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*Superintendent*

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## **Director of Human Resources December Update – Jenny Reed**

### **Recruitment/ Onboarding / Orientation Update**

Since our November meeting, 3 individuals have been onboarded.

Working with internal resources to identify graphics which will be implemented and utilized via our website and social media to further develop our recruitment strategy.

### **Benefits**

Open enrollment was held November 1<sup>st</sup> and goes through November 15<sup>th</sup>. PlanSource, our insurance carriers web-based platform, has been updated to reflect changes.

### **Opportunities for Process Improvement**

Public School Works (PSW)

Process improvements identified to enhance compliance with staff training. Several audits have been scheduled for ongoing monitoring to reduce any possible risk to the organization.

### **Superintendent Meeting Update**

During the recent meeting held December 1<sup>st</sup>, provided attendees with an HR update. Talking points included the transition of employing Educational Aides and providing dedicated support of those employed within the district, creating a value-added onboarding experience of staff, and recruitment strategies to support MOESC and the districts.

### **Regulatory Reporting/Compliance**

EEOC regulatory reporting for Mid-Ohio has been completed and filed.

The Implementation of the PlanSource ACA reporting tool has begun. Phase 2 of 4 is complete.

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