

# HR Dashboard- Staffing & Recruitment

2/7/2023- CORRECTIONS IN RED

Mallory St. Brice, SHRM-CP  
Director of Human Resources



## Head Count



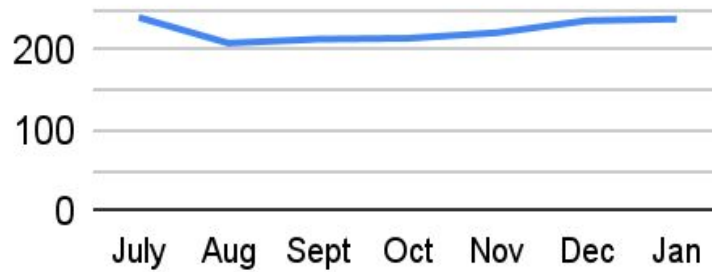
**238\***

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 SY223-23

## Absences Rate ↓ (Employee Engagement Indicator)



**4.5%** as of 2/7/23  
Correction reflected-  
previously 3.1% was reported.

## Current Vacancies

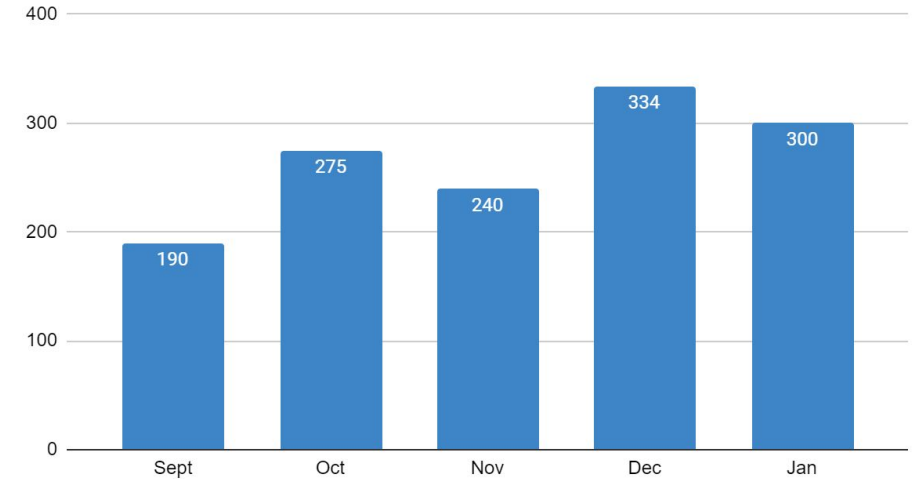
**24 total**

Previously 22 was reported. There were 2 new positions added not reflected in the count.

District K-12/BOT	7
Elementary	9
Middle School	7
High School	1
<b>TOTAL</b>	<b>24</b>

## 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
<b>Terminations</b>		
<i>Voluntary</i>	2	14
<i>Involuntary/RIF</i>	NA	NA
<i>Upcoming Voluntary</i>	1	
<b>Turnover Rate to Date</b>	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