



Human Resources

Board Presentation

April 19, 2023

SEE THE IMPACT

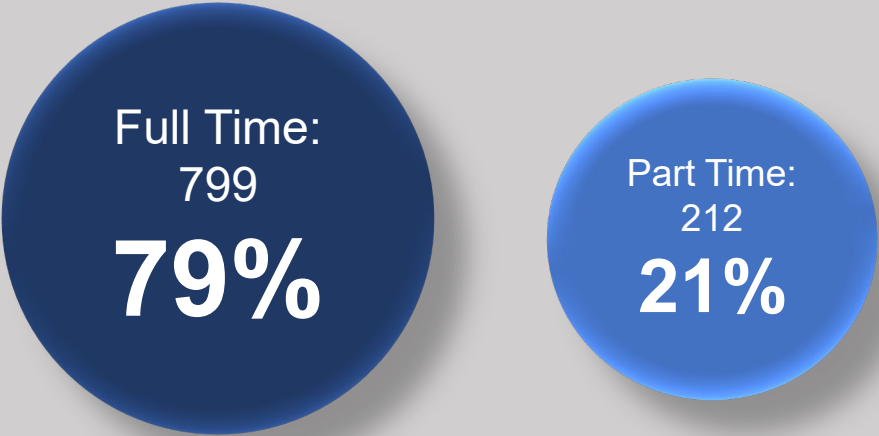


Human Resources

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

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.

Workforce Size



Total: 1011	
Instructional Programs	826
Operational & Support Services	18
System-Wide Support Services	136
Enterprise Programs	31



Staff Qualifications & Service

Certification	Number	Percentage
Doctorate	26	3%
Masters	239	24%
Bachelors	363	36%
Associate	91	89%
High School Diploma/GED	312	31%
SBEC Certification	225	21%
Licensed Professionals	183	18%

HCDE Yrs of Service	Number	Percentage
36-40 Years	1	1%
31-35 Years	5	1%
26-30 Years	14	1%
21-25 Years	56	5%
16-20 Years	72	7%
11-15 Years	97	10%
6-10 Years	153	15%
0-5 Years	613	60%

Employment Data

New Hires

Full-time: 166

Part-time: 46

Separations

Full-time: 92

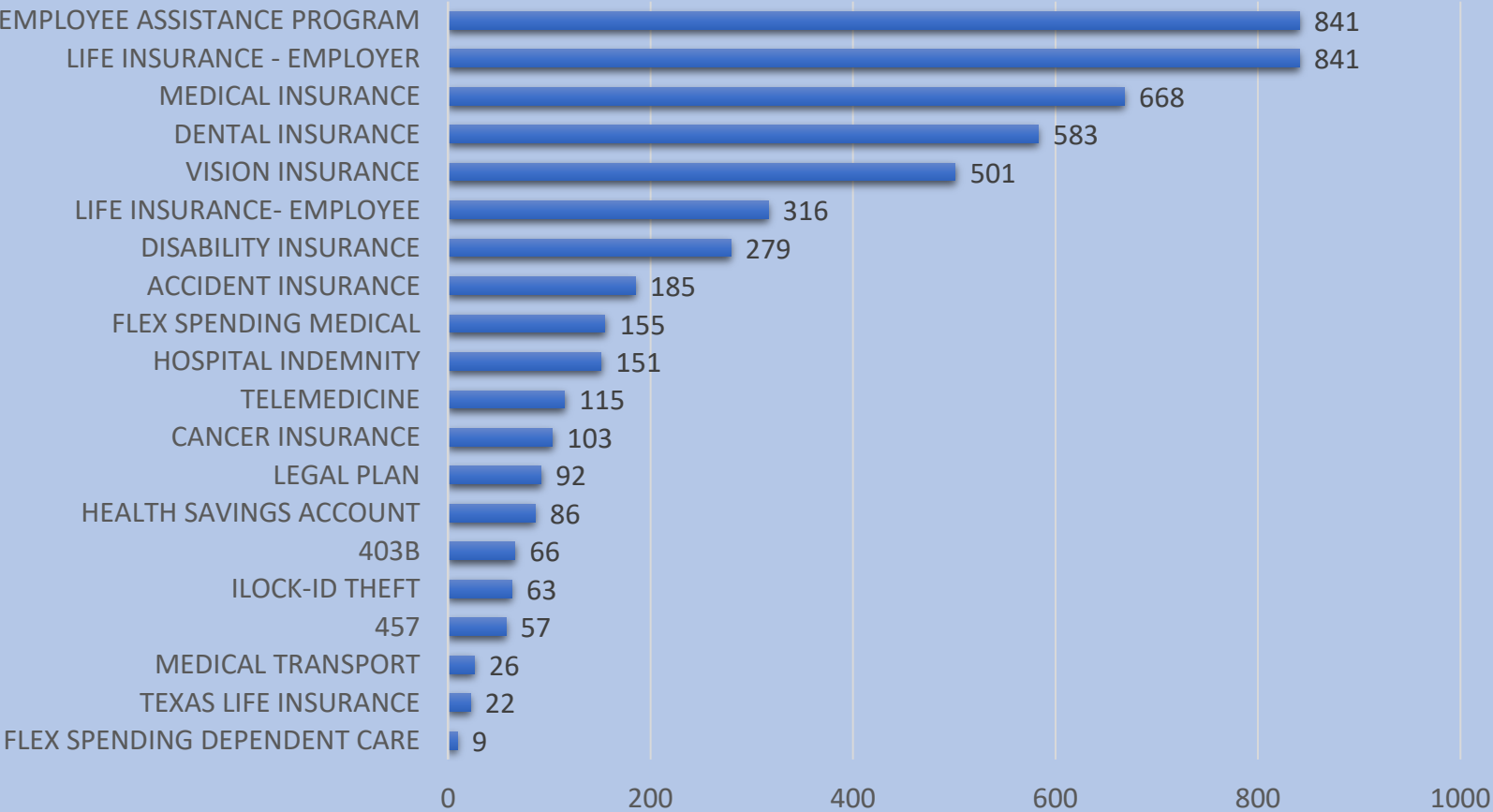
Part-time: 42



Benefits Enrollment



Total Enrolled



Leave and Worker's Compensation

Family and
Medical Leave

91

Temporary
Disability Leave

4

Military Leave

1

Leave of Absence

2

Worker's Comp
Claims

33

Assault Leave

20

Compensation Highlights

- # 1 Teacher Pay - \$63,600
- Competitive salary schedules
- Incentives (Head Start, Schools, School-Based Therapy)
 - Recruitment
 - Retention
 - Referral
- 100% employer paid medical premium



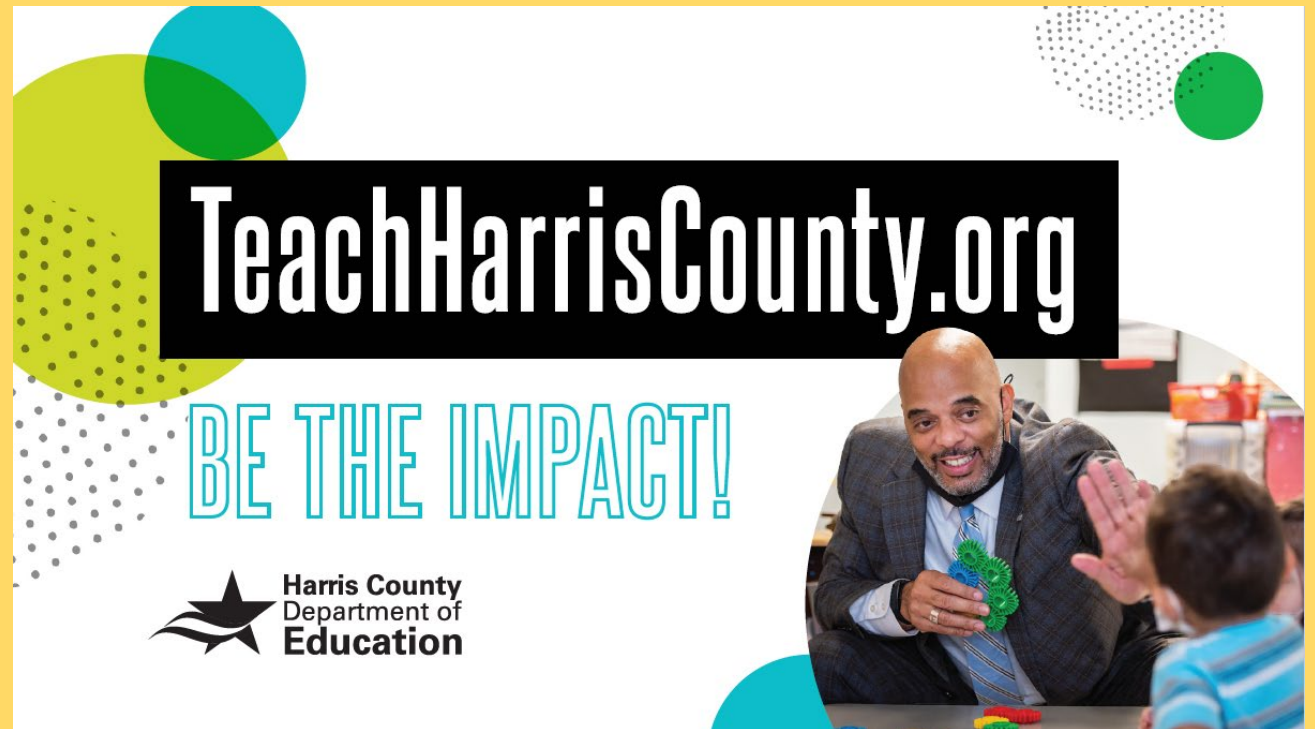
Key Highlights/Major Projects

- 100% file conversion
- Implementation of PowerSchool applications:
 - Employee Records
 - Applicant Tracking
 - Performance Management
- Safety/Compliance reviews
- Financial services (retirement & investments)
- Expanded retirement outreach
- Additional recruitment efforts



Recruitment Efforts

- HCDE Recruitment campaign
 - Job fair landing page
 - Social media campaign
 - TV and billboard creative
- Job fairs (internal & external)
 - Colleges and universities
 - Community events
 - Career mixers
- Career page
- Employer branding
- Advertising:
 - Job boards & online recruiting website
 - Professional associations
 - Social media



Looking Ahead

- Updating new employee orientation and onboarding
- Collaborating with Communications on new intranet
- Increasing Head Start teacher pay
- Implementation of an electronic leave management system
- Implementation of PowerSchool Perform – for school year 2023-2024
- Enhanced employee recognition



QUESTIONS?

