



# Human Resources Department Update

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**December 11, 2018**



## Who We Are and What We Do...

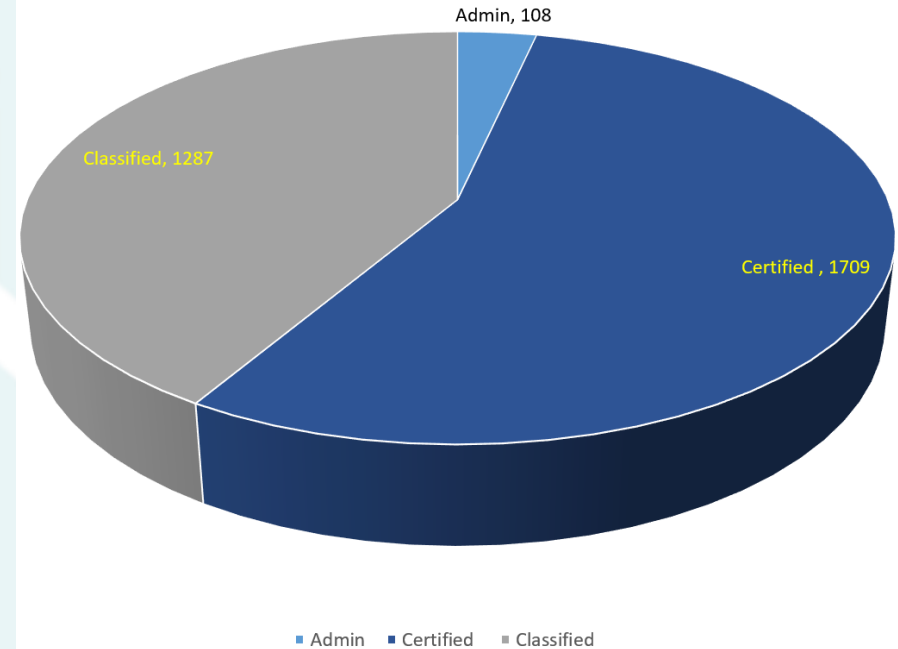
- Department Structure
- Attracting/Retaining Talent
- Hiring
- Staffing
- Policy Review/Development
- Substitutes
- Leaves
- Evaluation
- Discipline
- Retirement



## What We Have Been Doing Since July 1, 2018

- New Hires 335
- Separations – 149
- Transfers – 90
- LOA – 35
- FMLA leave as of 11/28/18 – 108
- Personnel Action Requests – 1,648

3,104 SUSD Employees as of December 3, 2018





## What We Have Been Doing Since July 1, 2018

- Investigations (35)
- Formal Complaints (7)
- Grievances (3)
- Evaluation (10—Notice of Inadequacy/Remediation Plans)
- Orientations (29)
- Subs Filled (6,602/7,320 = 90.2%)
- Public Records Requests (14)
- Department Review



## Initiatives and Improvement Opportunities

- [Certified Employee Handbook](#)
- Salary Study
- Supplemental Pay
- Leadership Pathways
- Staffing
- Substitutes
- Performance Pay
- Dept. Restructure and Hiring
- Operations/Management
- Attracting/Retaining Talent
- Hard to Fill
- Hiring Practices
- Training

Scottsdale *Unified*  
SCHOOL DISTRICT



*Engage, Educate and Empower Every Student, Every Day*

**Questions???**

*Engage, Educate and Empower Every Student, Every Day*



## Certified Employee Handbook

- 2 Committees
- Review/Revise
- Remove Draft
- iDrive → Online
- Revisit



**SUSD Human Resources Dept. 2018-19**

