

# HR Dashboard- Staffing & Recruitment

12/8/2022

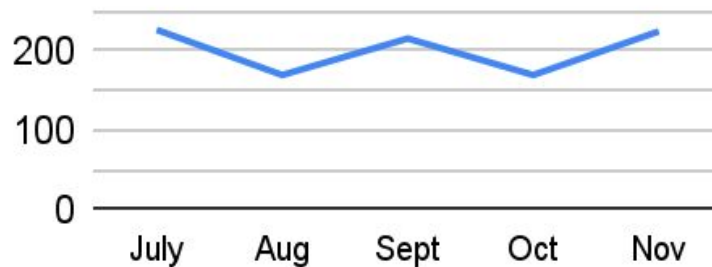
## Head Count



**221** ↑

As of 11/30, Q4

Head Count



Monthly Head Count SY223-23 (Q3-4)

## Vacancies

**23\*** ↓

**Applicants Per Day**

**3**

\*As of 12/8/22

## Absences Rate



**4.08%** Since 9/6/22  
as of 11/30/22

**253** Sick Days Per 100 employees

## Recent Hires

- SPED Paraprofessional
- Adjustment Counselor, Elementary K-4
- Per diem School Nurse
- Board Certified Behavior Analyst (BCBA), K-12 District
- Character Education Teacher, Elementary K-4
- Building Based Substitute Teacher, High School 9-12
- District Wide Per Diem Substitute
- Substitute School Nurse
- Music Teacher, Middle School 5-8
- Teacher, Social Studies Middle School
- Adjustment Counselor, Middle School
- Food Service Assistant
- Instructional Technology Manager

## Employee Separations | Avg. Tenure 2.9 Yrs\*

Period	Q4 to date	Q3	*Includes outlier staff with 15+ years
<b>Terminations</b>			
<i>Voluntary</i>	7	47	
<i>Involuntary/RIF</i>	NA	16	
<i>Upcoming Voluntary</i>	3		
<b>Turnover Rate</b>	3.3%	3.7%	

## Recruitment & Engagement

- Elementary school principal & director of special education hiring processes still underway
- Increasing per diem sub pool; including college students and former FRCS students
- Following up on student teaching inquiries
- Upcoming new/recent hire survey
- Further sick time analysis and follow up
- HR Newsletter