



Eastmont School District #206 Relationships, Relevance, Rigor, and Results Human Resources Report — November 2020

Staff

| Year | Total Staff / Staff & Coaches | Certificated | Paraeducators | Non-Rep & Secretaries | Custodians, Bus Drivers, Maint. | 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 |
| 2020-21 | 742 | 399 | 160 | 77 | 75 | 31 | 0 | 80 |

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 |
| 2018-19 | 0 |
| 2019-20 | 1 |

Collective Bargaining Groups & Contract Status

- Eastmont Education Association (EEA) – open 2021
- Eastmont Secretaries' Association (ESA) – open 2021
- Eastmont Paraeducator Association (EPA) – open 2021
- Eastmont Public School Employees (PSE) – open 2021
- SECA (Coaches/Advisors) – open 2022
- Eastmont Administrator's Association (EAA) – open 2021

Human Resources/Payroll

- Human Resources/Payroll/Benefits Staff: 6.5 FTE staff (inc. director)
- Monthly Payroll: \$5.9 million/month (average)

| District Goal/Strategy/Activity | Progress/Data |
|---|---|
| Promote leadership from within the District through principal/superintendent internships. | Four current interns for 2020-2021. |
| 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 District Office 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. |

2020-21 Challenges: Providing daily COVID support to buildings; managing Federal COVID leave applications and questions; negotiating Memo of Understanding (MOU's) with EEA for each phase of students returning; maintaining communication with all associations regarding working conditions impact; processing Federal COVID leave payroll alongside regular payroll each month; securing substitute coverage during COVID, etc.