

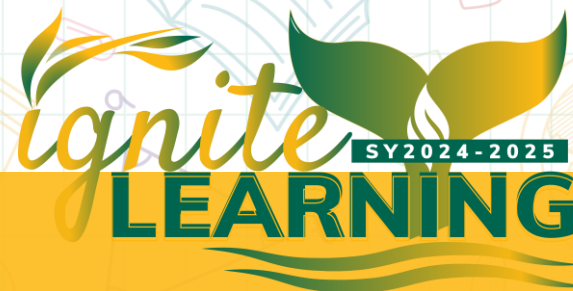
Human Resources Board Update

November 27th, 2024



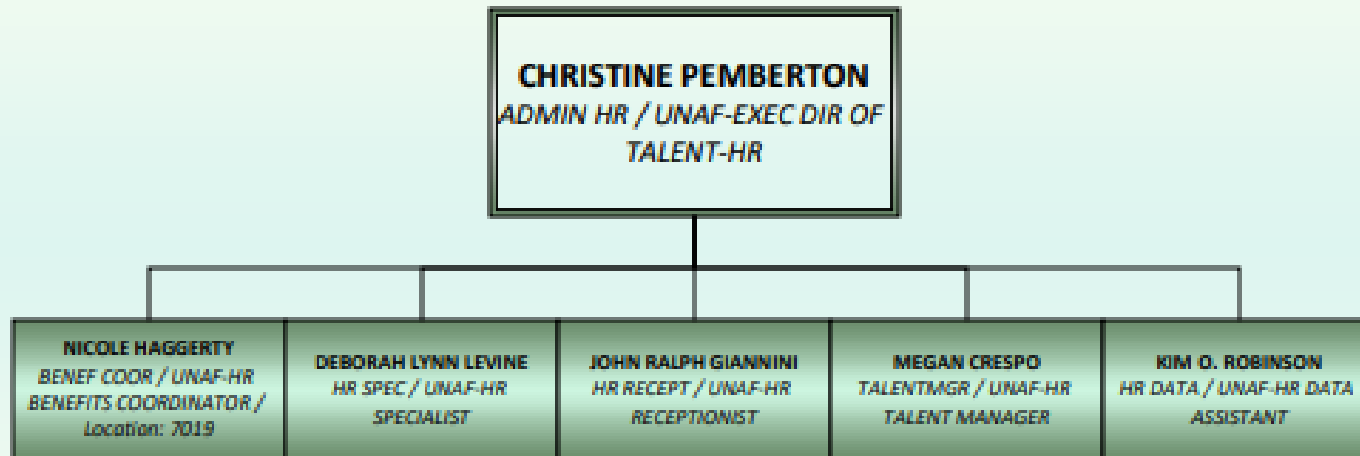
Presentation Table of Contents

- HR Organizational Chart
- NLPS Demographics
- NLPS Staff Longevity
- Staff Feedback – Exit Interviews



Meet the Talent and HR Team

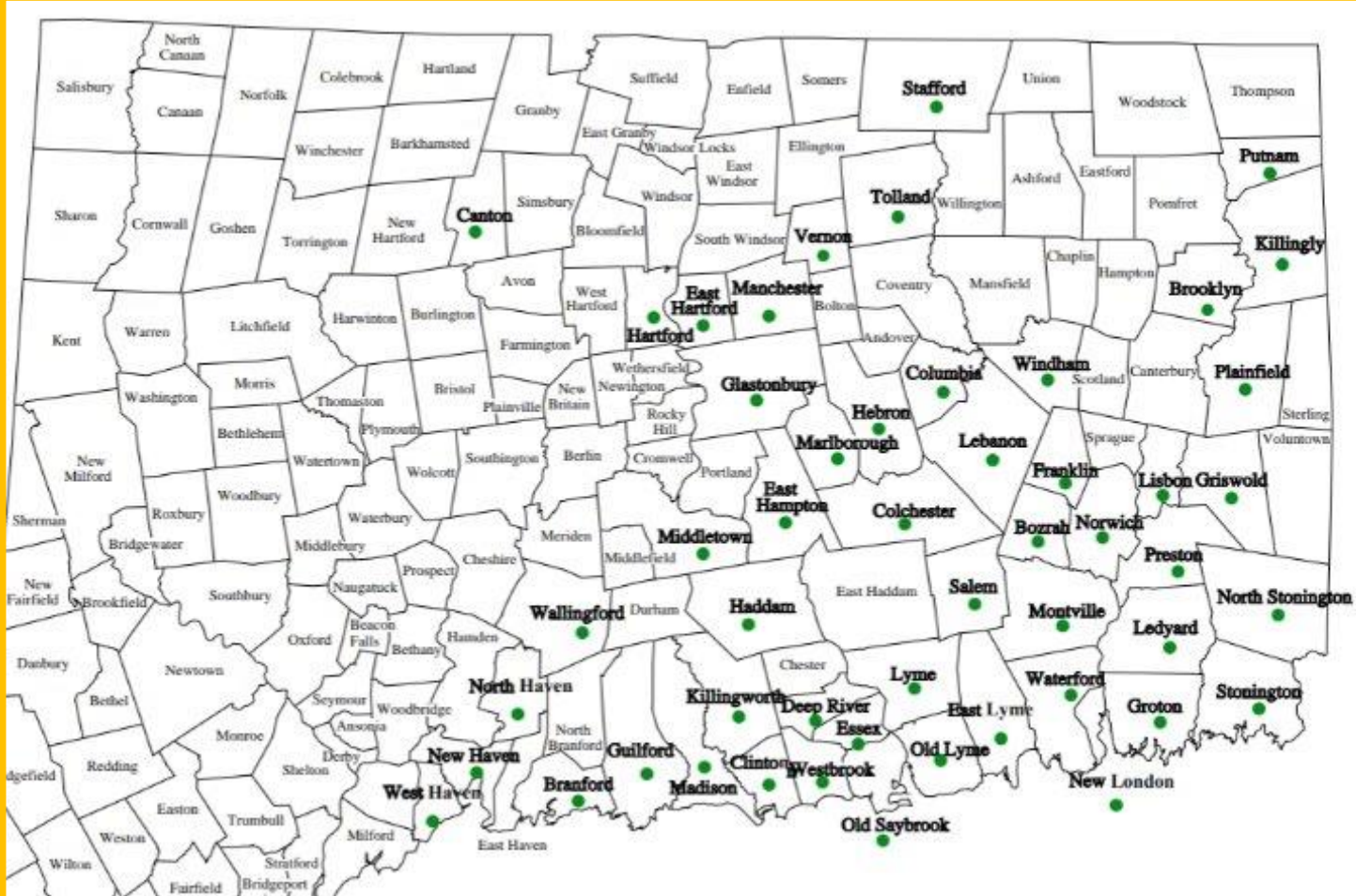
MUNIS ORG CHART



Employee Demographics



Where We Come From...



Out of 169
Town and Cities
New London Public
Schools represents
68 Connecticut Towns

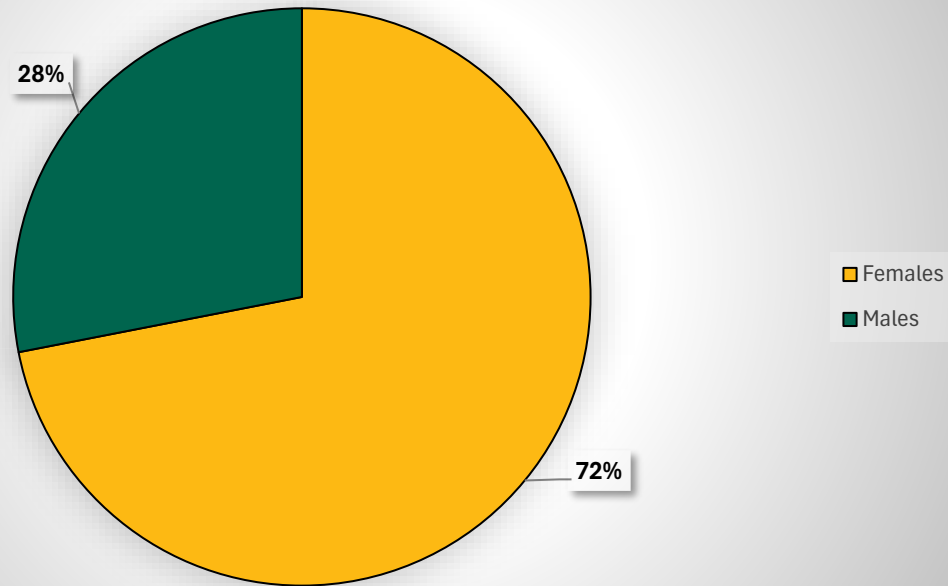
5 States

- Some of our staff lives in 4 of the surrounding states.
 - New York
 - Rhode Island
 - Massachusetts
 - New Hampshire

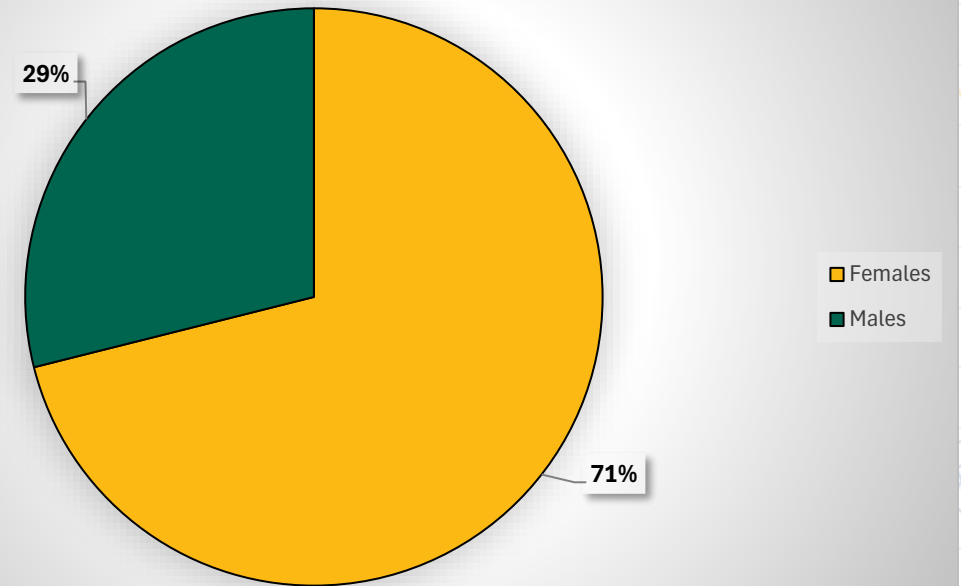


2 Year Comparison

2024 - 2025 Gender Demographics



2023 - 2024 Gender Demographics



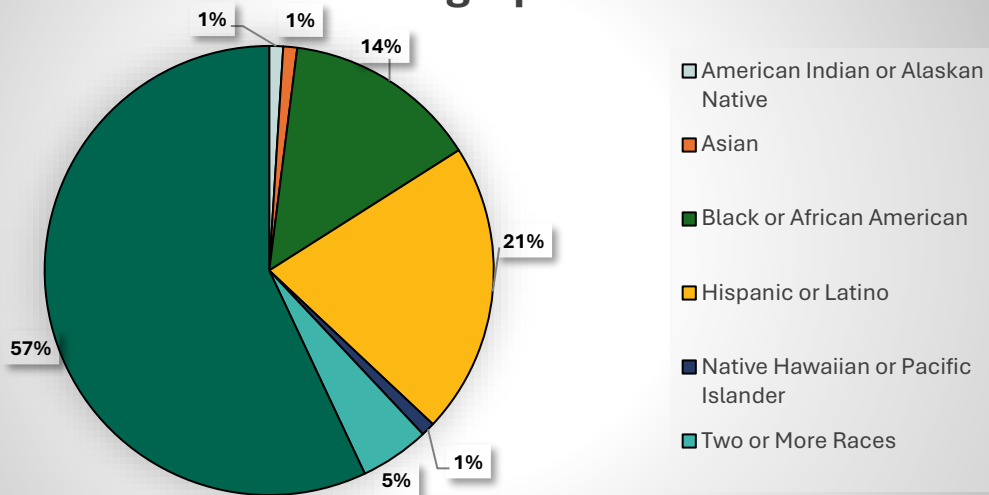
There are staff identified as other genders – the number does not significantly alter the visual representation, but it's important to note the diversity within the NLPS District.



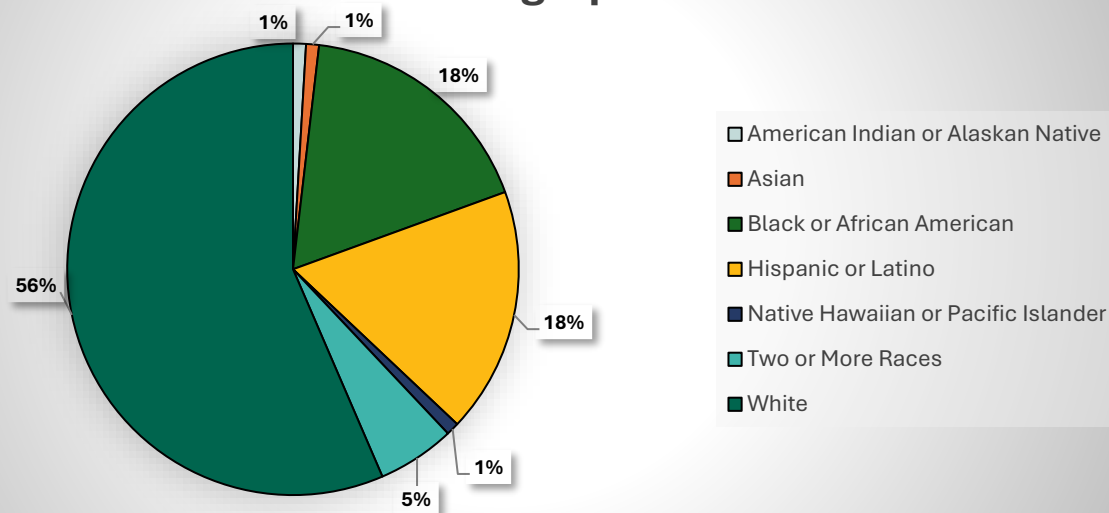
Staff Demographics



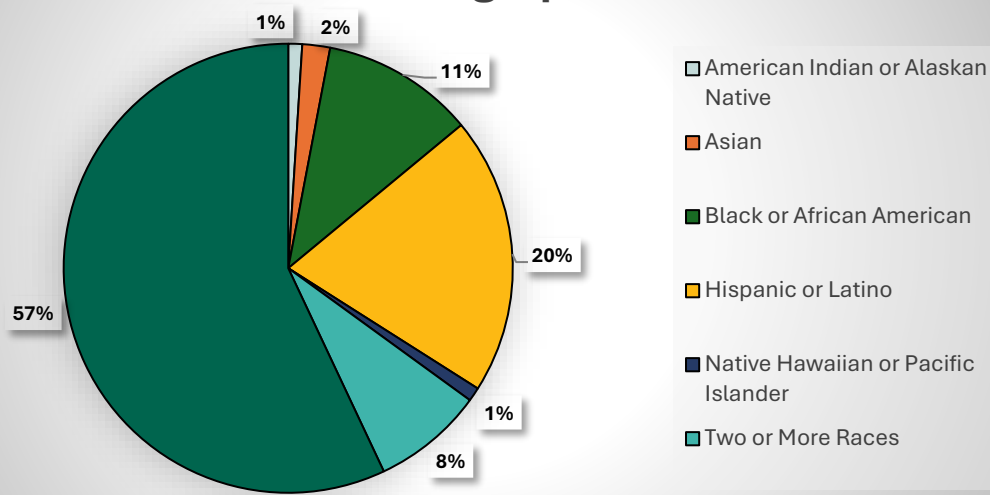
2023 - 2024 Demographics All Staff



2022 - 2023 Demographic All Staff



2024 - 2025 Demographics All Staff



Demographic Observation:

- Over the past three years, there has been minimal change in the racial demographic composition of our staff.

Demographic Observation cont.

- Our commitment to diversity is ongoing, and we will continue to track and improve our efforts.



3-Year Ethnicity Demographic Comparison

Longevity

Staff Longevity Overview



Colleges and Universities

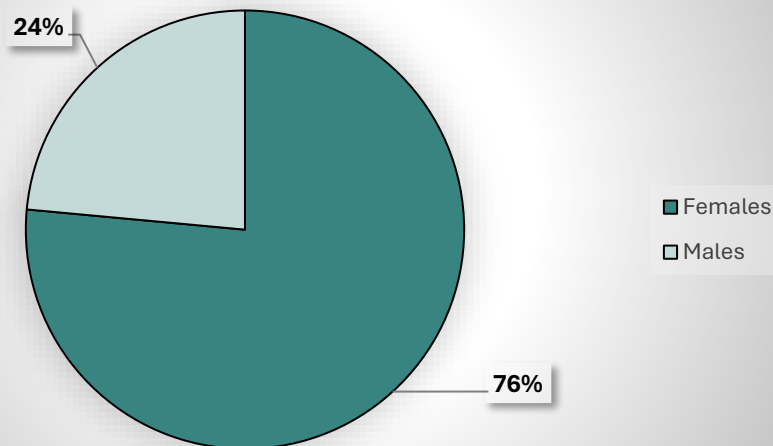
(*** New to Teaching)

- Boston College ***
- Georgetown University ***
- Mitchell College ***
- University of Arizona
- Sacred Heart University
- University of Connecticut ***

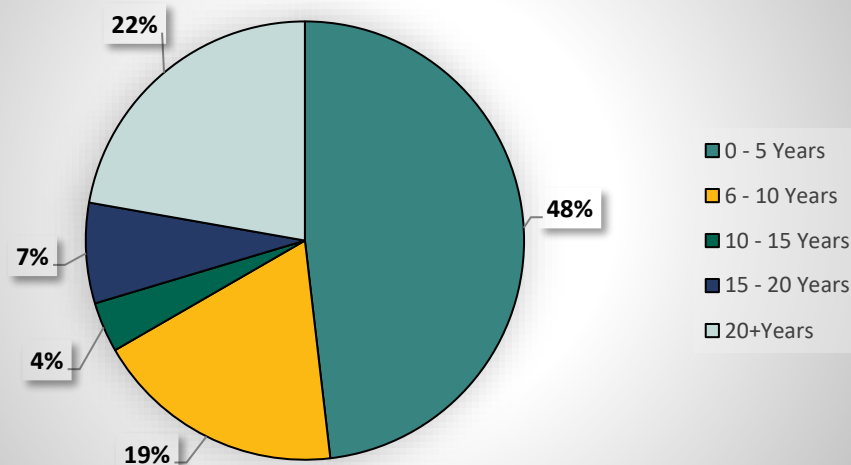
As we continue to recruit new teachers, we will look to build partnerships with a variety of colleges and universities, ensuring that we attract a diverse group of talented educators who can meet the needs of our students.



Gender Demographics 2024 -2025

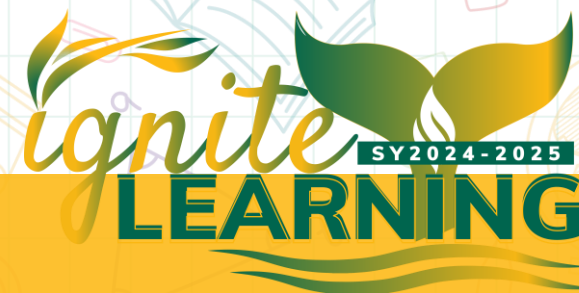


Years of Service



Years of Service of Teachers New to NLPS

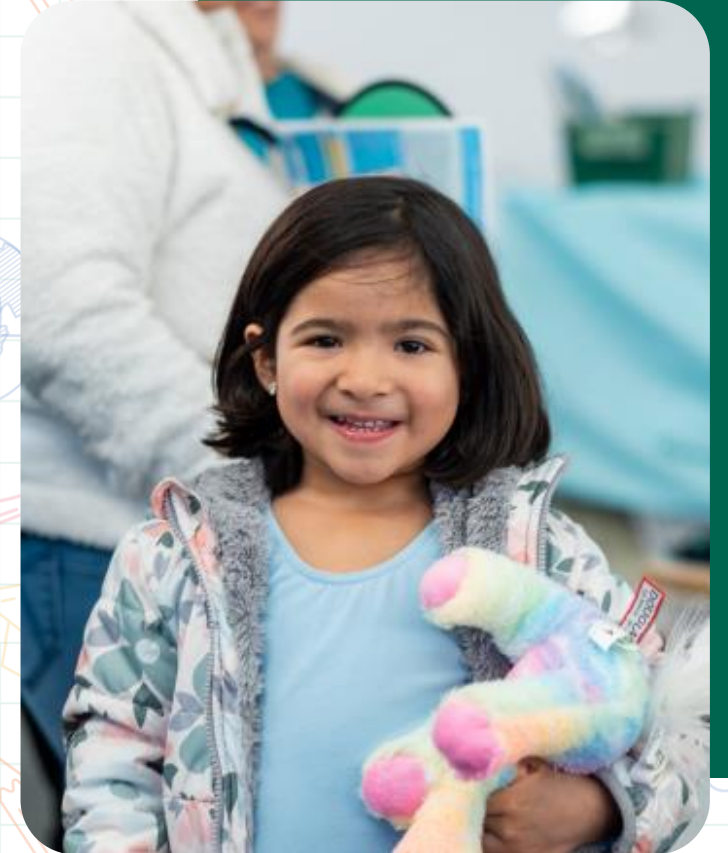
- 67% of our newest teachers have 10 years or less of teaching experience.
- 29% of the newest teachers have been teaching for 15 to 20 years.



New to NLPS Teacher Demographics

Employee Data

Exit Survey Data



Primary Reason for Leaving

Primary Reasons for Leaving are:

1. Personal reason

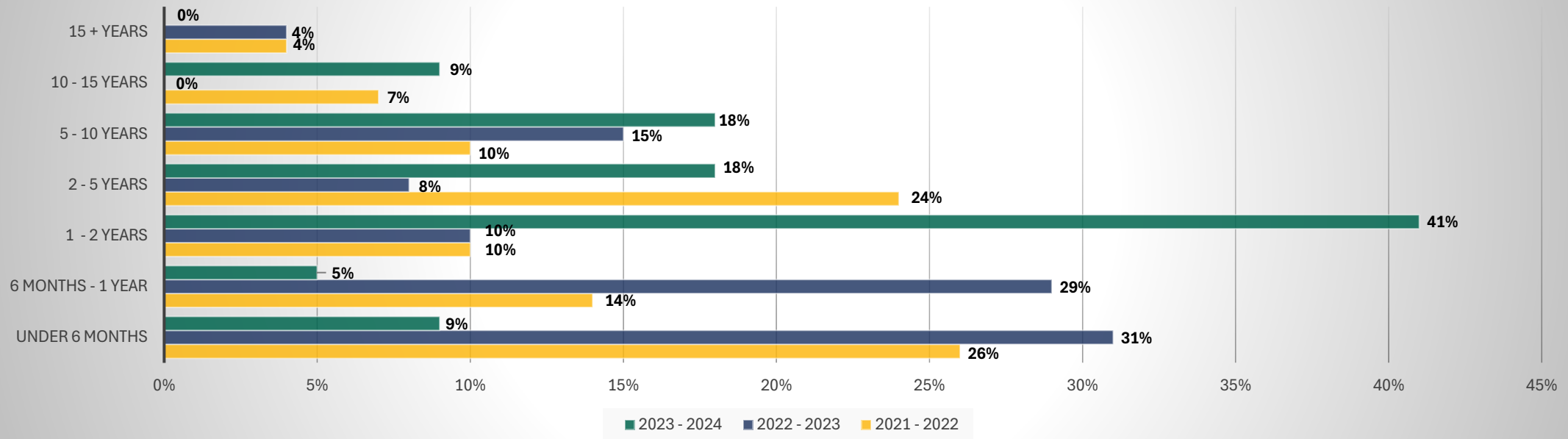
2. Accepted another position in another district

3. Pursing a different profession

4. Relocation

5. Furthering education

Survey Length of Employment



- It's important to note that this data reflects only those who participated in the exit survey and may not represent all employees who exited during the time periods shown.
- **2023 – 2024** – the trend shifted significantly, with 41% of exits occurring from employees who had between 1 and 2 years of service. This indicates that staff who remained beyond the first year were more likely to leave in the second year.

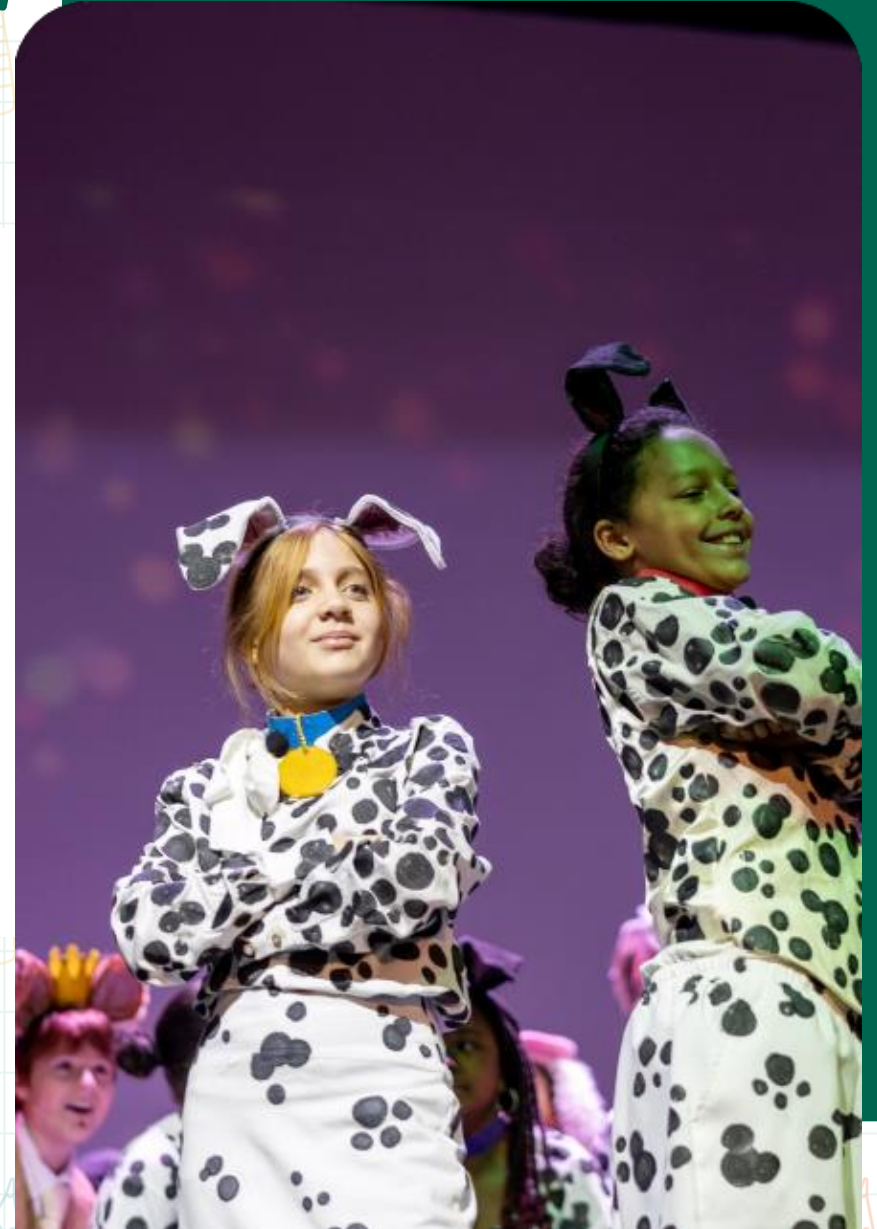


*Length of Employment of Survey Respondents
3 - Year Comparison*



HR Updates: Advancing Educator Diversity & Key Initiatives

- **Sacred Heart Cohort (Alternative Route to Education)**
 - 8 staff members of color in Teacher Residency Program (TRP)
 - Aligning with district's goal to increase educator diversity
- **Volunteer Recruitment**
 - 80 Conn College students volunteering across the district
 - 40 NESS volunteers supporting schools and students
- **MUNIS HR/Payroll**
 - Implementation - Completed in Summer 2024
 - Improved efficiency and access to employees
- **Human Resources Connections**
 - Virtual Employee Forums Monthly forums
 - To discuss key employee topics and foster engagement



Human Resources Update 2024

Statutory Changes Affecting Employment

- Paid Sick Leave Effective January 1, 2025, Public Act 24-8 significantly expands and revises Connecticut's paid sick leave law:
- Changes Term to "Paraeducator" Sections 20-38 of Public Act 24-41 change the terms "school paraprofessional", "paraprofessional", and "paraprofessional teacher aide" to "paraeducator" in a number of education-related statutes.

- **FMLA for Noncertified School Board Employees**

Under federal law, public school employees qualify for unpaid leave benefits under the federal Family and Medical Leave Act ("FMLA") if they have (1) been employed by the board of education for at least twelve months and (2) worked for such employer at least 1,250 hours in the previous twelve months. Effective October 1, 2024, Section 18 of Public Act 24-41 requires that boards of education provide benefits equal to those provided by the federal FMLA to noncertified employees (not just paraeducators in an educational setting, as under current law) who have been employed by the board for at least twelve months and worked at least 950 (rather than 1,250) hours for such board in the previous twelve months. Similarly, the Act reduces the work hours requirement, from 1,250 to 950 hours in the previous twelve months, for noncertified employees to request leave to serve as an organ or bone marrow donor





Human Resources Board Update 2024



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LEARNING
SY2024-2025