



Human Resources Update

Presented by Jeni Super

Staffing & Recruitment

- Current & Ongoing Vacancies
 - Current: Educational Assistants (multiple), Health Associate, Licensed School Nurse, Nutritional Assistant & Senior Accountant
 - Ongoing: Substitutes, Educational Assistants (Special Education)
- Hard-to-Fill Positions
 - Educational Assistants (Special Education)
 - Substitutes



Red Rover Implementation Update

- Created and rolled out new job application templates
- Reviewed and streamlined all internal forms
- Hiring, Onboarding & Records Modules – went live August 5, 2026
 - # of job postings to date
 - # of applications received to date



Retention & Turnover Trends

- Resignations & Retirement
- Exit Interview Process & Themes
 - The Good
 - Deep appreciation for students, coworkers & community
 - Overall place to work
 - Healthcare salary & benefits
 - Opportunities for improvement
 - Communication
 - Career advancement opportunities – Educational Assistants & Custodial
 - Fairness of pay
 - Supervisor Recognition



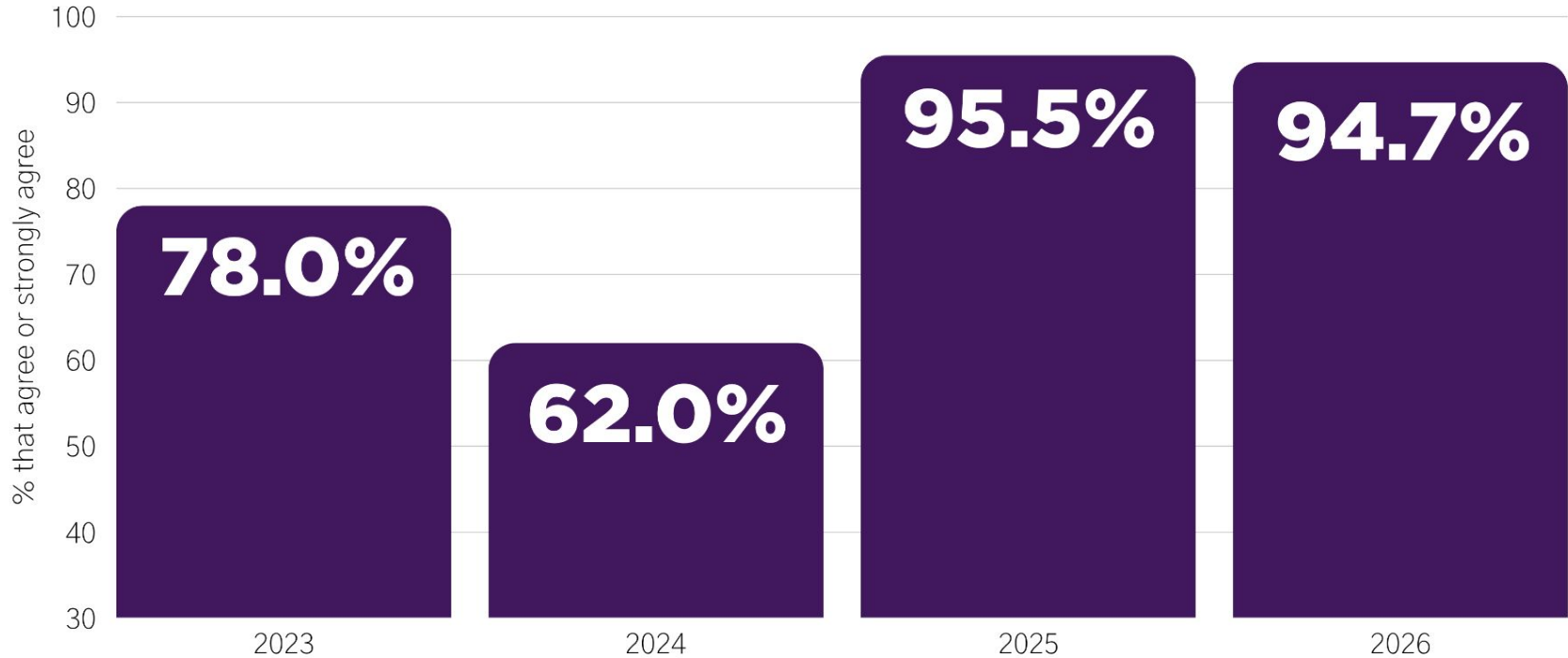
Staff Survey Results

- 284 staff completed this year's survey. A decrease from 333 in 2025, but similar to previous years including 2024 (276) and 2023 (271).
- Building Breakdown: High School (58), Middle School (54), Laketown (50), Southview (40), Bayview (36), Early Childhood (29), District Office/Community Ed (15), WLC (1)
- Employee Group Breakdown: WEA (181), ESP (63), Other (39)



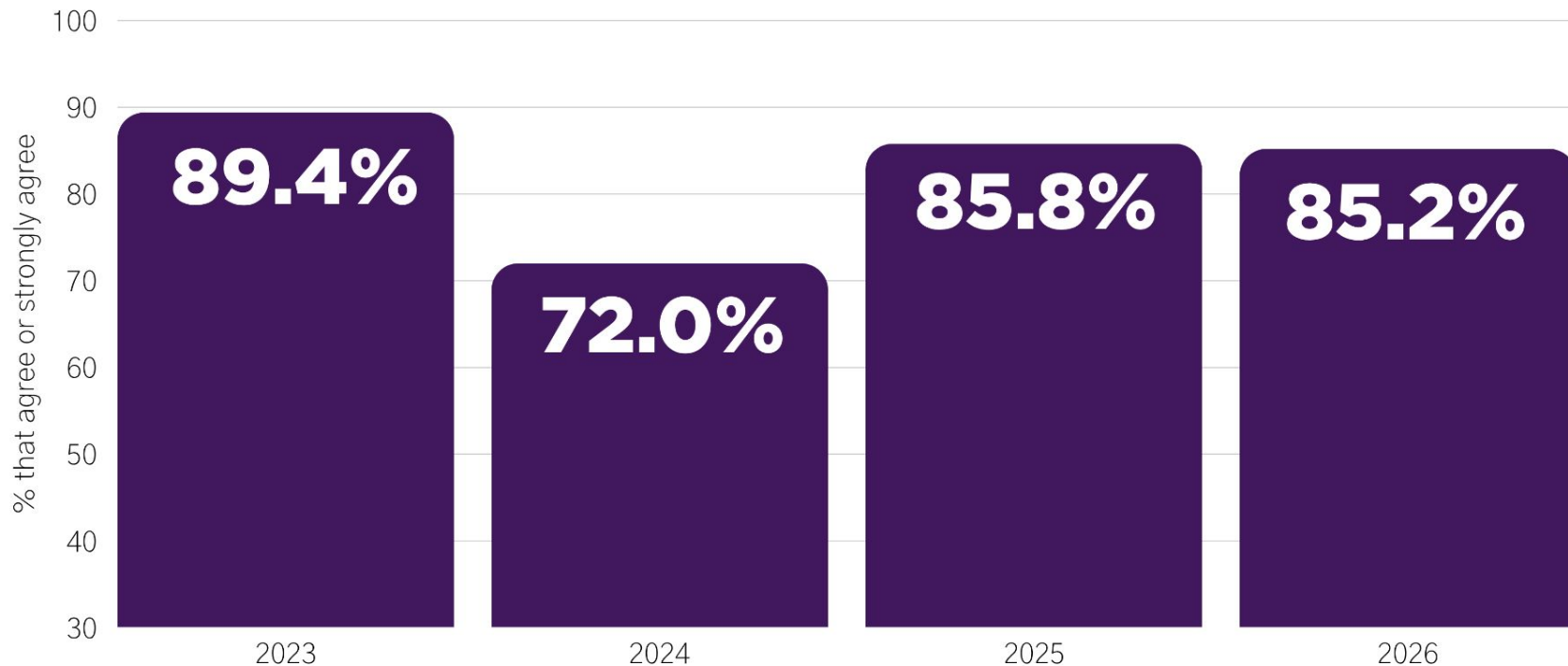
“I am proud to be part of and work in District 110”

Four-Year Trend



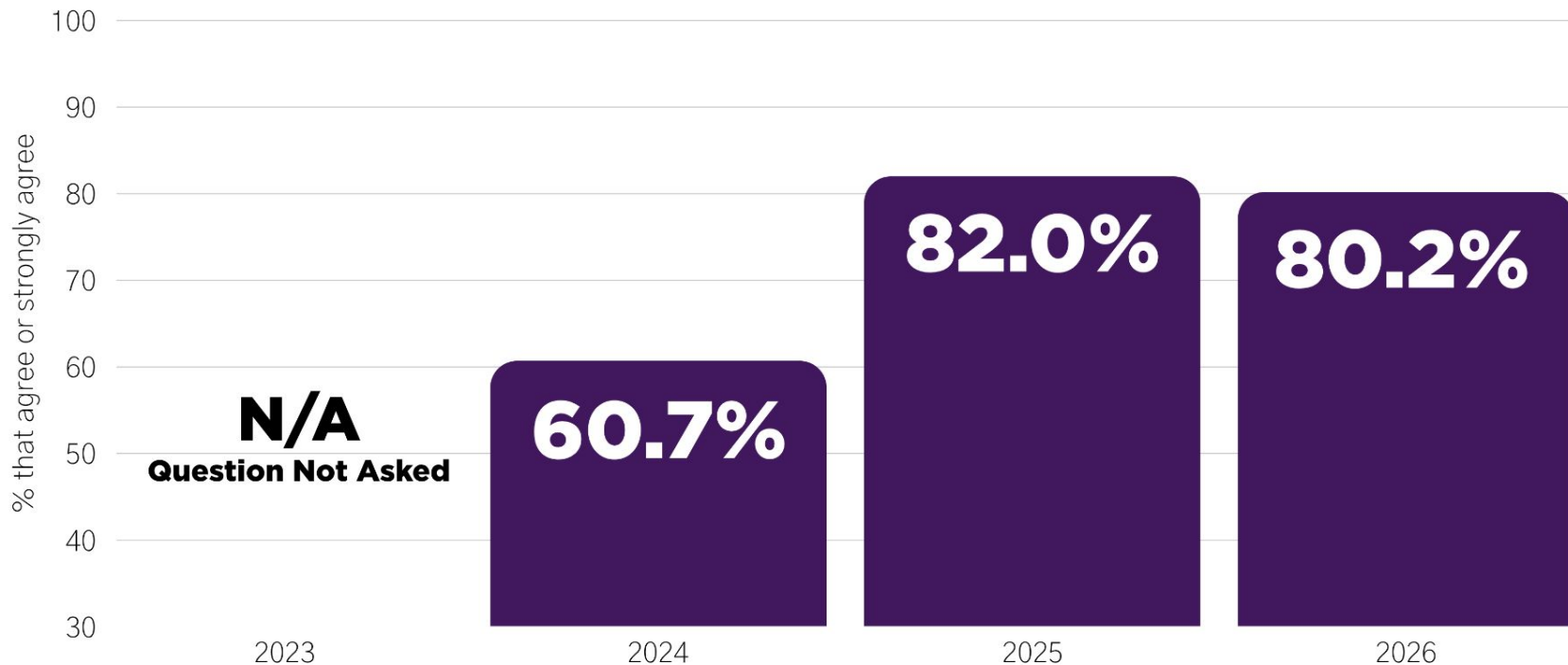
“I feel safe and supported at work”

Four-Year Trend



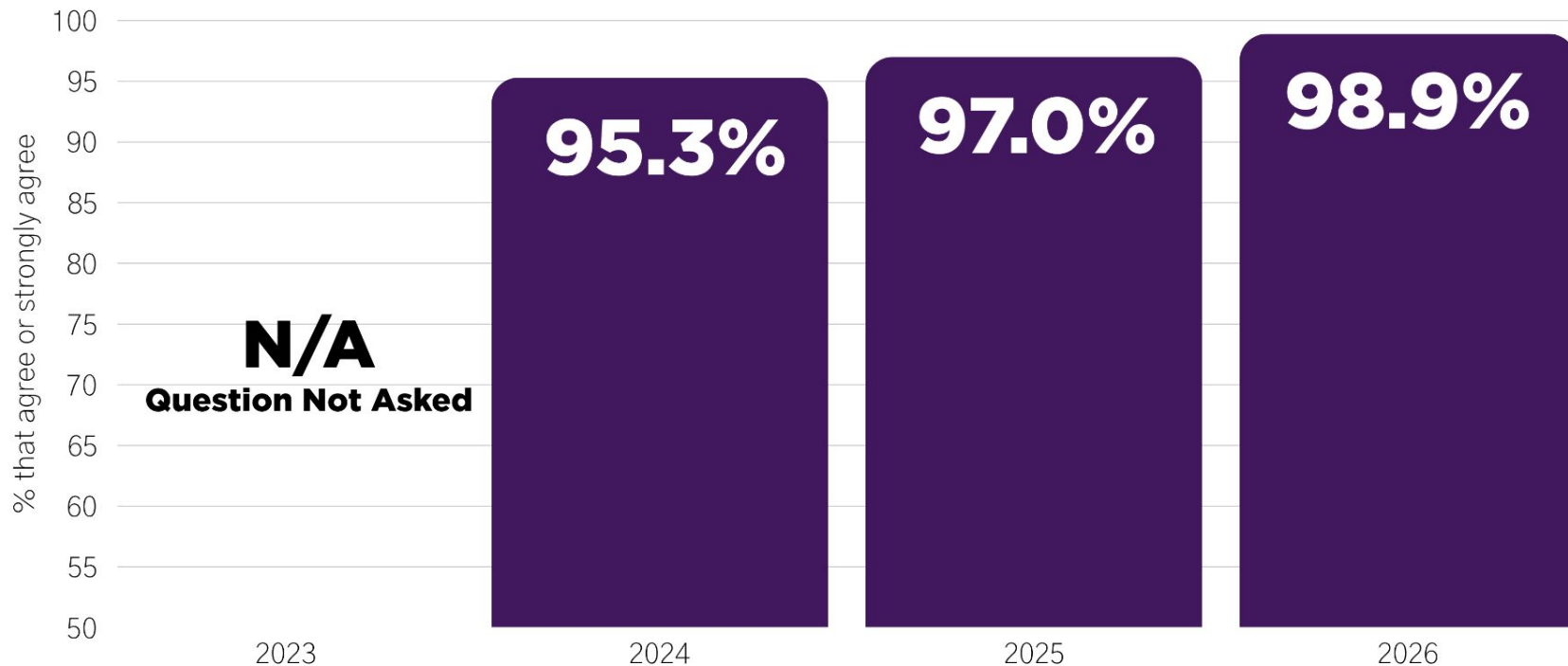
“I feel welcomed, respected and heard at work”

Four-Year Trend



“I feel that I am engaged and productive in my position”

Four-Year Trend



Negotiations & Work Agreement Renewals

- **Completed for 2026-2027**
 - Directors & Managers
 - Educational Support Professionals
 - KidSpace Site Leads & Leads
- **2027 & Beyond - EVERYONE**
 - Administrative Support Professionals
 - Community Education - Secretary/Clerical
 - Community Education - Supervisors and Coordinators
 - Confidential
 - Custodial/Maintenance (SEIU 284)
 - Educational Support Professionals
 - KidSpace Site Leads & Leads
 - Nutritional Services (MSEA)
 - Principals
 - Waconia Education Association (WEA)
 - Unaffiliated 9-Month
 - Unaffiliated Directors & Managers
 - Unaffiliated Supervisors and Coordinators
 - Unaffiliated Technology





Questions?