

Human Resources Report Summary August 2023 Activities

Staffing Updates:

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

	Certified	Non-Certified
# New Hires	11	7
# Retirements	0	0
# Resignations	6	11
# Leave of Absences	0	0

HR Department Updates:

The HR Team completed the move to the new District offices with very little service disruption. Staff are now focusing on system audits and budgeting data for the new school year in preparation for the first round of Staffing meetings with Principals.

Notices have been sent to teachers regarding lane changes, which are due in mid-October and offering assistance with questions regarding processes.

The HR Team has assumed the responsibility of teacher evaluation tracking and have been busy working on a schedule for all principals to complete the needed evaluations for the 2023-2024 school year.

Benefits Updates:

The Benefits Team is gearing up for processing new hire benefit paperwork and have been discussing offering an all employee wellness fair. The team will also be tabling at the all staff professional development day to answer employee benefits questions. In addition, the team is working on setting a schedule to do site visits to all schools at least once before the end of the calendar year to be available for employee questions

Hiring Updates:

Staffing continues to be busy filling both certified and non-certified positions.

Current Openings:

Certified:

School Administration (1)
Teachers, Elementary (4)

Teachers, High School (1)
Teachers, Special Education (7)

Non-Certified:

Administrative/Management (1)
Child Nutrition (10)
Family and Community Engagement (1)
Maintenance/Transportation (11)
School Custodian (4)
Bus Helper (1)
School Bus Driver II (5)
Engineer II (2)
Second Shift Engineer I (3)
Second Shift Engineer II (1)

Paraprofessionals (12)
Early Childhood SpEd Paraprofessional(2)
Licensed Sign Language Interpreter (2)
Sign Language Facilitator (1)
Mental Health Practitioner (1)
Sp. Ed. Building Wide Paraprofessional (4)
Sp. Ed. Program Paraprofessional (2)
Sp. Ed. Student Specific Set III Paraprofessional (2)

Hourly:

2023-24 Playground/Cafeteria Monitors(9)

Contract Negotiations:

We have tentative agreements with the Paraprofessionals Unit, Food Service Unit and Non-Certified Business Division. We are actively negotiating with the Executive Employees and the Principals Unit and have had an initial meeting with the Teachers Union leadership. The Clerical Unit and ISPEC Unit negotiations are expected to start in late August/early September when members return to work, and a Directors unit initial meeting is expected for the end of August.