



Human Resources

Board Presentation

May 18, 2022

SEE THE IMPACT

Who We Are

- Natasha Truitt | Executive Director
- Patricia Menard | Assistant Director
- Ashley Barker | Generalist
- Kris Duke, Laura Nilon, Roxanne Torres | Coordinators
- Alissa Morrow | Benefits Coordinator
- Candy Sosa | Benefits Assistant
- Monserrat Witine | Administrative Assistant
- Aleyda Lopez | Recruitment Assistant

Human Resources

We believe our employees are critical partners in helping students achieve. The Human Resources team actively seeks candidates with a passion for education and service—in addition to those with a proven track record at performing well at their jobs.

Services Provided

- Benefits Administration
- Compensation Administration
- Employee Relations and Services
- Employment and Recruiting
- Personnel Records Management
- Training and Development
- Unemployment and Workers' Compensation Administration

Human Resources



Human Resources

Staffing



Workforce Size



Total: 980

Human Resources

Instructional Programs & Services

796

District Operational & Support Services

20

System-Wide Support Services

131

Enterprise Programs

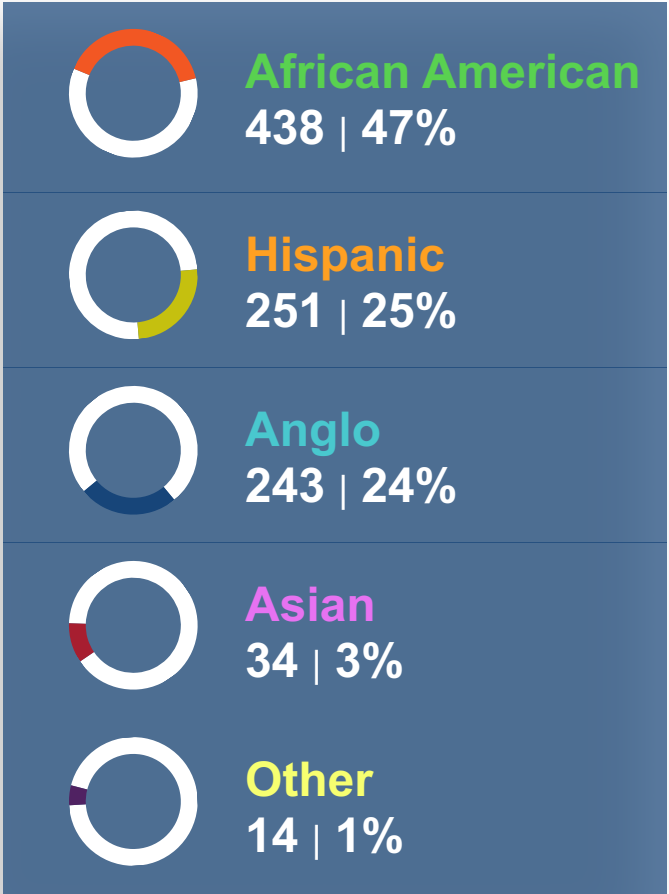
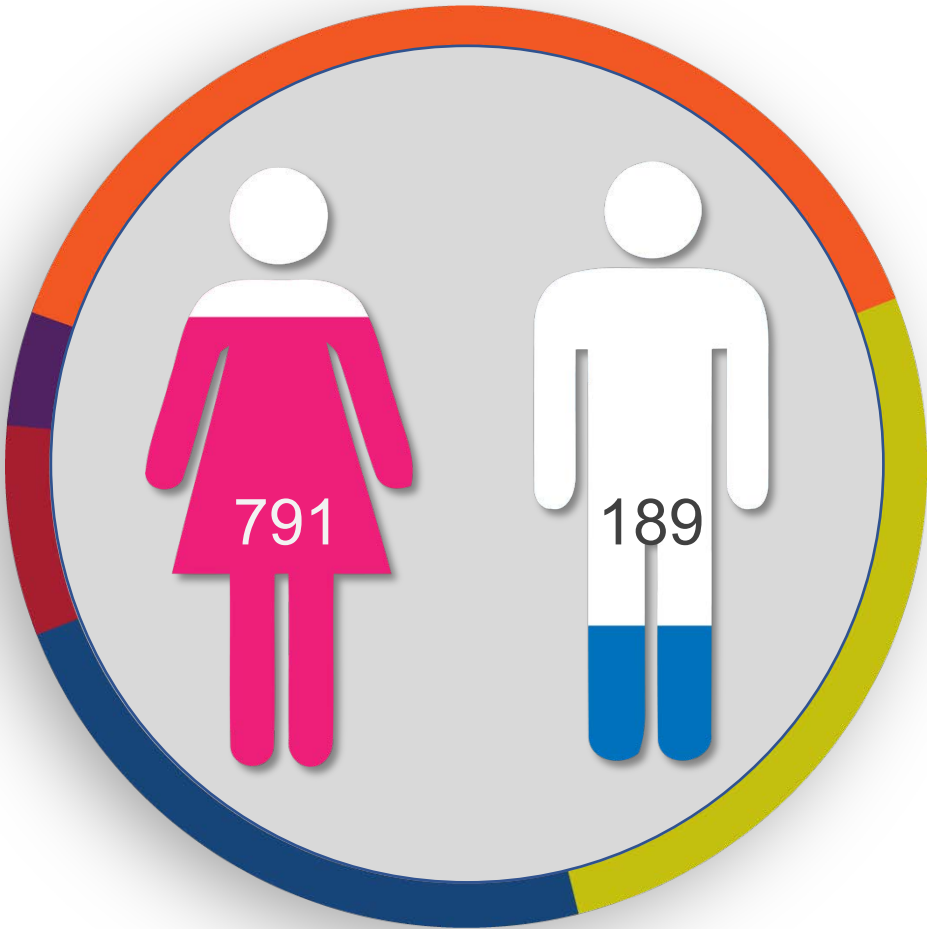
33

Gender & Ethnicity

Human Resources

81%
FEMALE

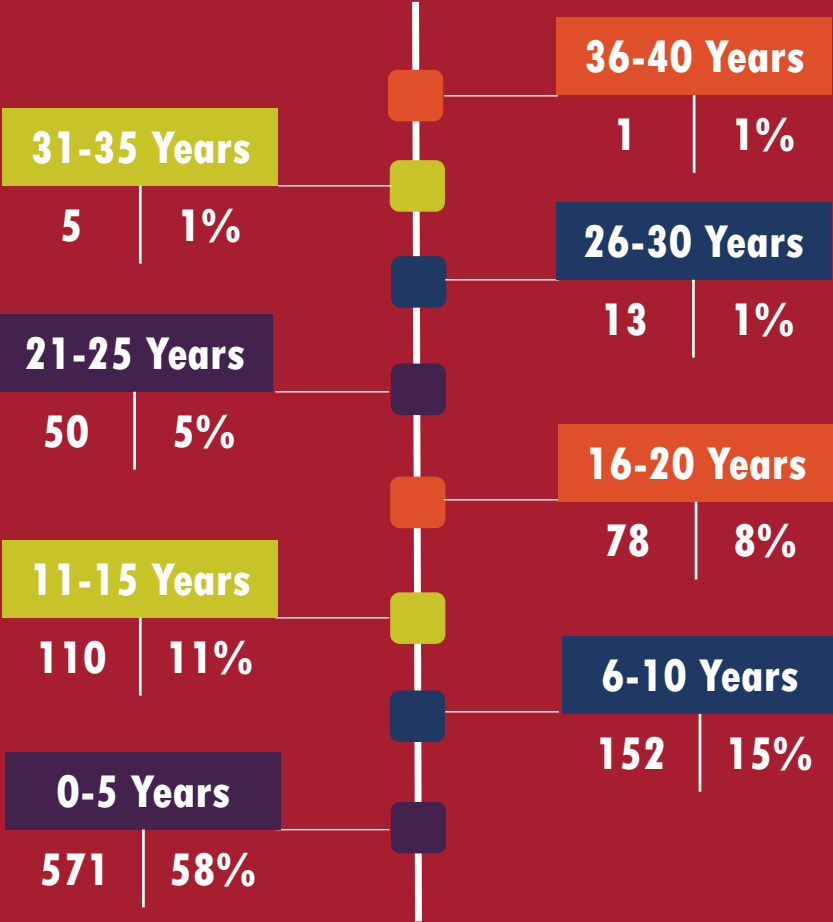
19%
MALE



Staff Qualifications & Service

Human Resources

Certification	Number	Percentage
Doctorate	22	2%
Masters	229	23%
Bachelors	340	34%
Associate	85	8%
High School Diploma/GED	288	30%
SBEC Certification	210	21%
Licensed Professionals	169	17%



Employment Data

Human Resources

New Hires		Separations	
Full-time:	157	Full-time:	111
Part-time:	74	Part-time:	39

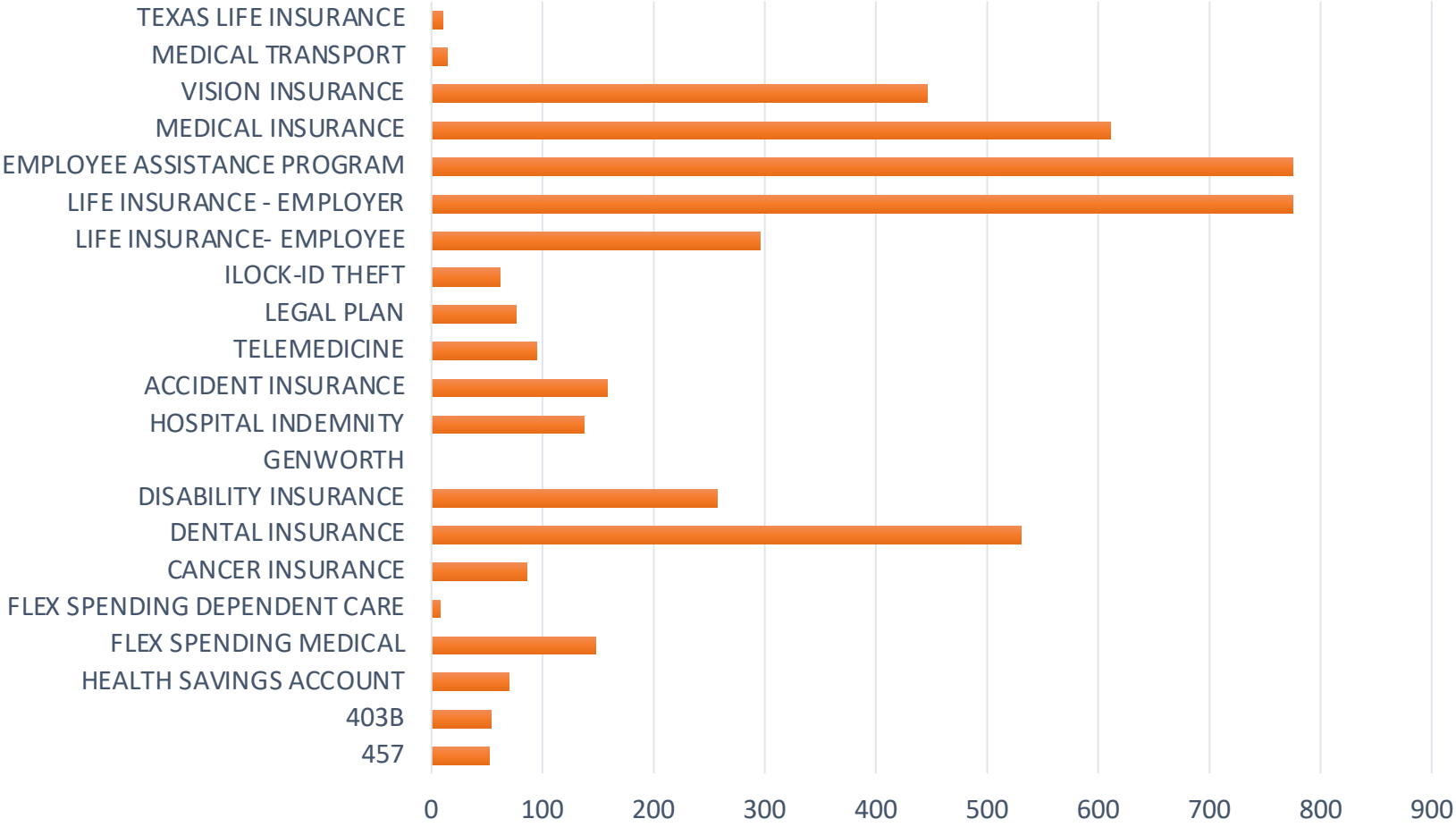
LEAVE & BENEFITS



Benefits Enrollment

Human Resources

Total Enrollment



Leave and Worker's Comp

Human Resources



Compensation Highlights

- #1 Teacher Pay - \$62,800
- \$15.00/hr minimum wage
- Competitive salary schedules
- COVID leave days
- Incentives
(Retention & Vaccination)

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Key Highlights

- Houston Chronicle Top Workplace (3rd Year)
- Employee of the Month Recognition
- Covid-19 Response
- Recruitment Campaign
- Speed of Trust Leadership Training
- Bereavement Leave
- Employee Wellness Program
- Implementation of Employee Records Software
- Performance Management System

Human Resources



Trends

- Rising cost of benefits
- Staffing Schools and Head Start campuses
- Recruiting in a competitive labor market
 - Attracting talent
 - Retaining talent
- Improving employee health and well-being
- Fraudulent unemployment claims

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See The Impact

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Questions?

