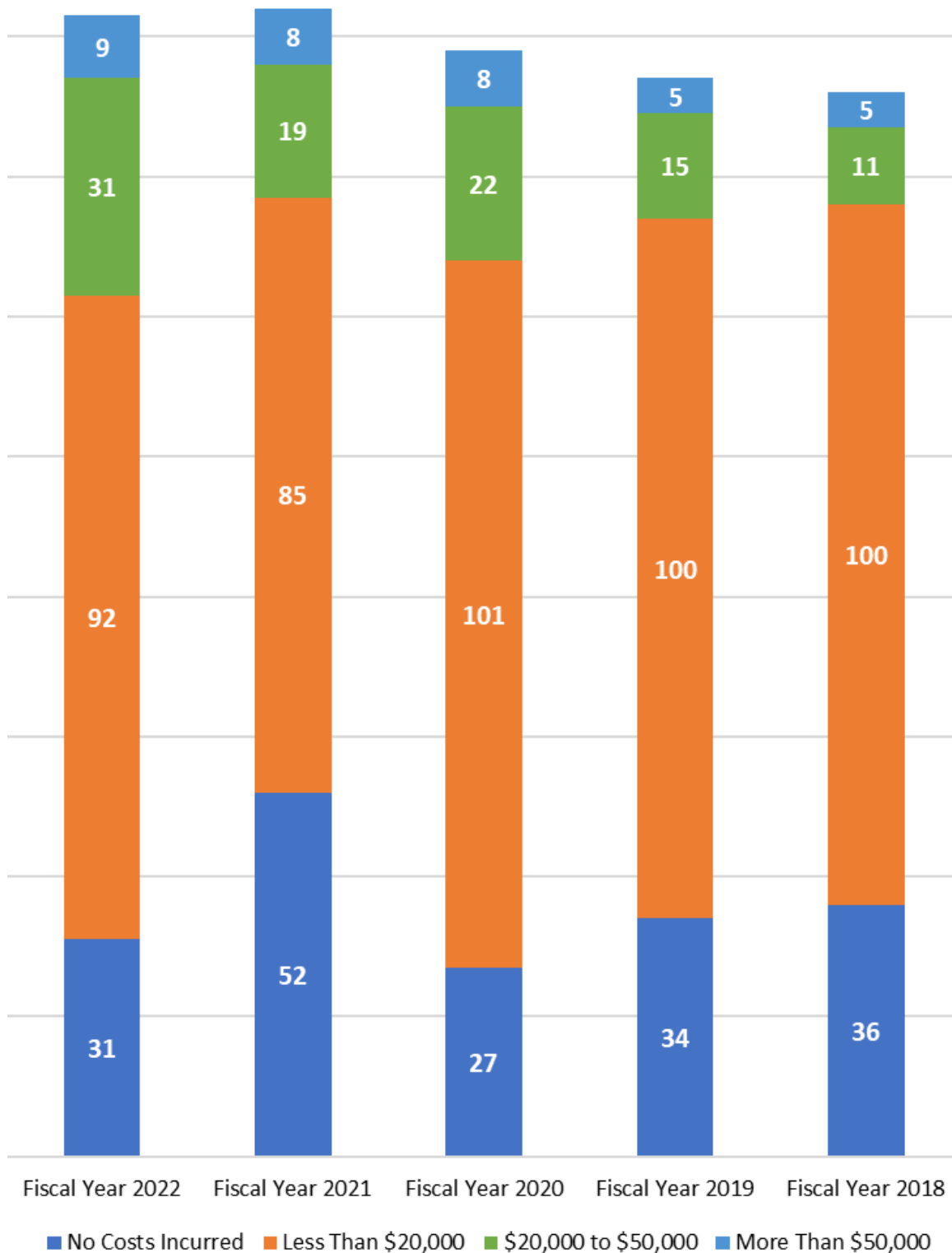


**Types of Security Measures Taken by Districts**

	Professional Development	Hired Third-Party Company	Security Audit Performed	Offsite Data Backup	Multifactor Authentication	Software/Hardware Upgrades
<b>Statewide</b>	76	25	13	12	62	72
<b>DD1</b>	13	3	1	1	12	12
<b>DD2</b>	7	4	1	1	4	5
<b>DD3</b>	20	13	2	2	10	15
<b>DD4</b>	0	0	0	0	1	0
<b>DD5</b>	2	0	1	0	1	0
<b>DD7</b>	0	0	0	0	2	2
<b>DD9</b>	17	4	5	2	8	19
<b>DD10</b>	5	0	1	2	9	7
<b>DD11</b>	5	1	2	2	5	5
<b>DD12</b>	4	0	0	2	7	6
<b>DD13</b>	3	0	0	0	3	1

## Unemployment

What unemployment costs has your school district incurred in Fiscal Year 2018, 2019, 2020, 2021, and 2022?



# Unemployment

## Districts with Unemployment Costs

		No Cost Incurred	Less Than \$20,000	\$20,000 to \$50,000	Over \$50,000
<b>Statewide</b>	FY 2018	36	100	11	5
	FY 2019	34	100	15	5
	FY 2020	27	101	22	8
	FY 2021	52	82	19	8
	FY 2022	31	92	31	9
<b>Director District One</b>	FY 2018	5	16	2	2
	FY 2019	6	15	3	1
	FY 2020	2	16	6	1
	FY 2021	10	11	3	1
	FY 2022	3	16	5	3
<b>Director District Two</b>	FY 2018	1	7	1	0
	FY 2019	0	6	1	0
	FY 2020	1	6	2	1
	FY 2021	2	7	1	0
	FY 2022	2	7	1	0
<b>Director District Three</b>	FY 2018	9	19	4	0
	FY 2019	9	19	4	0
	FY 2020	5	24	4	0
	FY 2021	11	17	5	0
	FY 2022	6	20	6	2
<b>Director District Four</b>	FY 2018	1	0	0	1
	FY 2019	1	0	0	1
	FY 2020	2	0	0	0
	FY 2021	1	0	0	1
	FY 2022	1	0	0	1
<b>Director District Five</b>	FY 2018	1	0	0	1
	FY 2019	1	0	0	1
	FY 2020	2	0	0	0
	FY 2021	1	0	0	0
	FY 2022	1	0	0	1

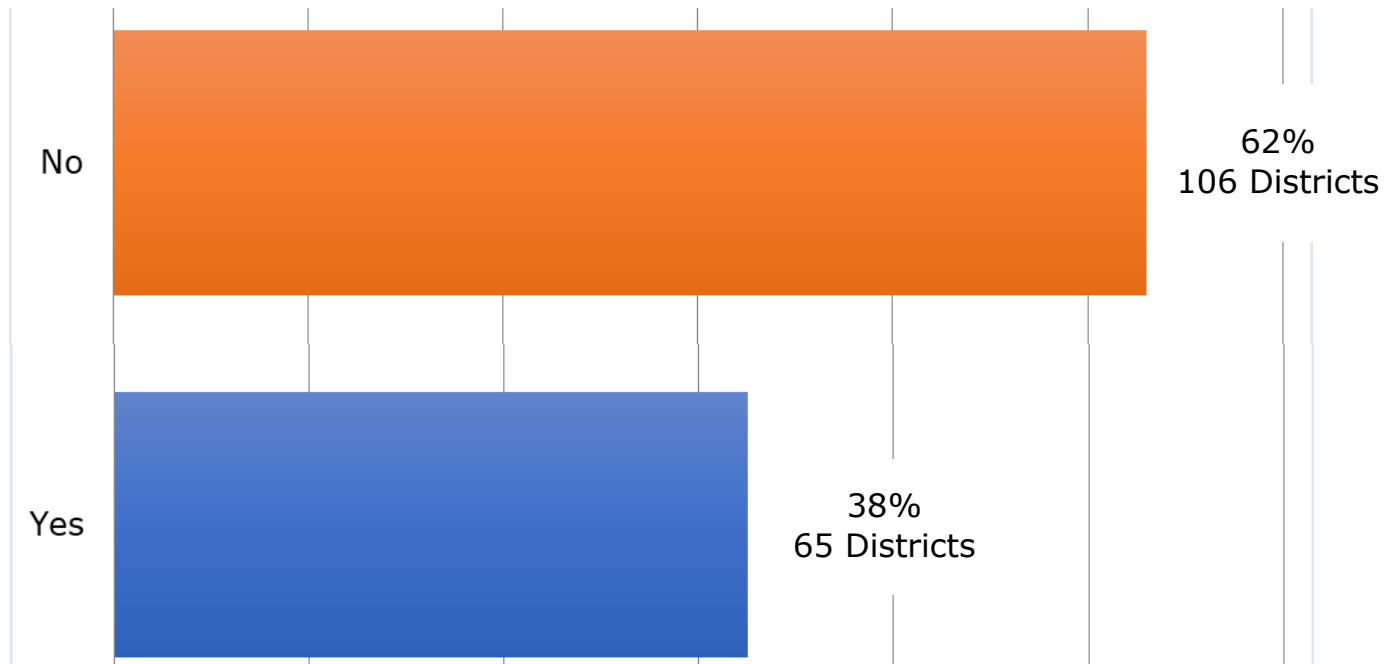
# Unemployment

## Districts with Unemployment Costs, Continued

		No Cost Incurred	Less Than \$20,000	\$20,000 to \$50,000	Over \$50,000
<b>Director District Seven</b>	FY 2018	0	2	0	0
	FY 2019	0	1	1	0
	FY 2020	0	1	1	0
	FY 2021	1	0	0	1
	FY 2022	1	0	1	0
<b>Director District Nine</b>	FY 2018	4	16	5	1
	FY 2019	3	17	4	2
	FY 2020	2	15	3	5
	FY 2021	6	15	3	4
	FY 2022	5	15	6	1
<b>Director District Ten</b>	FY 2018	7	16	1	0
	FY 2019	6	17	1	0
	FY 2020	4	17	2	1
	FY 2021	4	15	6	1
	FY 2022	4	15	5	1
<b>Director District Eleven</b>	FY 2018	2	12	1	0
	FY 2019	2	12	1	0
	FY 2020	2	12	2	0
	FY 2021	4	10	1	0
	FY 2022	3	10	2	0
<b>Director District Twelve</b>	FY 2018	6	9	1	0
	FY 2019	6	10	0	0
	FY 2020	7	8	1	0
	FY 2021	10	6	0	0
	FY 2022	5	8	3	0
<b>Director District Thirteen</b>	FY 2018	0	3	0	0
	FY 2019	0	3	0	0
	FY 2020	0	2	1	0
	FY 2021	2	1	0	0
	FY 2022	0	1	2	0

## Staff Reductions

Does your school district anticipate making any staff reductions in the 2023-24 school year?



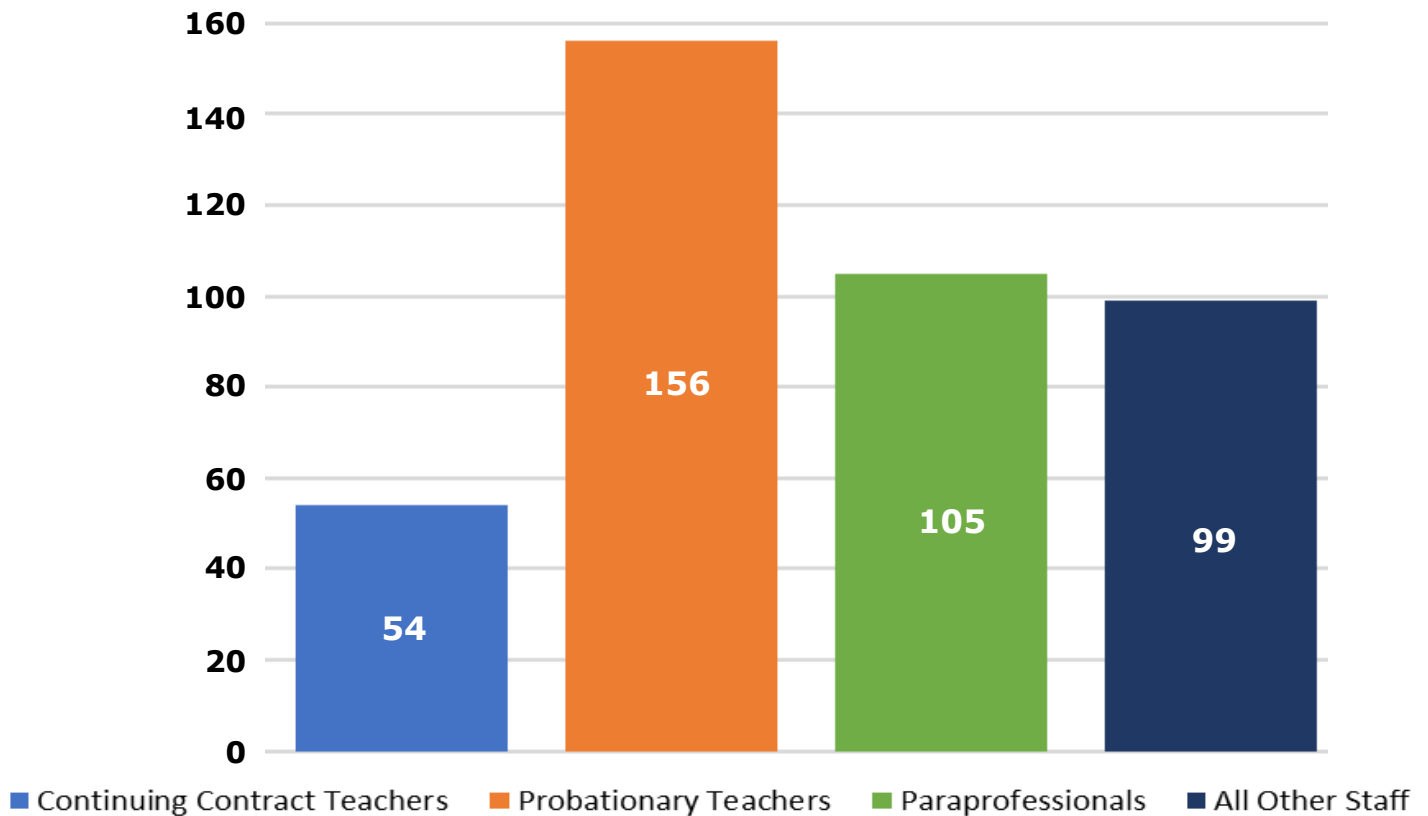
### Likelihood of Making Staff Reductions By Director District

	Yes	No
<b>Statewide</b>	65	106
<b>DD1</b>	11	15
<b>DD2</b>	4	8
<b>DD3</b>	11	25
<b>DD4</b>	0	2
<b>DD5</b>	0	2
<b>DD7</b>	2	0
<b>DD9</b>	15	15
<b>DD10</b>	7	19
<b>DD11</b>	10	5
<b>DD12</b>	2	15
<b>DD13</b>	3	0



## Staff Reductions

How many of each of the following positions is your school district proposing to reduce?

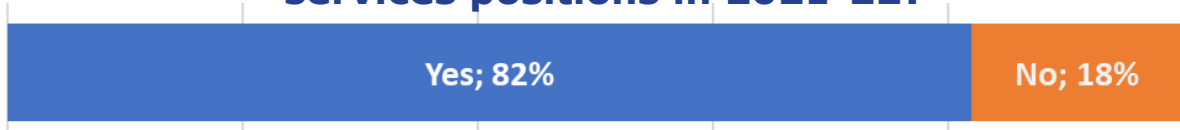


### Number of Positions Being Proposed for Reduction By Director District

	Continuing Contract	Probationary	Paraprofessionals	All other staff
<b>DD1</b>	19	34	33	33
<b>DD2</b>	5	4	4	7
<b>DD3</b>	4	22	10	14
<b>DD4</b>	0	0	0	0
<b>DD5</b>	0	0	0	0
<b>DD7</b>	0	12	0	0
<b>DD9</b>	7	32	18	15
<b>DD10</b>	2	26	18	8
<b>DD11</b>	4	13	12	8
<b>DD12</b>	0	0	1	2
<b>DD13</b>	13	13	9	12

## Staff Reductions

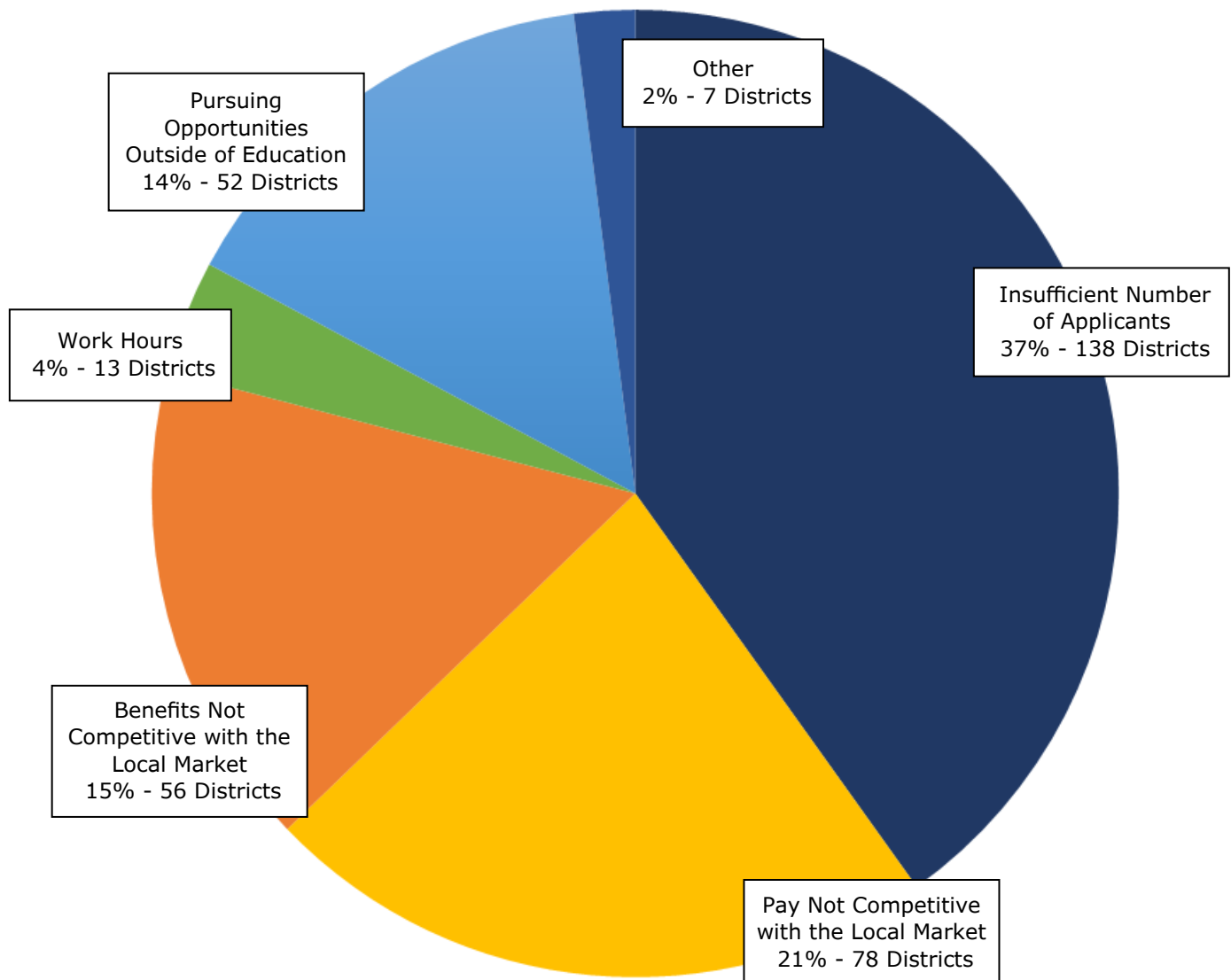
Did you have openings for student support services positions in 2021-22?



Were you able to fill all the openings for student support



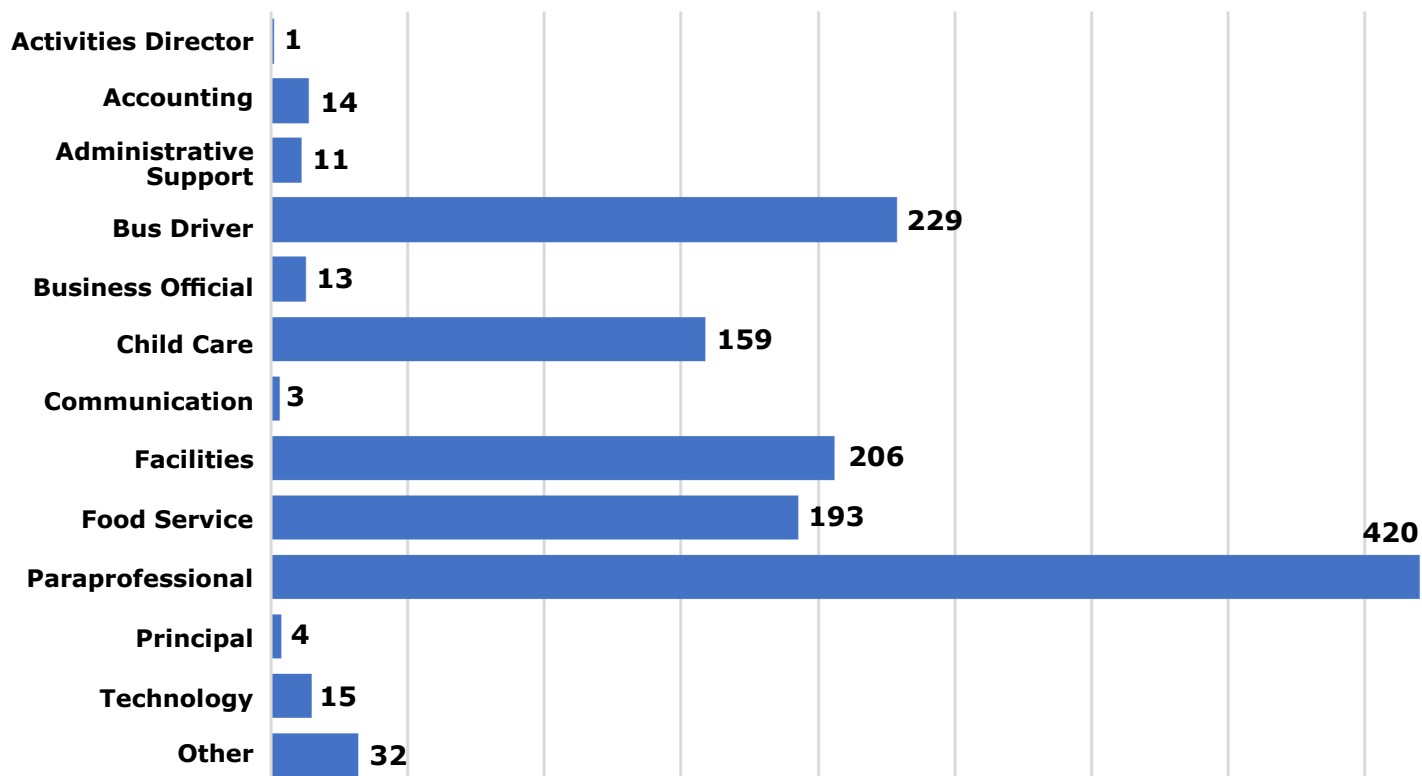
What are the reasons for the student support services labor shortages?



# Vacancies

For the 2022-23 school year, how many vacancies was your school district unable to fill for the following non-teaching positions?

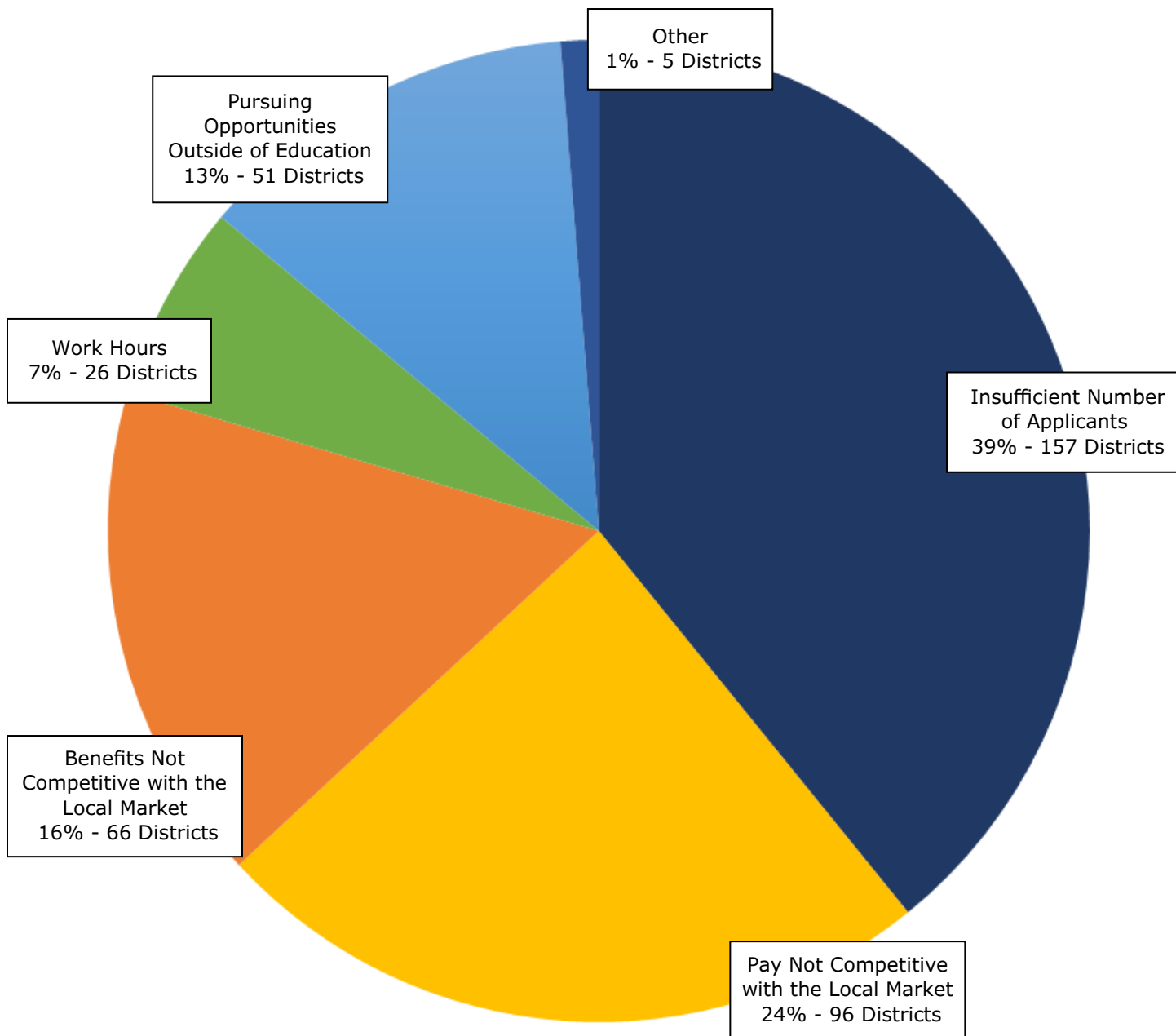
## Number of Unfilled Non-teaching Positions Statewide



## Number of Vacancies for Non-teaching Positions by Director District

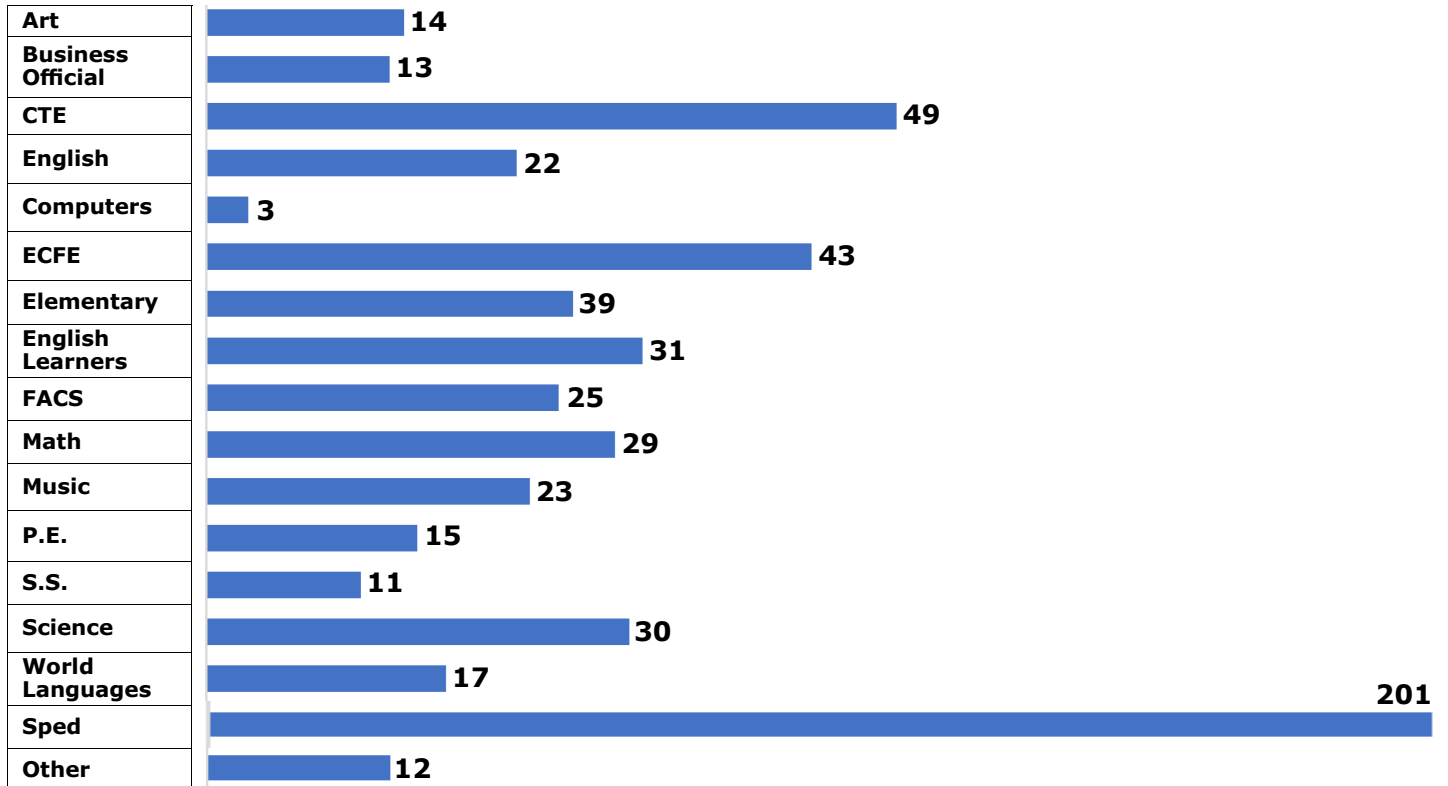
	Statewide	DD1	DD2	DD3	DD4	DD5	DD7	DD9	DD10	DD11	DD12	DD13
Activities Director	1	0	0	0	0	0	0	0	0	0	1	0
Accounting	14	2	0	4	0	0	0	4	1	2	1	0
Administrative Support	11	0	0	4	1	1	2	1	1	2	0	0
Bus Driver	229	29	14	41	10	10	6	37	36	26	22	2
Business Official	13	1	1	0	0	0	2	3	6	0	2	0
Child Care	159	24	16	22	6	6	12	37	18	14	0	4
Communications	3	0	0	0	0	0	0	1	0	0	2	0
Facilities, Maintenance	206	42	8	30	6	6	3	38	39	18	11	5
Food Service	193	28	16	39	7	6	6	34	33	10	11	3
Paraprofessional	420	57	26	82	8	6	12	96	60	27	42	4
Principal	4	1	0	2	0	0	0	0	1	0	0	0
Technology	15	1	1	3	0	1	1	5	2	1	0	0
Other	32	2	4	13	0	0	0	1	5	4	2	1

## What are the reasons for the non-teaching labor shortages?



# Vacancies

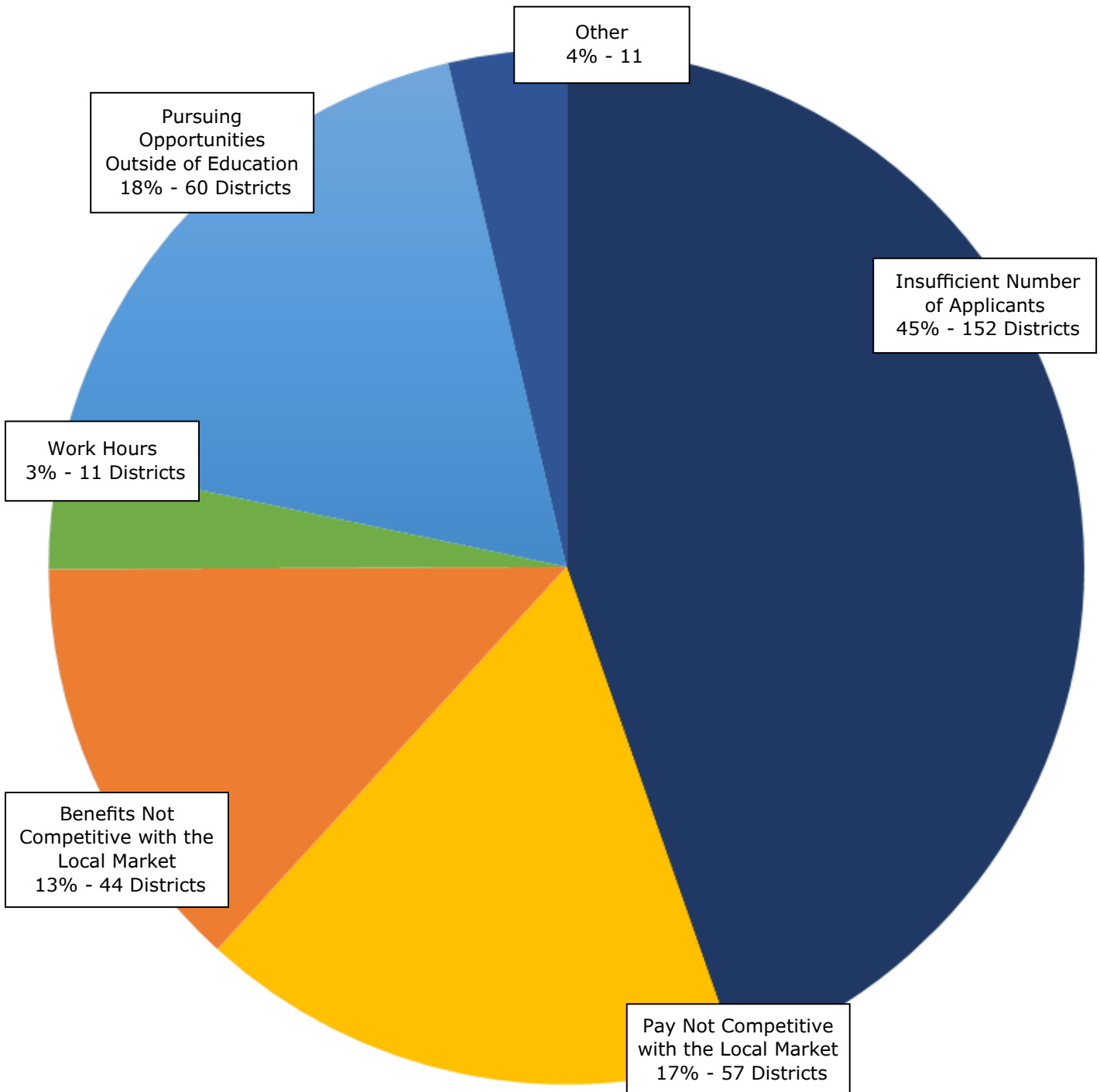
For the 2022-23 school year, how many vacancies was your school district unable to fill for the following teaching positions?



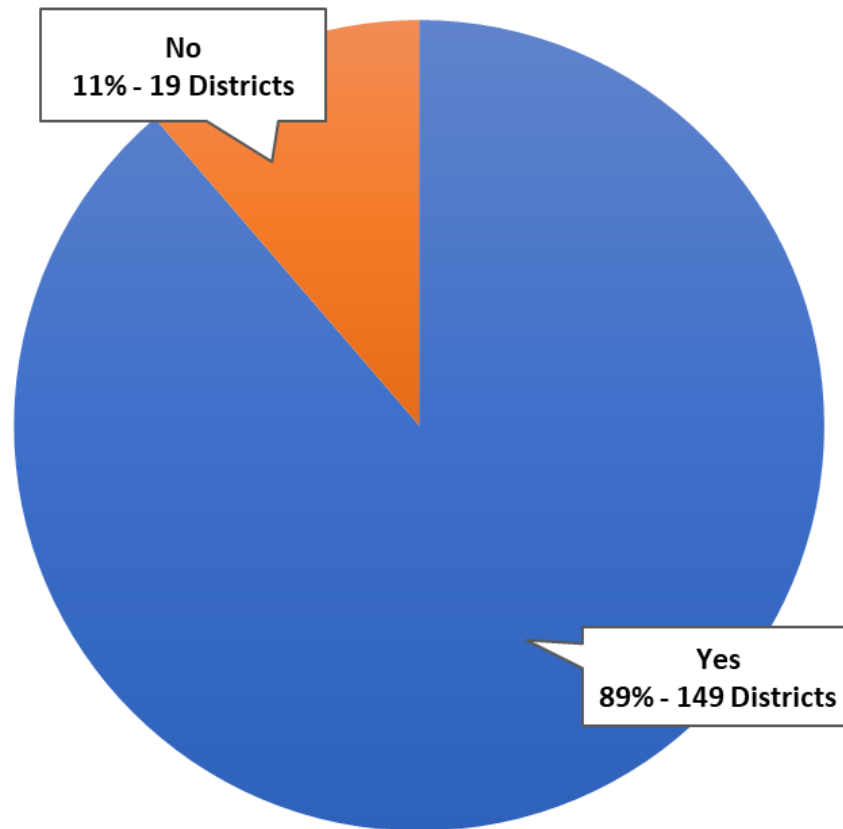
## Number of Vacancies for Teaching Positions by Director District

	Statewide	DD1	DD2	DD3	DD4	DD5	DD7	DD9	DD 10	DD 11	DD 12	DD 13
Art	14	1	1	1	0	0	0	9	0	1	1	0
Business Official	13	1	1	0	0	0	0	3	6	0	2	0
CTE	49	10	3	8	0	1	0	10	6	3	7	1
English	22	0	1	11	0	1	0	6	2	0	1	0
Computers	3	1	0	0	0	0	0	1	0	0	1	0
ECFE	43	4	3	9	1	0	0	15	6	3	2	0
Elementary	39	3	1	11	4	0	3	8	7	1	1	0
English Learners	31	0	4	11	3	0	0	9	3	0	1	0
FACS	25	7	1	1	0	0	0	6	5	2	3	0
Math	29	2	2	8	3	2	1	3	3	3	2	0
Music	23	2	0	9	0	0	0	7	4	0	1	0
P.E.	15	2	1	5	0	0	1	1	2	1	2	0
S.S.	11	1	0	4	0	0	0	1	2	2	1	0
Sped	201	26	11	37	11	6	4	42	40	9	12	3
Science	30	2	4	5	0	0	0	10	4	1	3	1
World Languages	17	3	1	3	2	0	0	5	3	0	0	0
Other	12	3	0	3	0	0	1	0	4	1	0	0

## What are the reasons for the teaching labor shortages?



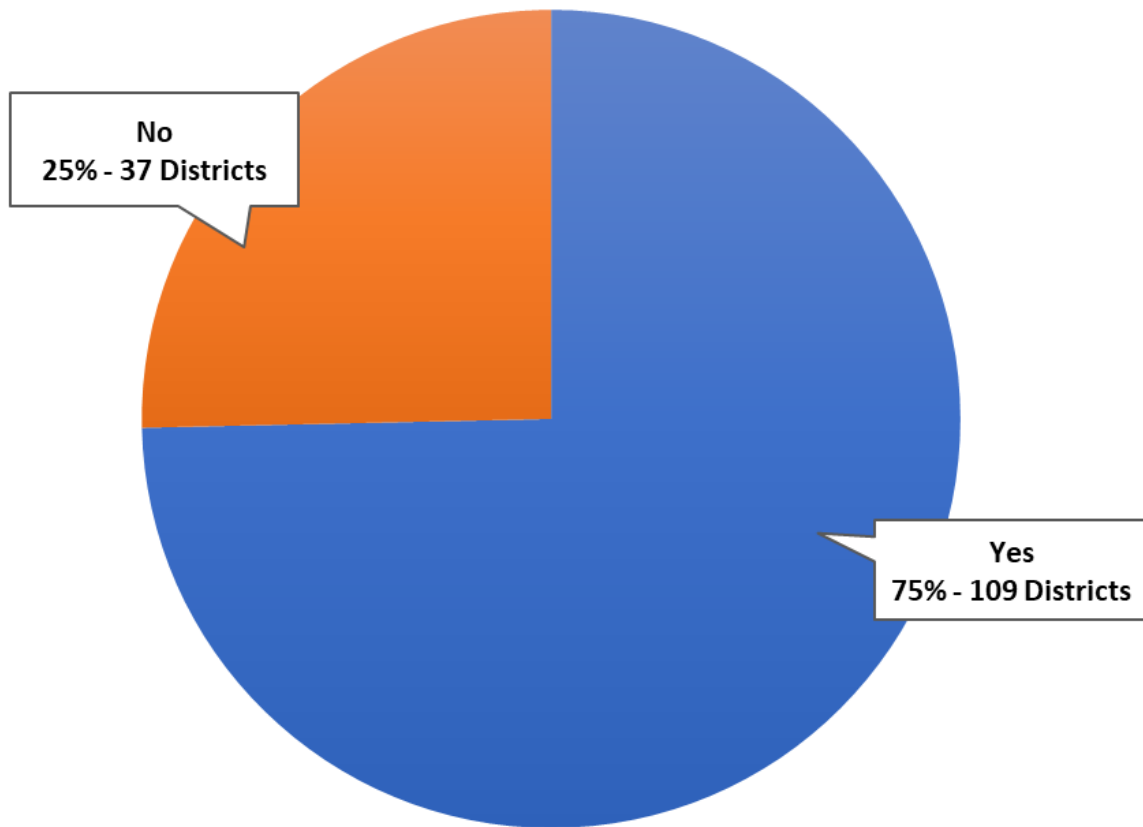
## Would you support or oppose legislation to allow school districts the option to start the school year prior to labor day?



### Legislative Support for Start Date Prior to Labor Day by Director District

	Support	Oppose
<b>Statewide</b>	149	19
<b>DD1</b>	25	2
<b>DD2</b>	12	0
<b>DD3</b>	31	4
<b>DD4</b>	2	0
<b>DD5</b>	0	2
<b>DD7</b>	2	0
<b>DD9</b>	26	4
<b>DD10</b>	20	4
<b>DD11</b>	12	3
<b>DD12</b>	17	0
<b>DD13</b>	3	0

**If school districts were permitted the option to start the school year prior to Labor Day, would your school district exercise option?**



**Likelihood of Exercising Option to Start School Before Labor Day by Director District**

	Yes	No
<b>Statewide</b>	109	37
<b>DD1</b>	20	4
<b>DD2</b>	8	3
<b>DD3</b>	23	8
<b>DD4</b>	2	0
<b>DD7</b>	1	1
<b>DD9</b>	19	6
<b>DD10</b>	12	8
<b>DD11</b>	8	3
<b>DD12</b>	14	3
<b>DD13</b>	2	1