

ITEM FOR INFORMATION**HUMAN RESOURCES DEPARTMENT REPORT****SUMMARY**

The Human Resources Department will provide its annual department report, including recent accomplishments as well as goal areas focused on current and future efforts.

BACKGROUND

The BSD Human Resources Department serves all district employees throughout their tenure, from recruitment and hire to resignation or retirement. The team serves the needs of all regular employees, licensed and classified substitutes, coaches and contractors working on special projects.

Human Resources manages relationships and problem solving with employee associations, negotiates employee contracts, recruits, hires and supports staff, administers employee leaves and other contractual benefits, and sets and prepares ongoing employee compensation. Human Resources staff also train, mentor and coach staff and leaders. As a part of ongoing efforts at talent acquisition, the HR team engages in strategic partnerships with other agencies and higher education to create pathways for employee growth. Human Resources works collaboratively with operational departments as well as instructional departments and schools to support all areas of employee management and growth.

The Chief Human Resource Officer and executive team will share highlights of current accomplishments in the Human Resources Department as well as the areas of focus for future goals to support the district's strategic plan and leadership goals.

RECOMMENDATION

Staff will present information on the Human Resources Department. No action is needed.

Belong. Believe. Achieve.