



# Eastmont School District #206 Relationships, Relevance, Rigor, and Results Human Resources Report — November 2021

## Staff

Year	Total Staff	Certificated	Paraeducators	Non-Rep & Secretaries	Maintenance, Custodians, Bus Drivers	Admin	Coaches	Hispanic Staff
2008-2009	668	343	165	63	73	24		
2009-2010	618	331	134	60	69	24		
2010-2011	622	328	147	55	68	24		
2011-2012	618	323	145	55	70	25		
2012-2013	638/755	325	161	52	75	25	117	54
2013-2014	658/775	329	165	61	77	26	117	58
2014-2015	685/786	361	155	66	75	28	101	58
2015-2016	693/816	368	157	67	73	28	123	59
2016-2017	697/852	372	152	67	75	31	155	68
2017-2018	712/861	386	148	70	78	30	149	68
2018-2019	755.5/904.5	408	163	76	77	31.5	149	77
2019-2020	775/911	412	175	77	79	32	136	79
2020-2021	742/742	399	160	77	75	31	0	80
2021-2022	816/938	433	186	78	82	37	122	116

## 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
2015-2016	0
2016-2017	0
2017-2018	0
2018-2019	0
2019-2020	1
2020-2021	1

## Collective Bargaining Groups & Contract Status

- Eastmont Education Association (EEA) – open 2023
- Eastmont Secretaries’ Association (ESA) – open 2021
- Eastmont Paraeducator Association (EPA) – open 2021
- Eastmont Public School Employees (PSE) – open 2024
- SECA (Coaches/Advisors) – open 2022
- Eastmont Administrator’s Association (EAA) – open 2021

## Human Resources/Payroll

- Human Resources/Payroll/Benefits Staff: 7.5 FTE staff (includes outgoing director)
- Monthly Payroll: \$6.1 million/month (average)

District Essential Strategies (Goal 5)	Progress/Data
Promote leadership from within the District through structured internships.	One current intern for 2021-2022. Encourage teacher leaders to pursue administration.
Provide regionally competitive wages and benefits.	Through negotiations research, ensure wages and benefits are competitive with cohort (size) and area districts and employers
Provide self, department, school, and district focused training. Provide training options for employees at different stages of their career.	High priority with each administrator; identified this skill as a top priority among qualified candidates.
Increase the percent of employees who are bilingual in Spanish.	Continued focus and success in attracting and selecting qualified Hispanic/ Latino staff. Increased by 36 staff in the last year.
Reduce employee absenteeism	Post COVID, increase focus on <i>Attendance Matters</i> campaign with all employees.

**2021-2022 Challenges:** Managing vaccination mandate for all staff; facilitating religious/medical exemptions and finalizing appropriate accommodation requests. Increasing recruitment, onboarding, and placement of COVID related staff additions as well as most all positions in the District. Bargaining with Associations regarding COVID workload impacts through COVID MOUs. Addressing overall staff morale and workload as impacted by COVID. Proactively staffing for long term leaves – increased by Washington’s Paid Family Medical Leave.

11/8/2021; Prepared and Presented by Vicki Trainor, Outgoing Executive Director of HR and Kayla Brown, Incoming Executive Director of HR