



# Eastmont School District #206 Relationships, Relevance, Rigor, and Results Human Resources Report — October 2019

## Staff

Year	Total Staff	Certificated	Paraeducators	Non-Rep & Secretaries	Maint., Custodians Bus Drivers	Admin	Coaches	Hispanic Staff
2008-09	668	343	165	63	73	24		
2009-10	618	331	134	60	69	24		
2010-11	622	328	147	55	68	24		
2011-12	618	323	145	55	70	25		
2012-13	638/755	325	161	52	75	25	117	54
2013-14	658/775	329	165	61	77	26	117	58
2014-15	685/786	361	155	66	75	28	101	58
2015-16	693/816	368	157	67	73	28	123	59
2016-17	697/852	372	152	67	75	31	155	68
2017-18	712/861	386	148	70	78	30	149	68
2018-19	755.5/904.5	408	163	76	77	31.5	149	77
2019-20	775/911	412	175	77	79	32	136	79

## Grievances

Year	Number
2007-08	11
2008-09	5
2009-10	1
2010-11	1
2011-12	1
2012-13	1
2013-14	0
2014-15	1
2015-16	0
2016-17	0
2017-18	0
2017-18	0
2018-19	0 to date

## Collective Bargaining Groups & Contract Status

- Eastmont Education Association (EEA) – open 2020
- Eastmont Secretaries' Association (ESA) – open 2021
- Eastmont Paraeducator Association (EPA) – open 2021
- Eastmont Public School Employees (PSE) – open 2020
- SECA (Coaches/Advisors) – open 2019
- Eastmont Administrator's Association (EAA) – open 2021

## Human Resources/Payroll

- Human Resources/Payroll/Benefits Staff: 6.5 FTE staff (including director)
- Monthly Payroll: \$5.6 million/month (average)
- Average of 902 staff paid per month (includes non-employee coaches)

## Paraeducators/Classified Staff/Substitutes on Track to Teaching Credentials

Year	Number of Staff
2019-20	13

District Goal/Strategy/Activity	Progress/Data
Promote leadership from within the District through principal/superintendent internships.	Three current interns for 2019-2020.
Allocate a minimum of .3% of state, local, and federal revenue for staff training.	Completion through fiscal budgeting.
Continue to increase the percent of Hispanic/Latino staff.	Continued focus and success in attracting and selecting qualified Hispanic/Latino staff. Increased by nine staff in the last year.
Increase the percent of employees who are bilingual in Spanish.	High priority with each administrator; identified this skill as a top priority among qualified candidates.
Provide one bilingual support person in each school office.	Each school office and DO are staffed by bilingual staff.
Reduce employee absenteeism	Maintain focus on <i>Attendance Matters</i> campaign with all employees. Monitor and address absences not covered in CBA or policy.