



# San Mateo-Foster City School District Human Resources Department Update



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SUE WIESER, ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

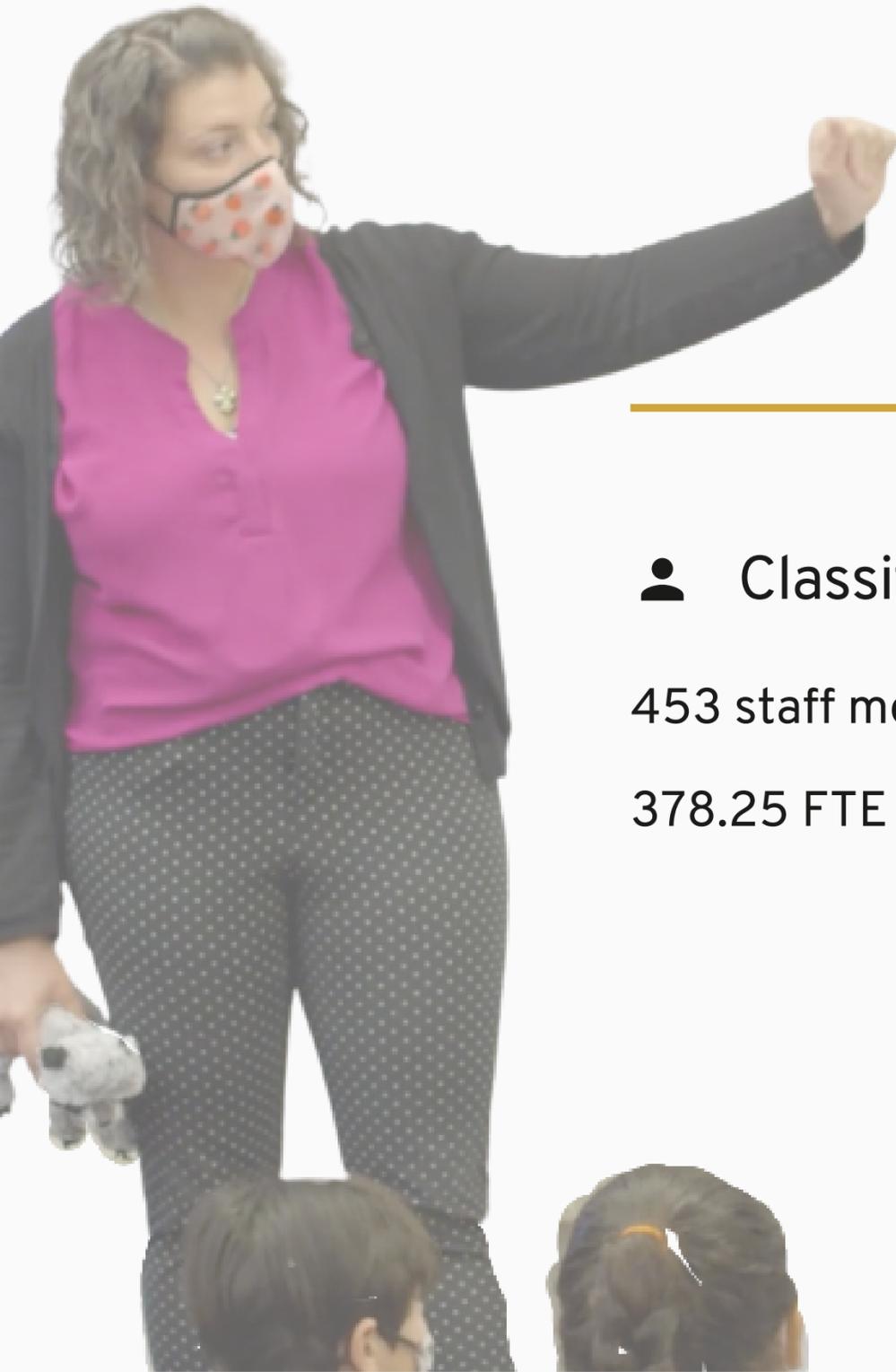
FEBRUARY 24, 2022



# Today's agenda

- SMFCSD Staffing
- Current Challenges
- Addressing the Challenges
- CSEA and SMETA Negotiations
- The Work Ahead





# SMFCSD Staffing in 2021-2022

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 Classified

453 staff members  
378.25 FTE

 Certificated

631 staff members  
624.24 FTE

 Management

65 staff members  
65 FTE

# Staff Attrition from 18/19 - 20/21

## 👤 Certificated Attrition

2018-19:	9.8%
2019/20:	9.2%
2020/21:	14.6%

## 👤 Management

2018-19:	10.3%
2019/20:	6.0%
2020/21:	8.1%





# Vacancies on First Day of School from 18/19 - 20/21

## Certificated

2018-19:	1.3%
2019/20:	.43%
2020/21:	.30%
2021/22:	1.3%

## Management

2018-19:	2.6%
2019/20:	4.9%
2020/21:	3.2%
2021/22:	3.1%





# Current Challenges

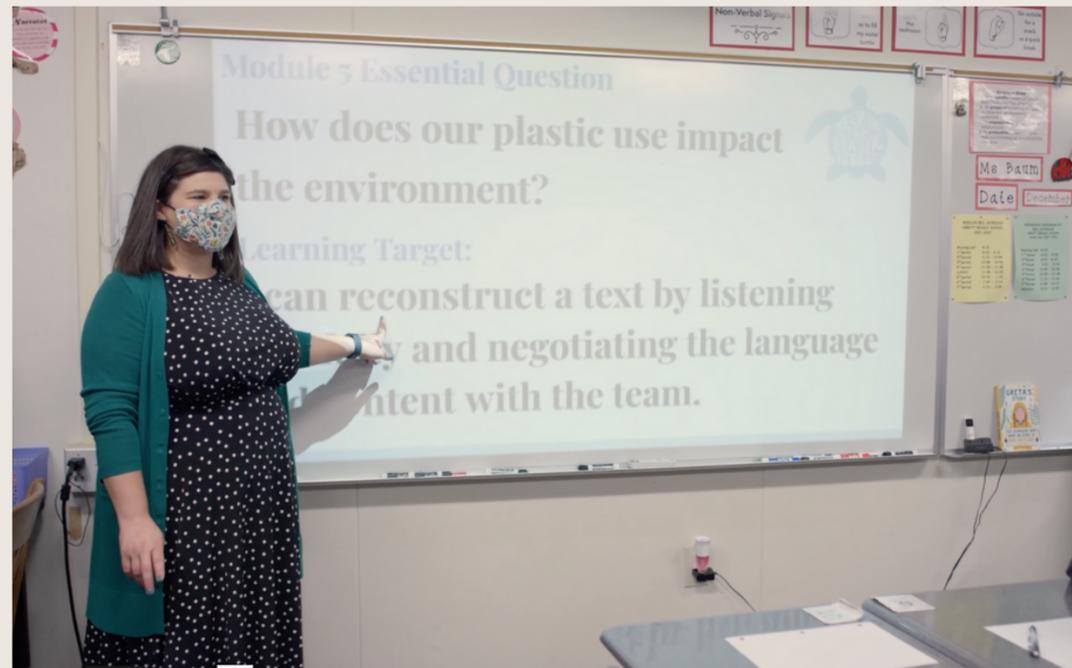
- Increased number of vacancies and new positions
- More difficulty filling positions
- Substitute Shortage
- Recruit diverse workforce

# VII



## Addressing the Challenges

- Collaboration with CSEA and SMETA
- Alder Teacher Residency for special education teachers
- Tuition assistance to earn special education credential
- University partnerships for student teachers
- Permanent substitute teachers
- Virtual recruiting events
- Pop up job fairs at school sites



VIII



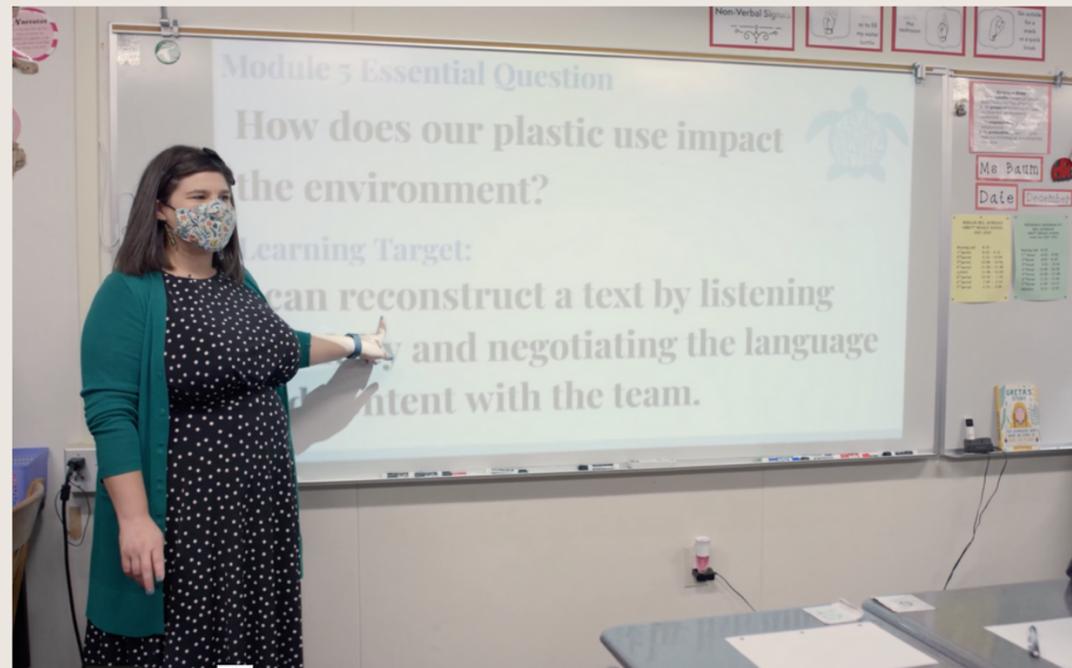
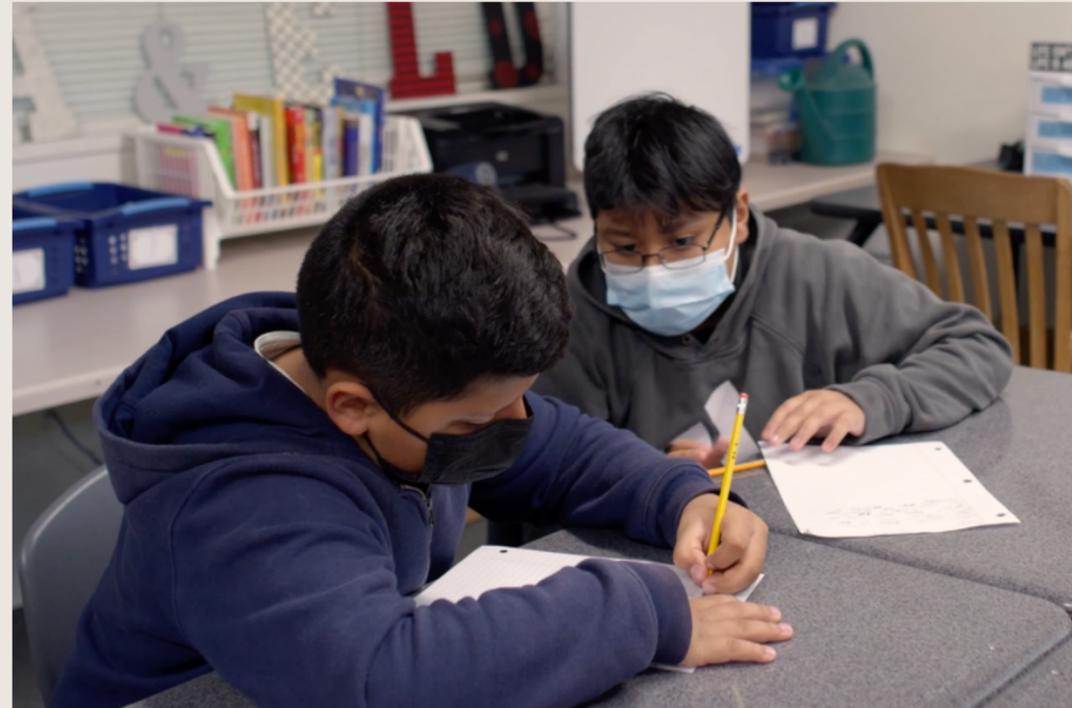
## SMETA and CSEA Negotiations

### SMETA Successor Negotiations for 2022-2025

- First meeting on Feb. 15
- Larger items include:
  - Compensation and Benefits
  - Class Size
  - Professional Development
  - Middle School Block Schedule
  - TK and Kindergarten
- Next meeting on March 1

### CSEA

- Successor agreement in place for 2021-2024
- Reopeners in 2022-2023





# The work ahead...

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- Support goals in the Strategic Plan
- Continue collaboration with CSEA and SMETA
- Improve recruitment and hiring capacity
- Develop and implement strategies to retain staff
- Invest in attracting and retaining a diverse workforce
- Track and analyze data to increase recruitment and retention