

**Human Resources Report
May, 2021**

1) Staffing Updates:

Number of staffing changes Received by HR during the month of May. This is a summary of the consent agenda.

	Certified	Non-Certified
# New Hires	4	5
# Retirements	2	3
# Resignations	7	9
# Leave of Absences	3	5

2) Benefits updates:

Open enrollment took place April 26 - May 7. Rates increased by approximately 7% beginning July 1. We had 3 employees, who had previously waived insurance, join the plan and we had 4 employees add dependents to the plan.

For our retirees who have insurance through the District, Finance & Benefits jointly determined that statements would be sent to them in June & December (months in which rates change), instead of monthly, going forward. A communication will go out to retirees mid June.

3) Certified Updates:

Annual staffing process has begun. During the month of May, Cathy Erickson, Simone Zunich, Mel Soderlund and Laura Hoffman Hordyk met with principals and program managers to discuss their enrollment, FTE allocations, and staffing needs for the 21-22 school year. During the month of June HR will focus on notifying staff of any status changes and posting for vacancies. We are also actively working on summer school hiring.

4) Non-Certified Updates:

Kate Elling moved from the benefits coordinator to the HR Manager for non-certified staff. The Para Bumping Meeting took place on May 25. There were 3 paras who were displaced from their positions for next school year. A total of 6 paras were bumped from their positions. They all ended up with a position for next school year.

5) Contract Negotiations:

DWIIA Contract for current school year is settled and will be going to the board for approval in June.

Maintenance contract was settled.

HR will be working with Finance on collection of information for negotiation parameters for future contracts.

6) Additional Updates:

Our HRIS specialist's last day is on June 30. With two vacancies in the department we are actively looking to fill in the gaps.

Our department along with the Finance department is working on the implementation of the Automated Sub System (AESOP) through Frontline. Anticipated roll-out is July 1.