

Teacher Turnover Calculation Worksheet

Does your district struggle with experienced teachers leaving? If so, use this tool to help you determine how much it cost your District when a teacher leaves. Your local bargaining team can use this information to help strengthen any argument at the negotiations table.

Step 1:

How much does your District spend on recruiting, per teaching position? (A)



How much does your District spend on processing & onboarding each new teacher? (B)



How much is your District's signing bonus? (C)



Total cost to District, per teacher (D)

Step 2:

"D" X # of employees leaving = total cost to the District

Step 3:

Calculate retention rate = # of employees – employees leaving / # of total employees

Step 4:

Determine how much increasing retention will save the District.

...how much would the District save if retention was increased by 1%?

...how much would the District save if retention was increased by 2%?

...what sort of things could the District pay for when they save money on teacher retention?

