

San Mateo-Foster City School District Human Resources Department Update



SUE WIESER, ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

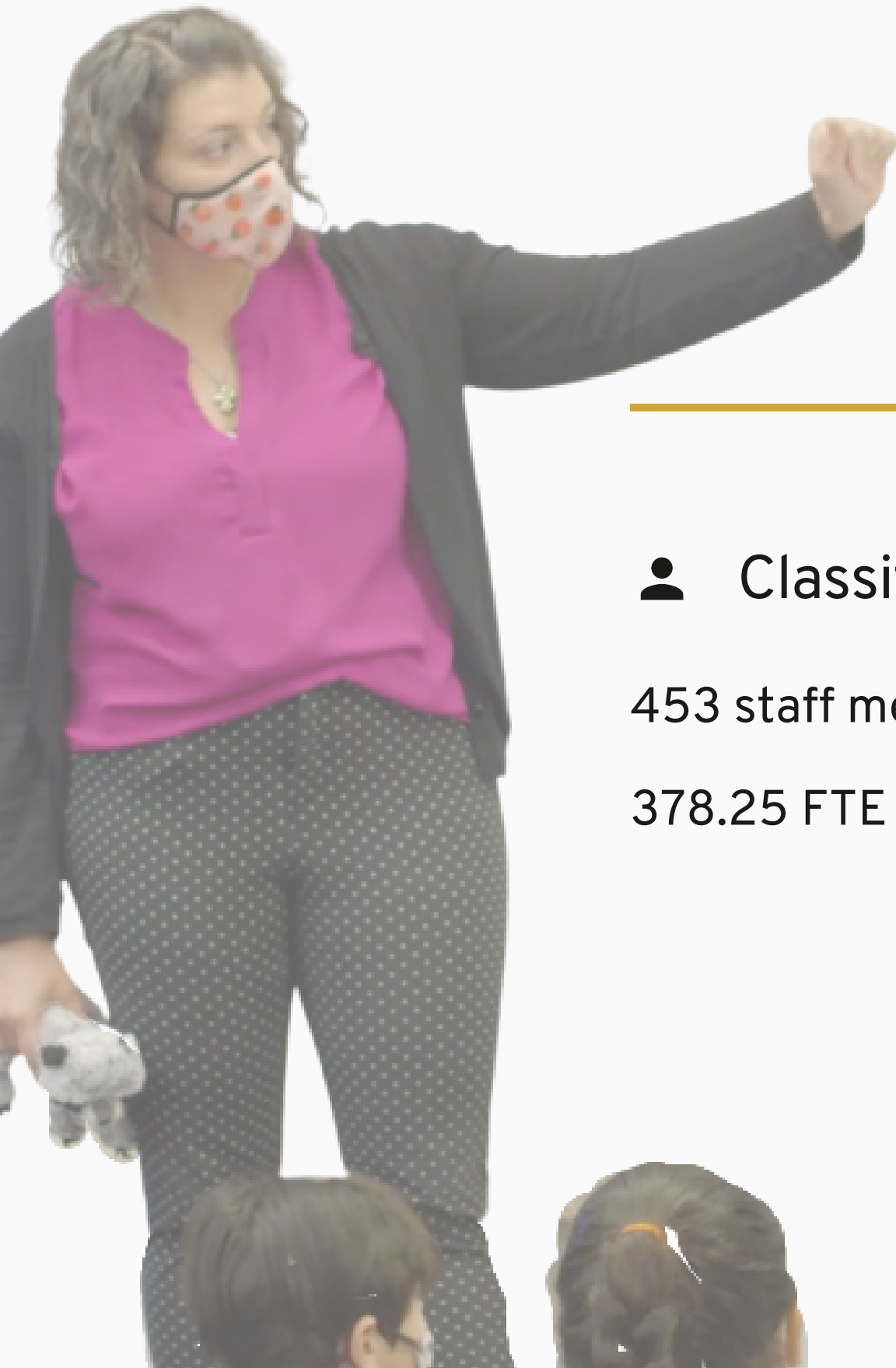
FEBRUARY 24, 2022



Today's agenda

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





SMFCSD Staffing in 2021-2022

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

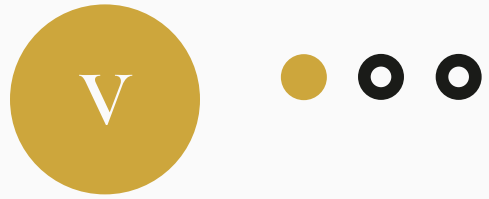
👤 Certificated Attrition

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

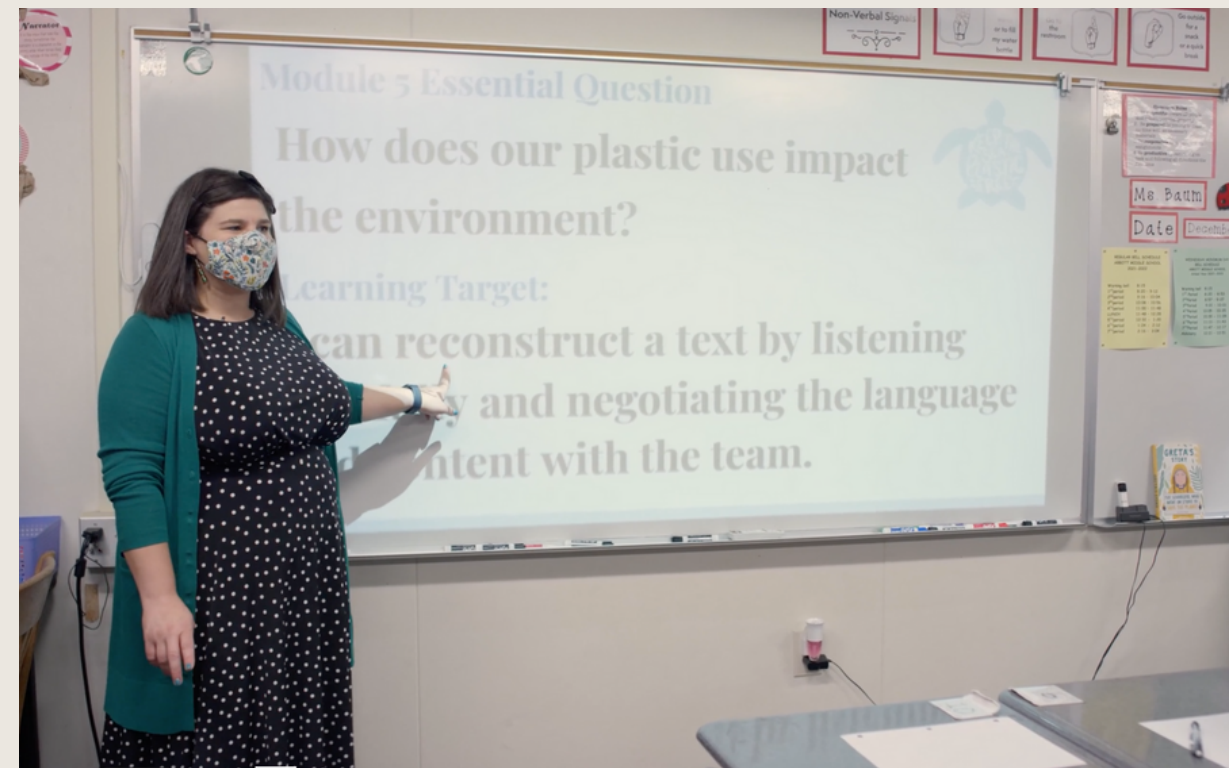
- Increased number of vacancies and new positions
- More difficulty filling positions
- Substitute Shortage
- Recruit diverse workforce

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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



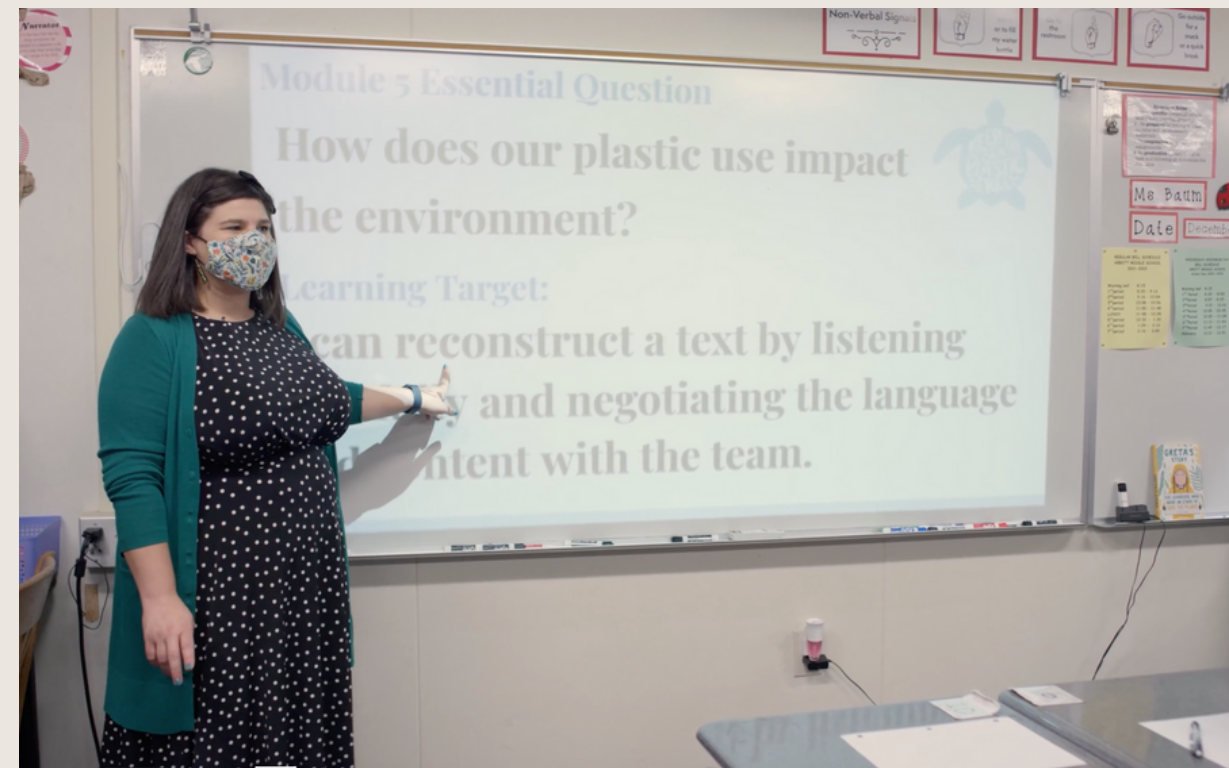
SMETA and CSEA Negotiations

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...

- 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

