

Human Resources Update

November 18, 2020

Human Resources Strategic Plan

- After a new employee is processed in the SAU building. We follow up with an induction email to support them and encourage them to reach out if they have any questions.
- Newsletter Postings out to the District to Support Employee Wellness.
- Make reference to services through newsletter postings that can be used through the EAP Program. Specifically, both the Livehealth Online (\$10.00 copay!) and In-Home treatment from Aware Recover Care. As well as Telehealth options for all employees.

Human Resources Strategic Plan Continued

- Focus groups have been created to look at the results of the School Culture and Climate survey done in early November. The results will provide a baseline of how employees are feeling. What is going well currently and where there could be areas of improvement.
- Pam Garramore, Positive Psychology presentation during in service day on 1/15. Pam has found that the smallest changes make the biggest difference. Pam will present topics such as resilience during difficult times, and ways to feel happier. There will be breakout rooms after the presentation for employees to discuss.
- Employee Wellness committee

Human Resources Strategic Plan Continued

- **Human Resources Webinars** : Will be used to promote overall wellness and Professional Development hours. We will propose creating a series of webinars that will focus on health and mental well being during these challenging times. These webinars may then be converted into Professional Development credits.

Challenges

- **Covid-19:** There have been limitations imposed on the Human Resources Department due to the influx of requests attributed to Covid-19. Most day to day work has become tracking daily leaves due to illness and or other Covid-19 related issues. Daily tasks include communications to employees out on various leaves, monitoring hours (FFCRA, EFMLA, EPSLA, FMLA), and reviewing dynamic updates from each Department.

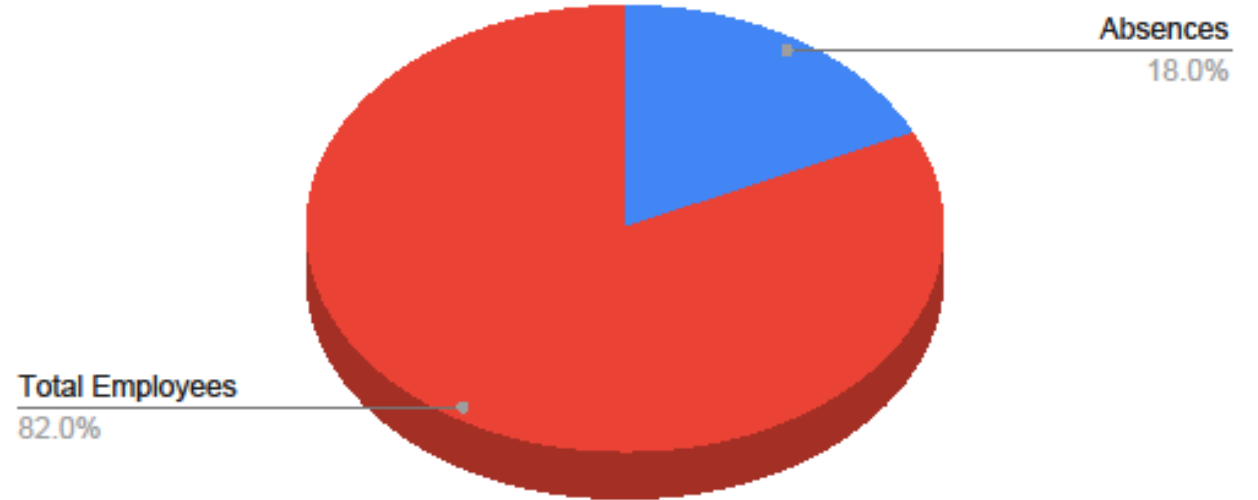
Absences by Location

Total Absences 18

Total Employees 82

- Data as of November 12, 2020*

Lamprey River Elementary School



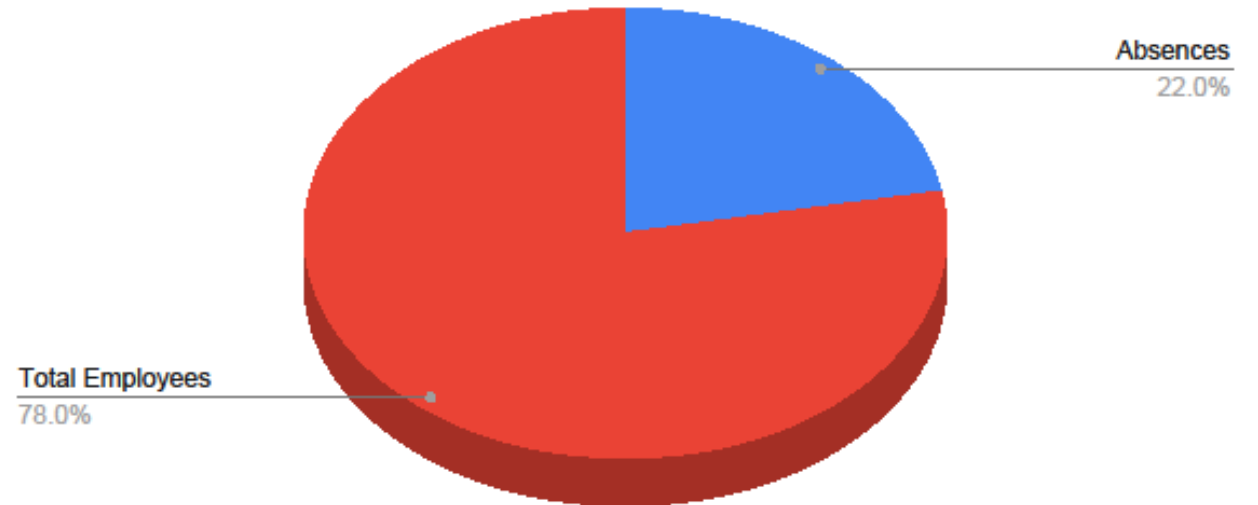
Absences by Location

Total Absences 24

Total Employees 85

- Data as of November 12, 2020*

Iber Holmes Gove Middle School



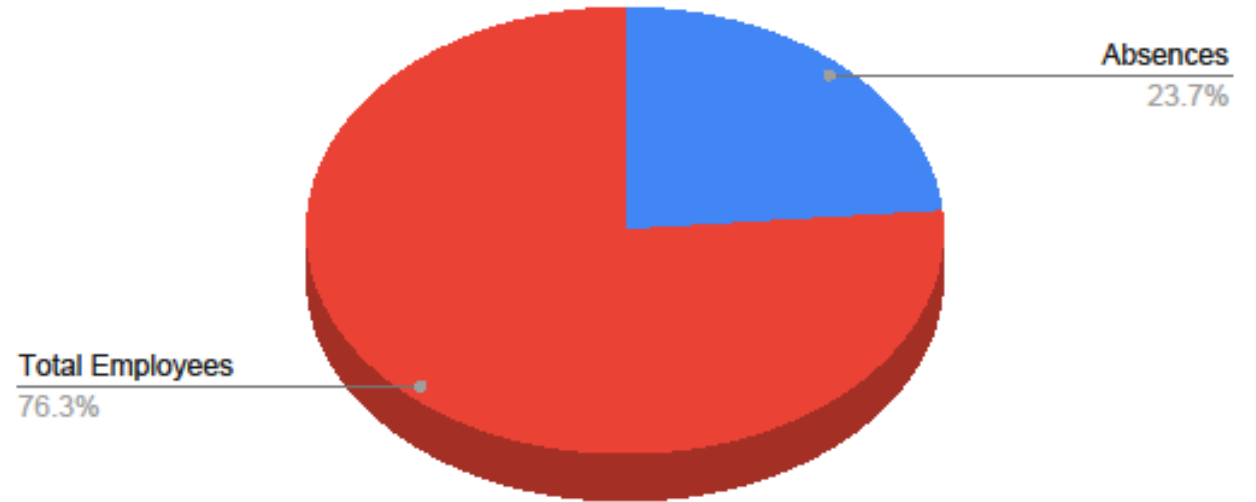
Absences by Location

Total Absences 22

Total Employees 71

- Data as of November 12, 2020*

Raymond High School



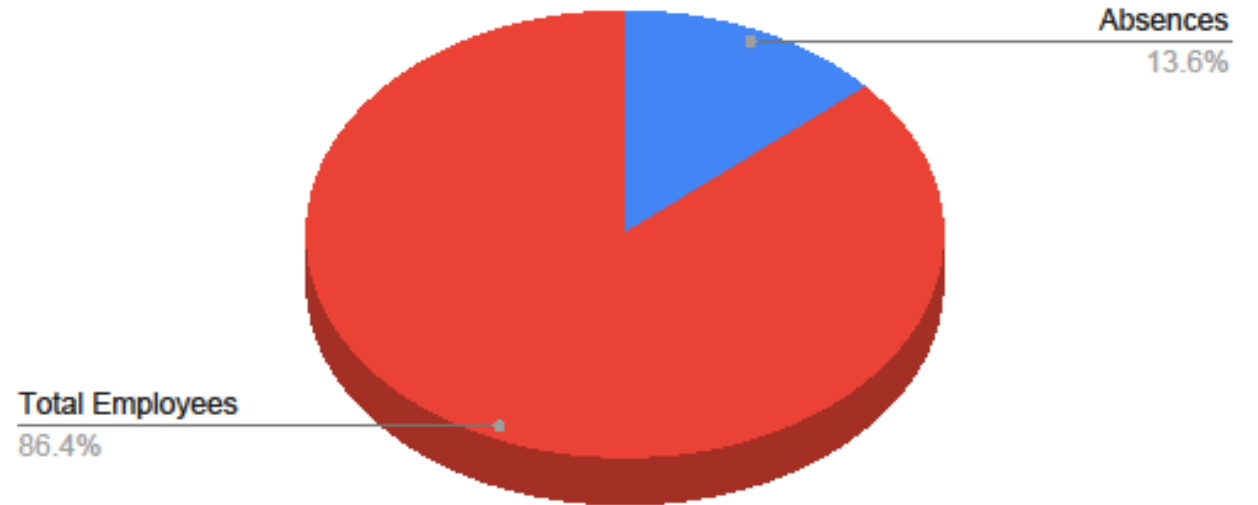
Absences by Location

Total Absences 3

Total Employees 19

- Data as of November 12, 2020*

SAU/District





WE'RE

ALL

IN

IT

TOGETHER!