



Prepared for: North Bend School District Board of Directors
Prepared by: Tim Crider, Assistant Superintendent
Meeting Date: December 12, 2024

Human Resources Update

NO ACTION REQUIRED

The Human Resources Department strives to recruit, select, promote, and retain a highly qualified licensed, classified, and administrative workforce to support the District's mission, "Navigating a Successful Course for Every Student, Every Day, Every way."

The department is responsible for the full range of human resources 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, flyers are distributed, 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:

2023-24 – YTD 93%

2023-24 - 92%

2022-23 - 85%

2021-22 - 87%

Educational Assistant (classified) fill rate:

2024-25 – YTD 49%

2023-24 - 40%

2022-23 - 27%

2021-22 - 19%

Staffing Updates:

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

Certified - 121 FTE

Classified - 115 FTE

Confidential - 7.5 FTE

Admin/Supervisor - 18 FTE

33 Newly hired employees since July 1, 2024:

7 Certified
17 Classified

66 Newly hired employees since 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
American Sign Language Interpreter
Educational Assistant – Kindergarten
School Psychologist
1st Grade Literacy/Math Specialist
Science Teacher