

HR Dashboard- Staffing & Recruitment

2/7/2023

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Director of Human Resources



Head Count



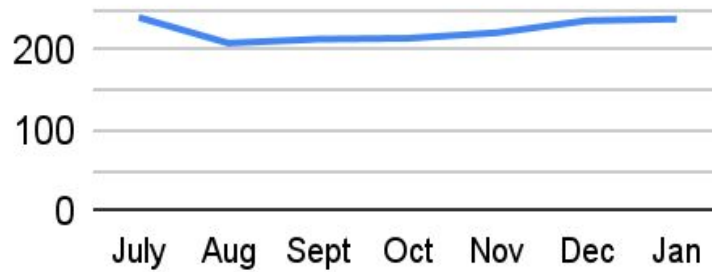
238*

As of 2/7/23

based on most recent payroll period.

Includes 27 per diem subs on roster, mostly w/ limited and seasonal availability.

Head Count



Monthly Ending Head Count SY22-23

Absences Rate ↓

(Employee Engagement Indicator)



3.1% as of 2/7/23

Current Vacancies

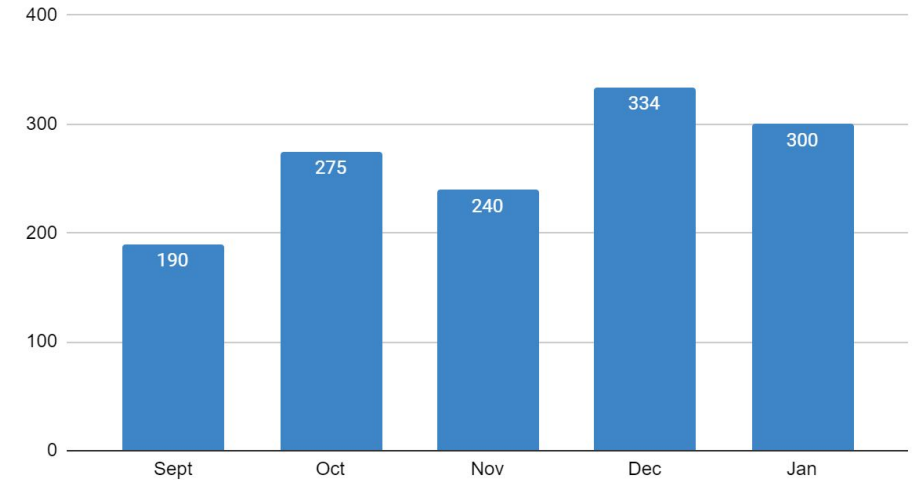
22 ↓

District K-12	6
Elementary	9
Middle School	6
High School	1
TOTAL	22

Additional vacancy details attached.

Absence Trend September-January

Absences Count by Month



Includes sick and personal days

Employee Separations | Avg. Tenure 2.8 Yrs*

*Includes outlier staff with 15+ years.

Period	Q1	Q4
Terminations		
<i>Voluntary</i>	2	14
<i>Involuntary/RIF</i>	NA	NA
<i>Upcoming Voluntary</i>	1	
Turnover Rate to Date	0.85%	6.5%

56.4%

Annualized Turnover Rate (Jan '22-Jan'23)

Mainly due to mass separations in August. Does not include per diem subs in headcount change calculation.

Recent Hires +

5

since last update on 1/5/23, status as of 2/7/23

- **1 HR Talent Acquisition Specialist, District**
 - **1 HR Substitute Coordinator, District**
 - **1 District Food Service Assistant, District**
 - **1 Instructional Technology Manager, District**
 - **1 ES General Education Teacher, K-4 (Grade 4)**
- Also note some internal shifts to fill core vacancies:**
- **1 Nurse sub hired to FT ES Nurse**
 - **1 Per diem sub hired to FT MS Building Sub & LTS Sub**
 - **1 Per diem sub hired to FT Paraprofessional**
 - **1 ES Paraprofessional hired to ES Spanish Teacher**