

# Human Resources-Board Report

November 13, 2023

## Human Resources Department

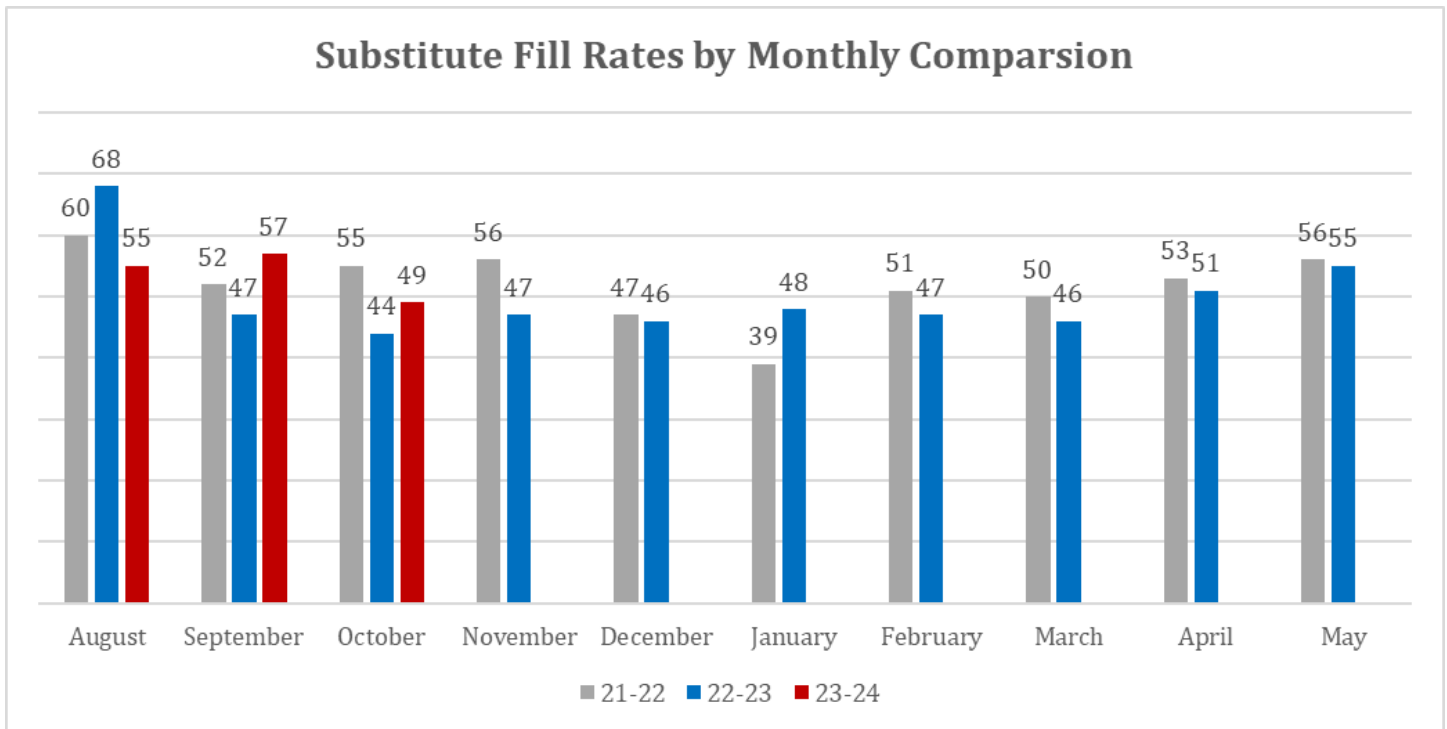
### Monthly Recruiting Update

Dr. Julie Schmidli, Principal at Little Blue Elementary, traveled to the UCM Teacher Career Fair on October 10th, to represent team RQS. Dr. Schmidli sat on a career panel of educators to field questions from practicum students before setting up for recruitment. RQS has started posting for 2024-2025 school year anticipated openings. The Human Resources department is preparing for a very active recruitment season and will be deploying our RQS Brand Ambassadors to recruitment and job fairs across several states in the upcoming months.



## Substitute Fill Rate Update:

Our overall substitute fill rate for the month of October was 49%. **Our classroom fill rate for the month of October was 64% which is up 35% from this same time last year.** We have hired 29 new subs in the last month and we have a total of 134 dedicated classroom substitutes working for RQS.



## Ray Team Update:

RayTeam will meet on Thursday, November 16th, to review the results of the annual Quality of Worklife Survey. There were almost 600 staff members who responded. RayTeam will use this data to prioritize their work for the 23-24 school year. Results of the survey will be shared with RQS staff in December. RayTeam will submit proposals and recommendations to the Board of Education in March of 2024.

Rayteam is always willing to hear from you. Please do not hesitate to reach out to our members with your questions, comments, and or concerns.

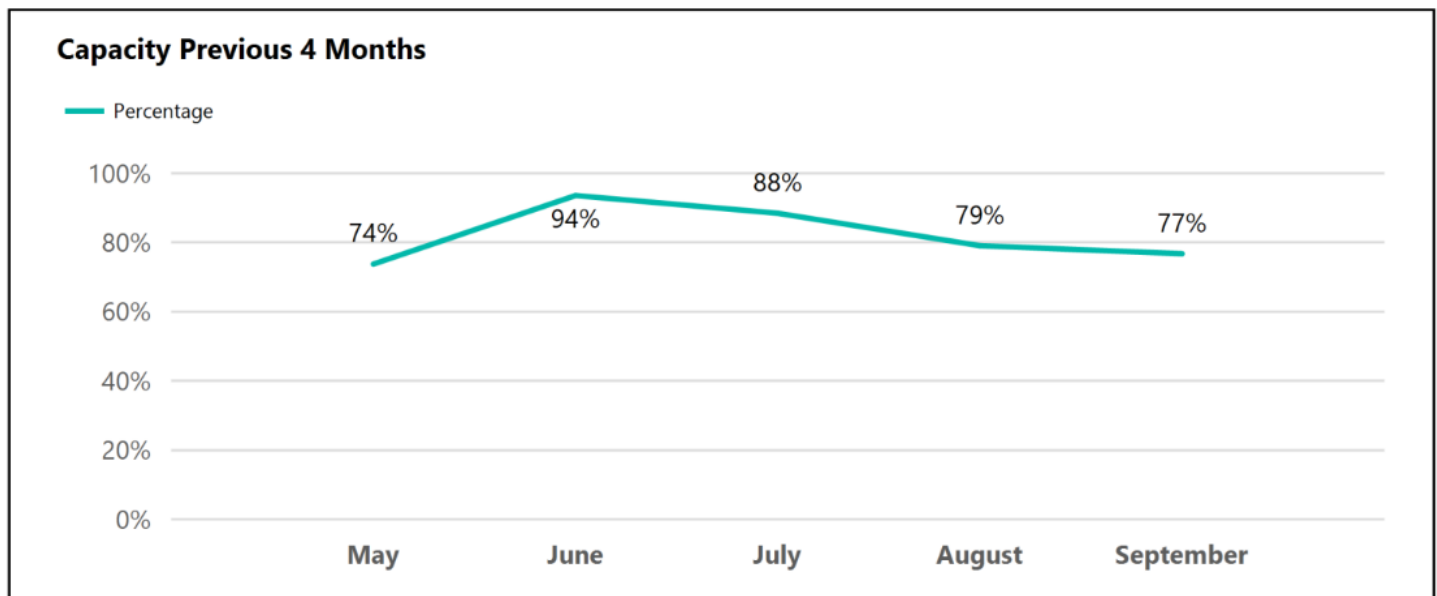
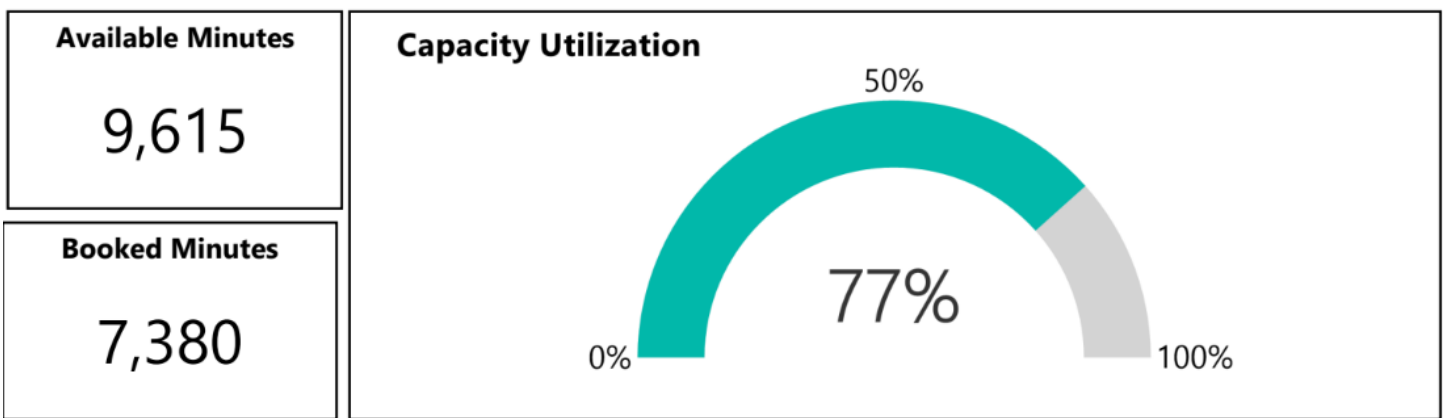
## RayTeam Members:

Kevin Prosser, Technology  
Jameson Link, Support Staff  
Melissa Tanner, Support Staff  
Mary Rigan, NEA  
Dennis Helsel, NEA  
Megan Willet, NEA  
Aimee Meyer, Support Staff

Susie Morgan, MSTA  
 Ashley Jones, MSTA  
 Brian Wise, HCC  
 Carl Calcara, Admin  
 Julie Schmidli, Ele. Admin

**Wellness and Clinic Update:**

The Wellness Clinic continues to be one of our district’s greatest assets and is a wonderful benefit we’re able to offer to our RQS employees. We are constantly monitoring utilization of services to be able to provide exceptional care. We more than appreciate Dr. Hern and her team as well as our Premise, CBiz, and Blue Cross Partners. Below is our utilization data for the month of September.



## Capacity HeatMap

	07 AM	08 AM	09 AM	10 AM	11 AM	12 PM	01 PM	02 PM	03 PM	04 PM	05 PM
Mon	83%	100%	100%	75%	92%		67%	100%	100%		
Tue			86%	69%	70%	67%	78%	54%	100%	69%	100%
Wed			82%	100%	67%	63%	75%	94%	100%		
Thu	75%	88%	25%	38%	25%	100%	93%	88%	71%	100%	100%
Fri	81%	91%	82%	81%	65%	30%	50%				

### District Wellness Days:

RQS observed our first **Wellness Day** on Friday, October 20th. As we continue to work to normalize conversations about physical and emotional well-being, we want to help staff find time to prioritize and be intentional about self-care. Work-life balance is critical and we cannot take care of our students if we first don't take care of the people that take care of them. **Wednesday, February 14th ( 90 minutes early) and Monday, May 6th (3 hours early), have been selected as additional Wellness Days.**

### District LivingWell Committee:

#### *Champion of the month:*

- Congratulations, Ms. Mings, on being named the District Wellness Champion for the Month of September! Ms. Mings is welcoming to all students and staff. She is creative and supportive in establishing ways to help students succeed. She compliments and sees the good in others. She reminds busy teachers when their class has a lesson and bends over backward to make sure she communicates with teachers what she is doing to support our students. She is solution oriented and doesn't get caught up in the negative. Her energy and compassion for others permeates through Blue Ridge!





