

**Human Resources Report Summary  
August 2022 Activities**

**1) Staffing Updates:**

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

	<b>Certified</b>	<b>Non-Certified</b>
<b># New Hires</b>	1	0
<b># Retirements</b>	0	1
<b># Resignations</b>	1	7
<b># Leave of Absences</b>	3	1

**2) HR Department Updates:**

The Human Resources Team is working through the implementation for Teachers on Call and are hoping to have their services live by the start of the 2022-2023 school year. Email notices have been sent to District teacher and paraprofessional substitutes and will also send out letters via USPS regarding the transition and providing FAQs about the process they should follow. Teachers on Call will be doing training with principals and site clerical staff in late August.

The Human Resources Department started using an electronic background checking service, Trusted Employees, in late July. We have already experienced excellent service and a quick turn-around for processing. With this new service, we will no longer be charging volunteers to process their background checks.

The Human Resources team interviewed for the Benefits Coordinator position on August 4, 2022. We hope to extend an offer of employment to a candidate by August 10, 2022. Interviews for an additional Payroll and HRIS Specialist on August 10, 2022. We received a good pool of very qualified candidates for the position.

**3) Benefits Updates:**

Our Benefits Assistant, Kinsey Klasnich, continues to process benefit changes, COBRA paperwork and 22-23 leaves of absences among other duties while we work to hire the Benefits Coordinator. She is gearing up for new hire orientation and enrollments as the new school year approaches.

#### 4) Hiring Updates:

Through 08/05/2022, we have posted 201 Certified positions for the 2022-23 school year. Of those postings, we have extended offers to 168.

Through 08/05/2022, we have posted 110 Paraprofessional positions for the 2022-23 school year. Of those postings, we have extended offers to 80.

Current Openings as of August 4, 2020:

Licensed:

Teachers, District Wide (2)

Teachers, Elementary (4)

Teachers, High School (8)

Teachers, Middle School (2)

Teachers, Special Education (2)

Non-Licensed:

Activities/Athletics (1)

Administration (2)

Administrative/Management (2)

Clerical (3)

Food Service (21)

Maintenance/Transportation (1)

Non Licensed - Substitute (4)

Paraprofessional-Interpreter (1)

Paraprofessionals (23)

Technology (1)

#### 5) Contract Negotiations:

The DDWIAA bargaining unit approved their contract which will be brought for Board approval this month.

The last contract to be settled is the National Conference of Fireman and Oilers. Mediation with this group was held on July 20, 2022, with more than ½ of their negotiating team not present. The main issues still open included the addition of a Field Engineer position, vacation and sick leave accrual process, minimum work hours for bus drivers, and wages. The session ended at 11:30 p.m. with the District requesting a vote from the bargaining unit on our final proposal. We are hopeful that the unit will set a date for voting in August.