

**Human Resources Report
August 2021 Activities**

1) Staffing Updates:

Number of staffing changes Received by HR during the month of August. This is a summary of the consent agenda.

	Certified	Non-Certified
# New Hires	29	4
# Retirements	0	3
# Resignations	6	14
# Leave of Absences	NA	1
# Extensions	NA	NA
# Summer School	NA	NA
# Promotions	NA	NA
# Demotions	NA	NA

2) Benefits updates:

All of our new hires have generated the largest increase in enrollment for benefits that the district has seen in years. The benefits department currently has 90 enrollments to complete by the end of September.

3) Certified Updates:

August was our busiest month between doing full cycle hiring and onboarding of certified staff. The majority of our positions are filled, we are still working through some hard to fill LTS, specialist and ESSER/TOSA positions. The opening meeting with the Union has been scheduled for September 24.

4) Non-Certified Updates:

HR has quickly shifted hiring efforts to all of our non-cert positions. Staffing shortages have been very prevalent in our pools for qualified candidates. We have intro meetings with three of our non-cert unions regarding negotiations taking place on Friday, September 17.

5) HRIS & Payroll Updates:

Working on DDWIAA and EEA back pay; DDWIAA group will be receiving their back pay on the September 17, 2021 paycheck. EEA group will hopefully be receiving their back pay on the October 1, 2021 paycheck. Updated Paraprofessional sick bank and started

working on the Teacher sick bank. Working on modifying and building reports in Skyward to assist in step increases, bargaining unit rosters and other payroll processes. Updating employee assignments so they are paid correctly.

6) Additional Updates:

We rolled out our new sub system through Frontline. There are still some technical items we need to work through as we adjust to a new system. HR has partnered with other departments to develop and add to the Safe Learning Plan.