

Human Resources Report

June 2026



2025-26 HR By the Numbers

Hires Processed: 136

Individuals Open Enrolled in Dental and Health Insurance Plans: 400+

New Health Insurance Plans: 6

MN Paid Leave Requests Processed: 25

Other Leaves Processed: 17

Workers' Comp Reports: 46

Student Teachers in the District: 14

Collective Bargaining Unit Negotiations: 3





Exit Survey Themes

Positives

- Supportive colleagues
- DO Staff
- Middle School Leadership
- Student Growth & Learning
- Supportive, Approachable & Effective Leadership
- Collaborative Spirit
- Middle School Culture
- Middle School Focus on Teamwork and Student Belonging
- Quality Colleagues

Needs Improvement

- Building Level Onboarding
- Student Behavior & Discipline
- Staff Feeling Uninformed & Unprepared
- Lack of Buy-in From Staff Regarding Continuous Improvement
- Para Compensation
- Follow-Through on Initiatives
- Reliance on Staffing Agencies for Paras
- IEP Implementation

Recommendations

- Improve Communication
- Standardize Hiring Practices
- Strengthen Building Level Onboarding
- Enforce Student Behavior Consistently
- Reduce Administrative Burden on Teachers
- Bring the Middle School Model to the High School
- Increase Para Pay



HR Ongoing Projects

District Onboarding & Offboarding Interdepartmental Meetings

HR, Tech, SIS Meet Regularly to Discuss, Build and Standardize Onboarding and Offboarding Procedures

Standardizing Hiring Process

Collaborating with Hiring Managers to Streamline and Standardize the Hiring Process across Departments

Benefits Administration & Education

Meeting Individually with Incoming Staff Rather than Just Giving a Link

Posting in KDS, Emailing Staff Directly, Providing Multiple Meeting Times to Meet Needs of Different Employee Groups

Improving the Employee Experience

Providing Support in Addition to Hiring, Benefits and End of Employment



Staff Support & The Employee Experience

- Meeting with Staff Who Need Extra Support for Life Changes i.e. loss of family member, medical diagnoses, divorce, adoption
- Educating Staff Regarding Supplemental Benefits i.e. Critical Illness Coverage, Employee Assistance Program, Will Writing, Health Care Navigator
- Assisting with Finding Mental Health Supports within our Health Insurance Network
- Taking Part in the Resilience Cohort, 1:1 Monthly Meetings with Cohort Individuals

Proposals and Ideas for 2026-27

- Consider 1:1 or small group meetings with incoming staff, esp. those new to the profession
- Add Kavira Mental Health next year (approximately \$3/month per employee who take insurance)
- Have someone other than a broker come in to talk about retirement and 403B choices. Possibly PERA/TRA
- Have regular coordinator level meetings for support and problem solving
- Set up training times for incoming principals and other hiring managers

