

**Human Resources Report Summary  
March 2022 Activities**

**1) Staffing Updates:**

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

	<b>Certified</b>	<b>Non-Certified</b>
<b># New Hires</b>	<b>5</b>	<b>12</b>
<b># Retirements</b>	<b>6</b>	<b>2</b>
<b># Resignations</b>	<b>3</b>	<b>3</b>
<b># Leave of Absences</b>	<b>2</b>	<b>15</b>

**2) HR Department Updates:**

**Benefits Updates:**

1095-C tax forms (for the Affordable Care Act - to provide monthly proof of insurance that meets Minimum Essential Coverage) have been mailed to employees/retirees and uploaded to the IRS. These forms were not required to file individual tax returns - the IRS lists several other forms of insurance confirmation accepted.

The teacher's deadline for turning in retirement for the end of the 21/22 school year has passed. Any retirements received going forward are subject to a delay in receiving their HCSP. Currently, there are 19 confirmed teachers retiring at the end of the year.

Renewal rates from PEIP have been received. Premiums are increasing about 6%. Single coverage is going from \$904.34 to \$958.60 and Family coverage is going from \$2414.28 to \$2559.14 per month. There are very minor changes to the Benefits Schedule. There is a small increase to the co-pay for Emergency Care and adjustment that it's "not subject to the annual First Dollar Deductible". All deductibles and Max out-of-pocket expenses remain the same. In turn, our HRA contributions will remain the same.

Online open enrollment for health insurance is tentatively planned for May 2 - 13, 2022.

A Health and Wellness program proposal for employee self-care was presented to Superintendent Magas, CFO Erickson, and HR Director Severance. One program supports mental health and wellbeing (Calm app) and the other supports physical wellbeing (Wellbeats app). Both are virtual on-demand app based programs.

**Hiring Updates:**

2022-2023 Staff Planning are underway.

HR is planning to start 2022-2023 certified hiring processes on April 15, 2022.

Current Openings as of Wednesday, April 6, 2022:

**Licensed:**

Athletics/Activities (1)

Elementary Teachers (1)

Secondary Teachers (2)

Special Education Teachers (4)

Teachers (1)

**Non Licensed:**

Food Service (10)

Administration (1)

Administrative/Management (2)

Clerical (1)

Maintenance/Transportation (3)

Paraprofessionals (33)

Non-certified hiring for school-year positions will cease after Spring Break.

**Contract Negotiations:**

We have a finalized 2021-2023 contract for the Paraprofessionals and Teachers. Those contracts will go for Board approval in April.

- Principal unit negotiations are continuing to move forward.
  - Next meeting is scheduled for April 14, 2022.
- Director negotiations are on hold per their request.
- Initial meeting with Fireman and Oilers (Maintenance) was held on April 4, 2022.
  - Next meeting is scheduled for April 18.
- The Clerical Unit initial negotiation meeting is scheduled for April 25, 2022.
- Dates are being confirmed for DDWIAA, NCBA and EEA units.