



Kevin Kimmel
Superintendent

Lorraine A. Earnest
Treasurer

Director of Human Resources November Update – Jenny Reed

Recruitment/ Onboarding / Orientation Update

To date, 1 EAs have been received in the HR office in the month of November. All have been contacted with onboarding and orientation scheduled and completed.

Working with Jen Crum and Akron Children's Hospital to collaborate with their HR team to bring greater visibility to the Community Outreach Education Coordinator. Position has been shared not only on Akron Children's website but locally via our website, Facebook, and LinkedIn. Please feel free to share to gain higher visibility and expand reach for this role.

CFO/Treasurer search has been completed. The search has resulted in an offer being made and accepted. This new addition to the team will start January 2, 2024.

Benefits

Open enrollment notice sent to staff on Friday, October 27th. Reminder, open enrollment begins November 1st and goes through November 15th.

- For anyone with an FSA, enrollment must occur each year.
 - Reviewing 2023 participants FSA participants to cross reference for this election period.
- Medical Mutual will be using a different dental network, Superior Dental Care Network (SDC), starting 2024. This change will increase the number of participating dental providers by 60% in Ohio and more than double nationwide. No disruption is expected and updated ID cards will be issued soon to reflect this change.

Regulatory Reporting/Compliance

The Implementation of the PlanSource ACA reporting tool has begun. Phase 1 of 4 is complete with the process lasting between 4-6 weeks.

Have worked with the Ohio Department of Health through their Workplace Lactation Support Grant to ensure Mid-Ohio ESC is compliant with the new Break Time for Nursing Mothers Act to ensure we are able to provide a private space that is not a bathroom and is "shielded from view and free from intrusion from coworkers and the public" that includes a comfortable chair; a flat surface to support the pump; an electrical outlet; and running water nearby for pump part cleaning. Signage has been placed in the mailroom directing staff to contact the HR department with the need to utilize space. Additionally, a door sign has been created and reusable blackout blinds purchased.

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