



Prepared for: North Bend School District Board of Directors
Prepared by: Tim Crider, Interim Superintendent
Meeting Date: November 13, 2025

Human Resources Update

NO ACTION REQUIRED

The Human Resources Department strives to recruit, select, promote, and retain highly qualified licensed, classified, confidential, and administrative staff to help fulfill the District's promise where "Every North Bend student is known, valued, and supported on their path to high school graduation and future success."

The department is responsible for the full range of human resource services and programs to enhance the efficiency and effectiveness of the organization including: recruitment and selection, retention, classification and compensation systems, benefit administration, regulatory compliance, employee/labor relations, training, personnel policy development, administration and updates, and personnel records management.

Substitute Staffing

The district continuously attempts to increase our substitute staffing pool of educators, both classified and certified. Banners are posted at all schools, website posts are made, open positions are listed on our employment webpage, and weekly interviews for subs are conducted if applicants are available. Individuals interviewing for permanent positions are strongly encouraged to enter our sub pool to gain experience and learn about our different positions in the district while awaiting permanent positions.

Fill Rates averages for both certified and classified absences are increasing (numbers reflect teachers and educational assistants, positions directly working with children):

Teacher (certified) fill rate:

2025-26 – YTD 96%
2024-25 – 95%
2023-24 - 92%
2022-23 - 85%
2021-22 - 87%

Educational Assistant (classified) fill rate:

2025-26 – YTD 60%
2024-25 – 56%
2023-24 - 40%
2022-23 - 27%
2021-22 - 19%

Staffing Updates:

November 2025 North Bend School District Full Time Employee (FTE) Count:

Certified – 108 FTE

Classified – 119 FTE (includes open positions)

Confidential – 7.8 FTE

Admin/Supervisor – 16.5 FTE

November 2024 North Bend School District Full Time Employee (FTE) Count:

Certified – 121.5 FTE

Classified – 117.3 FTE

Confidential – 7.5 FTE

Admin/Supervisor – 18 FTE

19 Newly hired employees YTD:

2 Administrator

1 Certified (Rehire of a temporary teacher from 2024-25)

17 Classified

48 Newly hired employees 2024-25:

1 Administrator

1 Supervisor

8 Certified

24 Classified

3 Non-Rep

66 Newly hired employees 2023-24:

1 Administrators

14 Certified

44 Classified

1 Confidential

50 Newly hired employees 2022-23:

1 Administrator

11 Certified

37 Classified

1 Confidential

Current Open Positions:

Coaching positions

Educational Assistants