



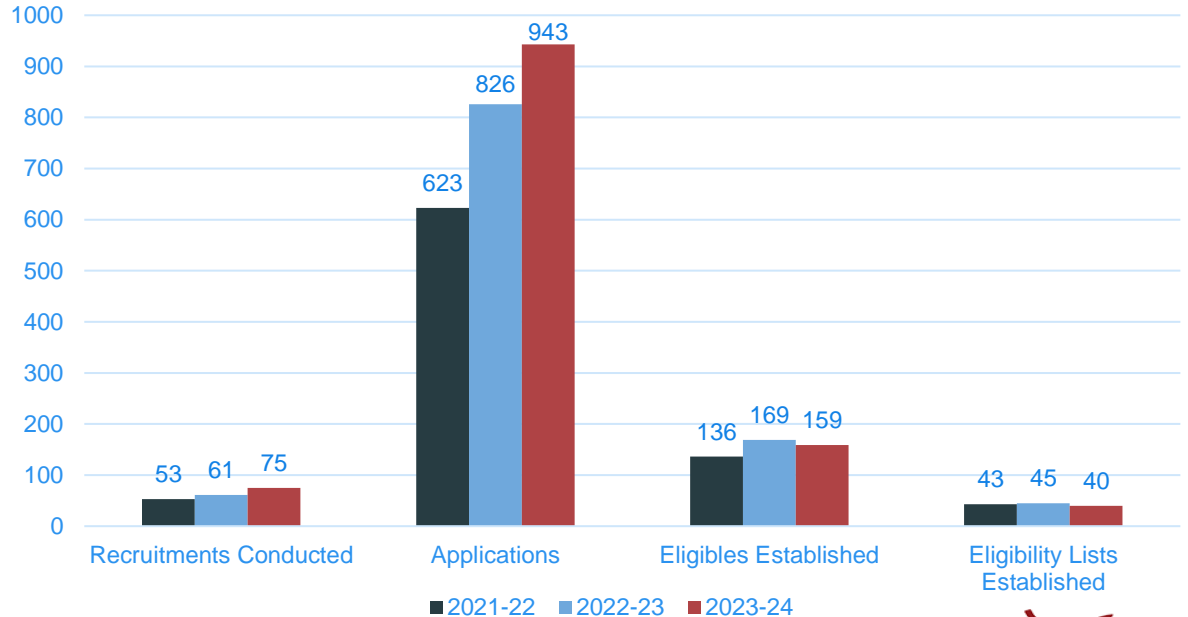
PERSONNEL COMMISSION ANNUAL REPORT, 2023-24

November 21, 2024

Highlights and Outlook

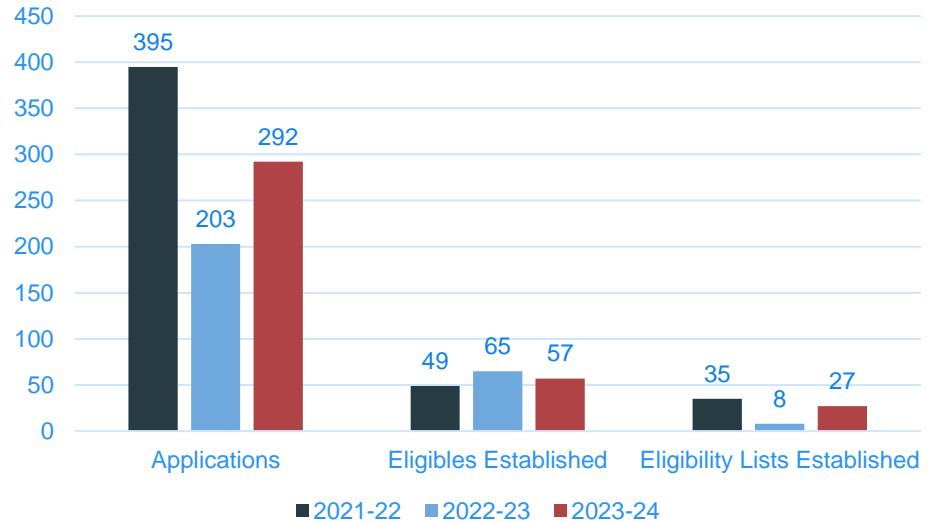
Open and Promotional Examinations

- Number of recruitments conducted continued to increase.
- Number of applications received increased but eligibles and eligibility lists established did not keep pace.



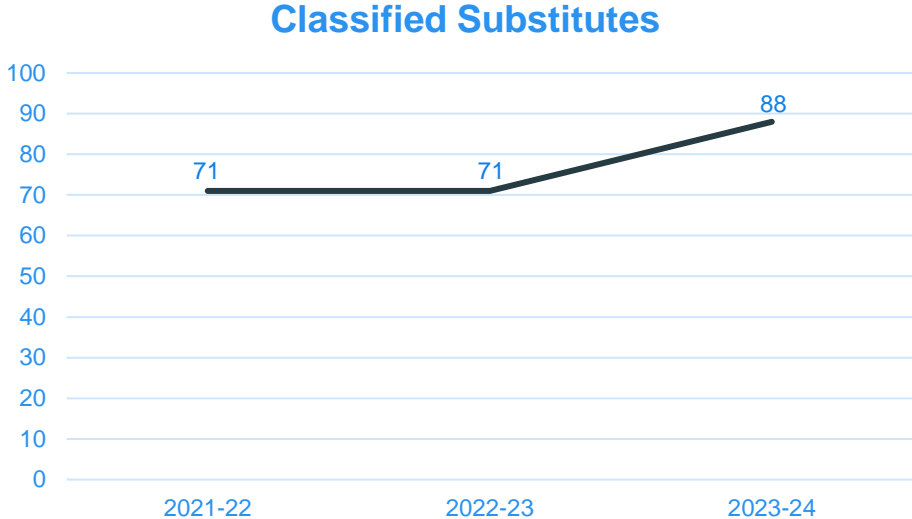
Continuous Examinations

- Most jobs posted as “open until filled” are instructional and/or require specialized skills.
- Number of applications increased year over year.



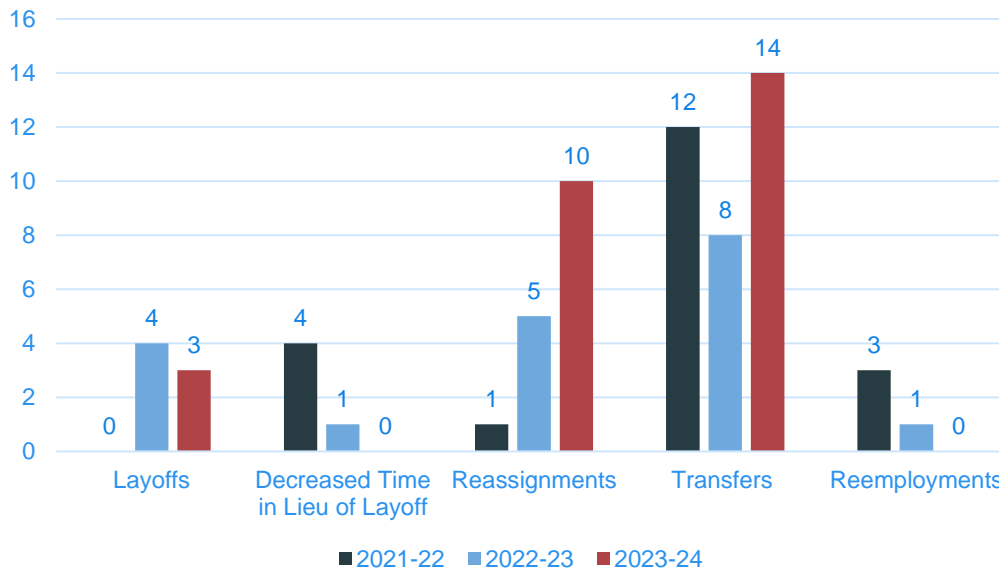
Substitute Recruiting

- Number of available substitutes has begun to increase.



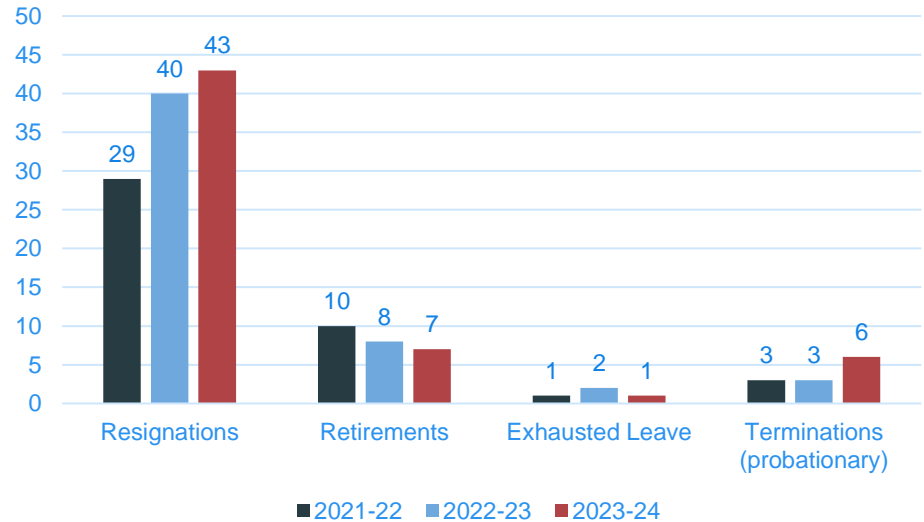
Layoffs

- The number of layoffs generally continued to be low.



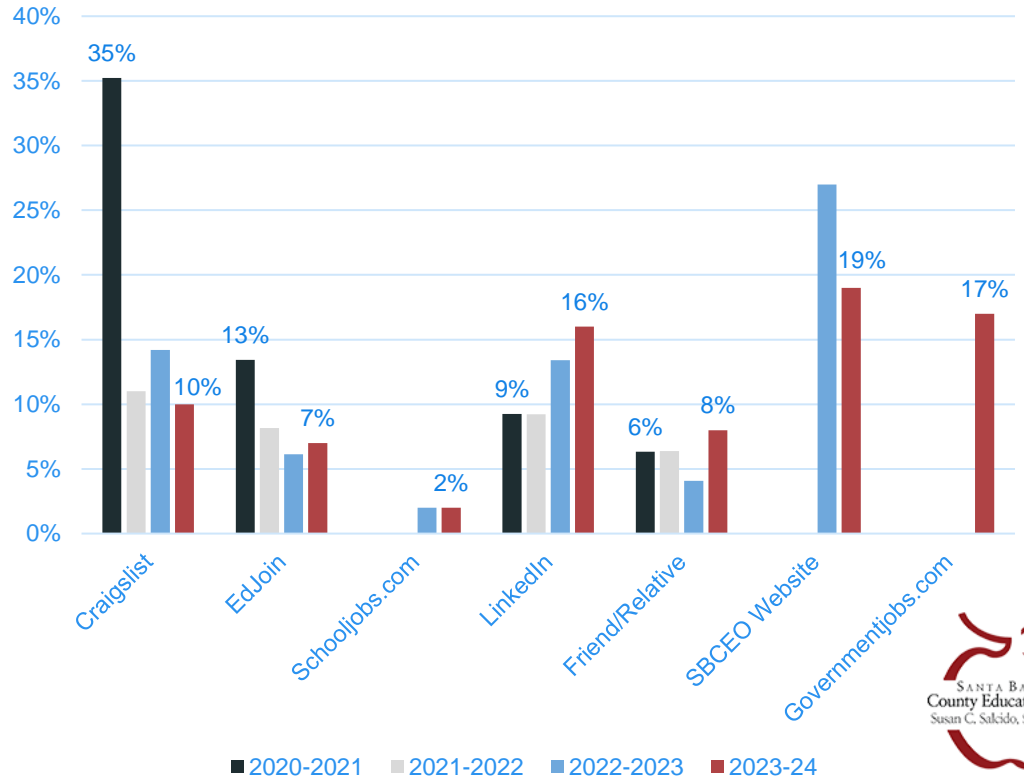
Other Separations

- Resignations continued to trend upward (with a caveat).
- Most other types of separation were stable.



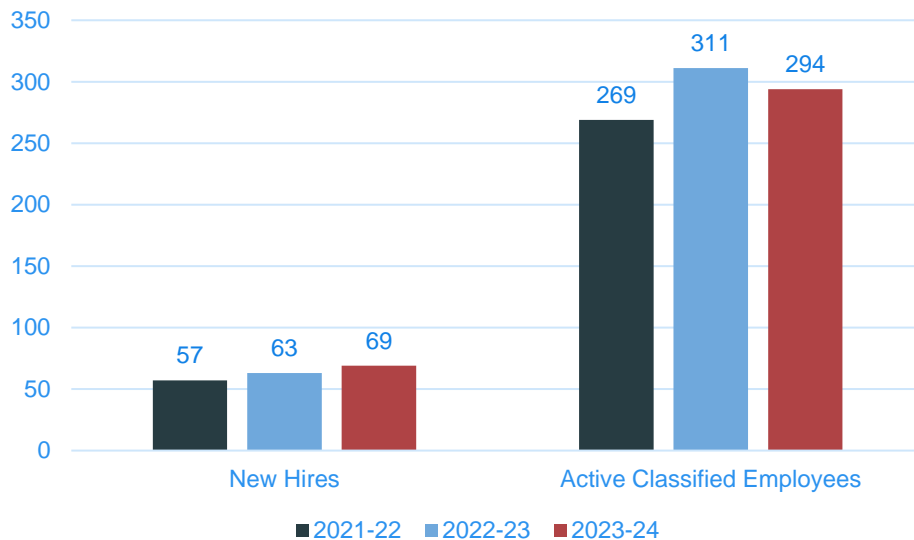
Recruiting Sources

- Applicants are learning about SBCEO jobs from different sources, compared to a few years ago.



SBCEO continues to hire

- Despite the challenges we face in recruiting, we have been able to hire new staff and grow our workforce.



Modernization of systems continues

The screenshot shows the SBCEO Onboarding Portal. At the top, there is a navigation bar with the 'Onboard' menu, a search bar, and a user profile for 'Amy Ramos'. Below the navigation bar is a main content area titled 'Main Home Portal'. This area features a grid of eight scenic images: a group of dancers in traditional costumes, a field of red poppies, a lake with mountains in the background, a sunset over a field, a coastal sunset, a desert landscape, a windmill, and a sunset over a beach. To the right of the image grid are three buttons: 'Audit Trail', 'Settings', and 'Edit Portal'. Below the images, there are four main sections: 1. 'Welcome to the SBCEO Onboarding Portal' with introductory text and a link to other portals. 2. 'Checklist' showing a progress bar at 0%. 3. 'How to Use the Checklist' with instructions on how to interact with the checklist items. 4. 'Human Resources Contacts'.

Onboard

Search

Amy Ramos

Employees Pre-Hires Reports Portals Checklists Positions Administrative Downloads

Main Home Portal

Audit Trail Settings Edit Portal

Welcome to the SBCEO Onboarding Portal

This page provides general information about SBCEO and some specifics about your position. Please scroll through for helpful resources and **if you're new to SBCEO, please review the checklist to the right and complete all of the steps in your onboarding process.** Please ensure that you complete all forms using the first and last name listed on your Social Security Card.

Up at the top of the page you may see other portals that may be helpful, such as our Benefits Portal, or one that is specific to your department.

If you have any questions, please reach out to Human Resources.

Welcome Message from Dr. Susan Salcido

SBCEO Employee Welcome Video

Checklist

0%

How to Use the Checklist

Please select individual checklist items to learn how to properly complete each. You may access checklist items by using the checklist widget or by using the 'tasks' tab on the left hand side of the site.

We understand your checklist items may be overwhelming, but please note that your general information will auto populate in order to assist you in swiftly completing each item.

If for any reason you need to step away, you will have the option to save your progress and resume once you return.

We are here to help you navigate the onboarding process. Please contact your respective recruiter with any questions.

Human Resources Contacts



Final Thoughts

- Raising the profile of SBCEO
- Promoting the field of education



The banner features a central text area with the headline "Launch your Career in Education today" in red and black, followed by "Join the Journey" in large blue and orange letters. Below this, it says "Schools across Santa Barbara County are hiring". To the left is a circular logo with a stylized bird and the text "SANTA BARBARA County Education Office Susan C. Salcido, Superintendent". At the bottom, three circular photos are shown: a woman in a green shirt, a woman interacting with a child at a table, and a woman in a blue shirt. Each photo is framed by a decorative circular graphic with colored dots.

SANTA BARBARA
County Education Office
Susan C. Salcido, Superintendent

Launch your Career in Education today

Join the Journey

Schools across **Santa Barbara County** are hiring

Diane Campo
Paraeducator

Erin Shurson
Speech Language Pathologist

Lupe Medrano
Bus Driver

