# Human Resources Report Summary May 2024 Activities

# **Staffing Updates:**

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

	Certified	Non-Certified
# New Hires	4	16
# Retirements	4	5
# Resignations	7	11
# Leave of Absences	13	7

#### **HR Department Updates:**

Human Resource staff attended the East High School Hiring Fair on April 26th and the Denfeld Hiring Fair on May 7th. It was an excellent experience for the HR staff to meet with students about potential career opportunities with the district. It was also wonderful to connect with staff and help answer any HR questions.

Human Resources also attended job fairs hosted by Northeast MN Office of Job Training on April 16 at Black Bear Casino and April 25 at Iron Trail Motors Event Center in Virginia, MN. In addition, we attended the monthly job fair at the CareerForce Center on May 1, and are scheduled to participate in their June, July and August job fairs and will also be featured as the Business of the Day later this summer. We are also scheduled to have tables at the Carlton County Job Fair, the Juneteenth Celebration and Unity in the Community. For these fairs, we focus more on promoting non-certified staffing positions, such as bus drivers and helpers, maintenance positions, paraprofessional positions and food service workers.

**Benefits Updates**: The Benefits Department hosted their first ever Employee Wellness Fair on May 8th. There were vendors from the community, as well as our business and benefit partners.

Health Insurance Open Enrollment ran from April 29th through May 10th, with a July 1st effective date.

## **Hiring Updates:**

To date for the 24-25 school year, we have posted 128 certified openings and have filled 78.

### Certified:

For 24-25 school year:

**Teachers** 

Elementary (1)

Special Education (2)

To date for the 24-25 school year, we have posted 59 non-certified openings and have filled 39.

# Non-Certified:

Clerical (1) Maintenance (13)

Custodian I (4)

Engineer II (2)

Master Electrician (1)

Second Shift Engineer I (4)

Second Shift Engineer II (2)

Transportation (7)

School Bus Driver II (4)

School Bus Helper (2)

Temporary Van Driver (1)

Playground/Cafeteria Monitor(6)

Paraprofessionals (15)

Mental Health Practitioner (3)

Preschool Program Paraprofessional

Sign Language Facilitator (3)

Sp. Ed. Building Wide Paraprofessional (3)

Sp. Ed. Program Paraprofessional (2)

Sp. Ed. Student Spec. Paraprofessional (4)

## **Contract Negotiations:**

We are active in negotiations with the Education Directors Association, and have started negotiations with both the Clerical Unit and the National Conference of Firemen and Oilers.

Upcoming negotiation dates are as follows:

**Education Directors** 

May 13

National Conference of Firemen and Oilers May 13 and 16

Clerical Unit

May 15, 22 and 29

We are still waiting to start the process for July 1, 2023 contract expiration with the District-Wide Instructional Administrators Association. They have not yet requested to negotiate.