

## Human Resources Department

Board Report

**Month:** August 2025

**Administrator:** Meredith Lewis/ Diane Owen-Rogers

**Update:**

### **Celebrating a Strong Start to the School Year: Successful Recruiting and Hiring**

We are entering the new school year with historically low vacancies, thanks to strong summer recruiting and our focus on internal career development. This summer, five staff members were promoted from Para/Technical Assistant to Teacher/Instructor roles, reflecting both the talent within our organization and our commitment to creating clear career pathways. In addition, 14 new certified staff have joined us since mid-June or will be starting in the coming week. These results demonstrate the success of our recruitment strategies and our ongoing dedication to developing and retaining exceptional staff.

### **Humanex Survey Results/Culture & Belonging Roadmap**

The Director of Culture and Belonging facilitated 21 meetings with administrative groups between May and August to analyze Humanex culture survey data and plan for Culture and Belonging related Continuous Improvement work for the 2025-2026 school year. Dr. Owen-Rogers will be providing support in facilitating data analysis conversations and professional learning aligned with Culture and Belonging themes with various groups of staff as part of beginning of the year meetings into the Fall.

### **Union Negotiations**

At our July 15 meeting, KRESA presented a comprehensive proposal to the KCTEA negotiation team. The teams met again on July 29, at which time the KCTEA bargaining team did not present any new proposals. Instead, they provided a written summary of their current position and formally requested mediation.





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## Operational Supports

KRESA responded with a counterproposal, contingent on the union presenting our most recent offer to its members for a vote. The union bargaining team declined this condition and opted to proceed with mediation. A state-appointed mediator will meet with both parties in August to begin that process.

**Action Item:**

N/A

**Fiscal Impact:**

N/A

**Attachments:**

N/A

