

HR Dashboard- Staffing & Recruitment

4/6/23

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Director of Human Resources



Head Count

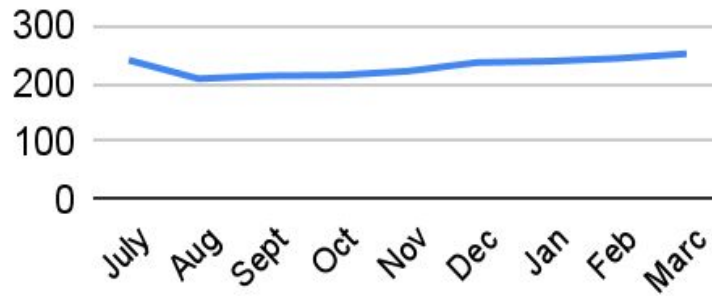


251* ↑

As of 4/6/23

**Based on most recent payroll period. Includes some new winter hires not yet captured in payroll on 2/28 for the March report. Includes 34 per diem subs on roster, mostly w/ limited and seasonal availability.*

Head Count



Monthly Ending Head Count SY223-23

Absences Rate ↓

(Employee Engagement Indicator)



4.39% as of 3/31/23

Based on current headcount.

Current Vacancies

12 ↓

District 5

Elementary 4

Middle School 3

High School 0

TOTAL 12

Additional vacancy details attached.

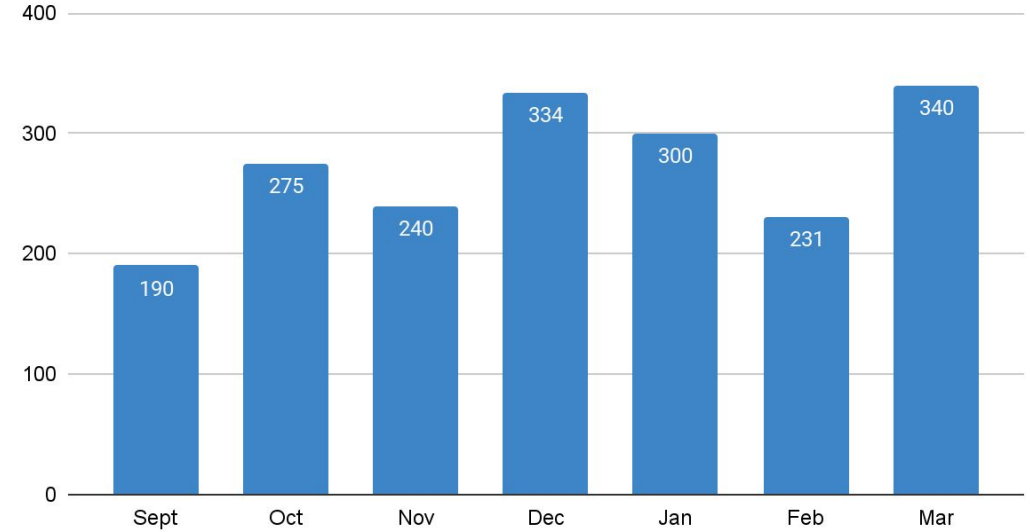
**Includes outlier staff with 15+ years.*

Employee Separations | Avg. Tenure 2.8 Yrs*

Period	Q2	Q1	Q4
Terminations			
<i>Voluntary</i>	1	2	14
<i>Involuntary/RIF</i>		NA	NA
<i>Upcoming Voluntary</i>	4 ⁺	2	1
Turnover Rate to Date	0.40%	0.83%	6.5%

⁺ Separations due to upcoming retirement, relocation or career change.

Absences Count by Month



Includes sick and personal days.

- In March, 35% of sick and personal time were partial days.
- Next employee engagement pulse survey will be the week of April 24, 2023.

Recent Hires

4

Since last update on 3/8/23 status as of 4/5/23

- 1 Elementary School Librarian
- 1 FT Building Substitute, Middle School
- 2 Food Service Assistants

SY 23-24 Planning

- SY 23-24 Handbook/Employee Policy Updates
- Staffing meetings w/building leaders & hiring managers
- General and targeted marketing to generate talent pools
- Summer projects and recruitment planning