

Human Resources Department

Board Report

Month: May 2025

Administrator: Meredith Lewis/ Tom Zahrt

Update:

Employee Contract Renewal Process

The HR Department is making steady progress in the Employee Contract Renewal Process for all non-bargaining employees. New 2025-26 contracts will be distributed to employees on May 30, 2025.

Special Education Paraprofessional Pathway Rollout

The HR Department is continuing to implement the new Special Education Paraprofessional Pathway to support a smooth transition for all impacted employees. To ensure paraprofessionals understand the new program and have all their questions answered, HR conducted in-person sessions at each site. The sessions provided detailed explanations of the new process and offered opportunities for employees to engage directly with members of the HR team.

Culture and Belonging Team

On February 4, the Culture and Belonging Team officially launched with the onboarding of 23 members. Since then, the team has participated in monthly team building and learning activities. Throughout the 2024–25 school year, team members — including the Director of Culture and Belonging — have designed and facilitated a series of professional learning opportunities tailored to various departments:

- **Operational Supports:** A five-session series for staff in the Business Office, Communications and Community Engagement (CCE), and Human Resources (35 participants)
- **CCE, Transportation, Facilities, and Technology:** A three-session series (75 participants)





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Operational Supports

- **Cross-Functional KRESA Staff:** A four-session series for a diverse group of employees (20 participants)
- **Administrative Team:** A five-session series co-facilitated with the Executive Director of Human Resources (30 participants)

Survey results from these sessions indicate that KRESA staff feel better equipped to approach their work through the lens of culture and belonging. This progress directly supports KRESA's Continuous Improvement Focus Area #1: cultivating a positive, welcoming, safe, and inclusive environment for all.

Action Item:

N/A

Fiscal Impact:

N/A

Attachments:

N/A

