



Human resources Update

Michelle Roach

Director of Human Resources

Hiring

Current Leadership Searches

Elementary Assistant Principals (5)

RISE Director

Open Positions

Food Services: 2

Paraeducators: 12

Teachers: 2



Leaves and Terminations

Anticipated June 30th Departures (13)

Teacher Retirements: 10

Staff Resignations: 3

Leave of Absences (58)

Current: 16

Completed: 30

Anticipated: 12



Substitute Fill Rate Comparison

Month	Average Daily Absences SY22	Average Daily Subs SY22	Average Fill Rate (%) SY22	Average Daily Absences SY23	Average Daily Subs SY23	Average Fill Rate (%) SY23
October	36	7	26.1%	50	16	43.3%
November	42	12	37.7%	43	14	43.0%
December	49	16	39.9%	63	22	47.9%
January	57	17	36.3%	48	26	71.7%
February	34	14	53.3%	49	16	45.3%
March	38	15	49.7%	46	18	51.9%

High Volume Substitute Pay

The District is piloting an adjustment to the daily substitute rate for high volume days. These are days we have identified as requiring higher than average substitute needs due to events that significantly impact staffing (i.e. District-wide professional development).

	Average Daily Absences	Average Daily Substitutes	Average Fill Rate (%)
Non-High Volume Day (\$100/day)	48	18	50%
High Volume Substitute Day (\$125/day)	65	29	62%

Additional Updates

RMHS Interns

25 Education interns processed and ready to start

Meet with STEM interns next week after matched with placements

ARPA

Coordinated disbursement of approximately \$609k in ARPA funding to staff members who worked from March 2020 through June 2021

Recruitment Outreach

Massachusetts Partnership for Diversity in Education

- Building Bridges: Creating Cultures of Belonging: February 16, 2023
- Recruitment Fair: March 18, 2023
- MTEL Reimbursement

Massachusetts Educational Recruiting Consortium Career Fair: April 20, 2023

