

HUMAN RESOURCES

2026-2027 Budget Workshop

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Director of Equity, Inclusion, and Personnel

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Our Team

- ▶ Orlando Benzan- Director of Equity, Inclusion, and Personnel
 - ▶ Tammy Vanderbilt- Human Resources Assistant
 - ▶ Jill Adams- Personnel Clerk
 - ▶ Carol VonBerg- District Receptionist
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Areas of Responsibility

Personnel
processes and
matters

Staff hiring,
onboarding, and
assignments

Sectioning

Contract
negotiations

Labor relations and
contract
administration

Leadership
development

Administrator and
Teacher evaluation
process

Report Highlights

- ▶ Department Goals
- ▶ Budget
- ▶ Sectioning and Staffing
- ▶ Trends
- ▶ Hiring
- ▶ Negotiations

Goals for 2025-2026

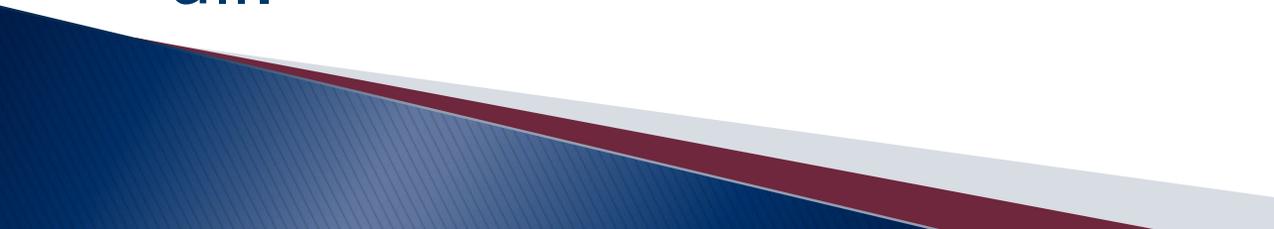
- ▶ Full Transition to Electronic Onboarding
 - ▶ Updated Branding for the HR Offices
 - ▶ Emphasis on Recruitment
 - ▶ NYS STEPS Planning
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Human Resources Mission

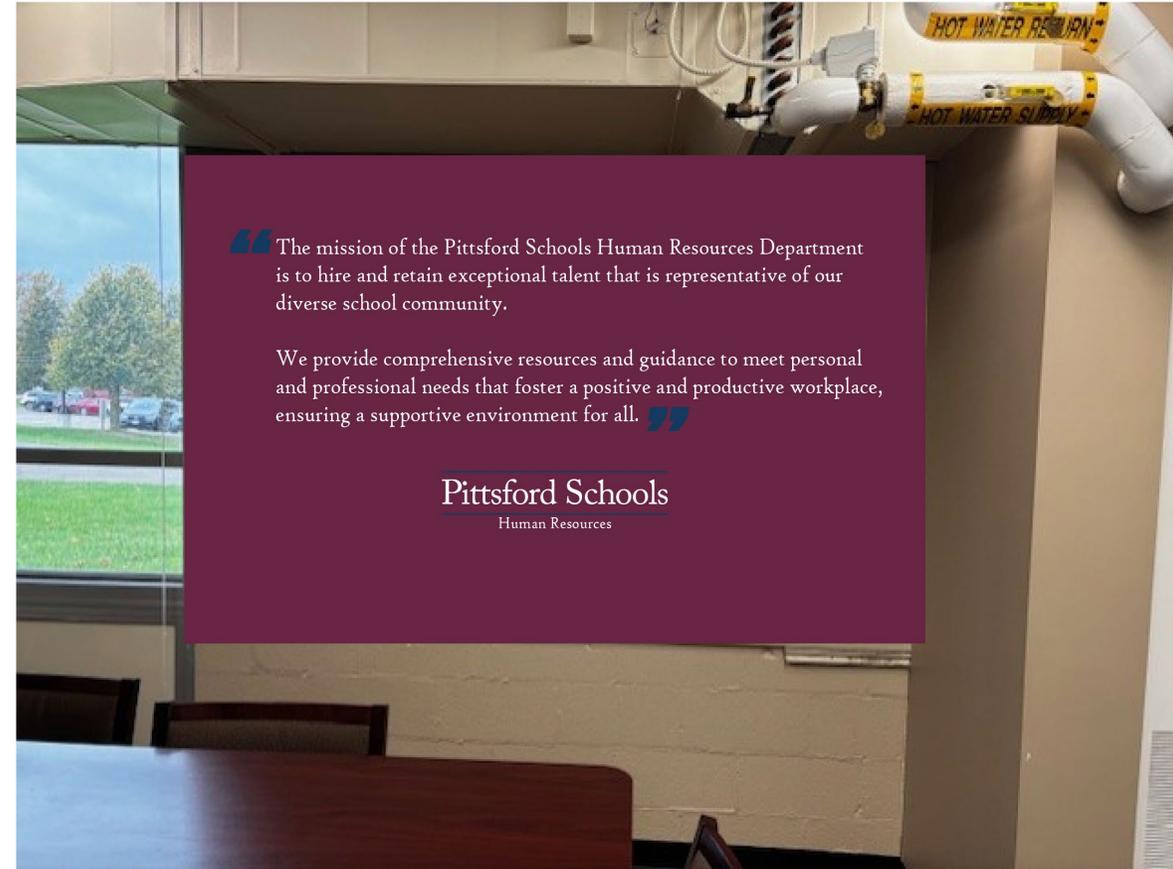
Mission:

The mission of the Pittsford Schools Human Resources Department is to hire and retain exceptional talent that is representative of our diverse school community.

We provide comprehensive resources and guidance to meet personal and professional needs that foster a positive and productive workplace, ensuring a supportive environment for all.



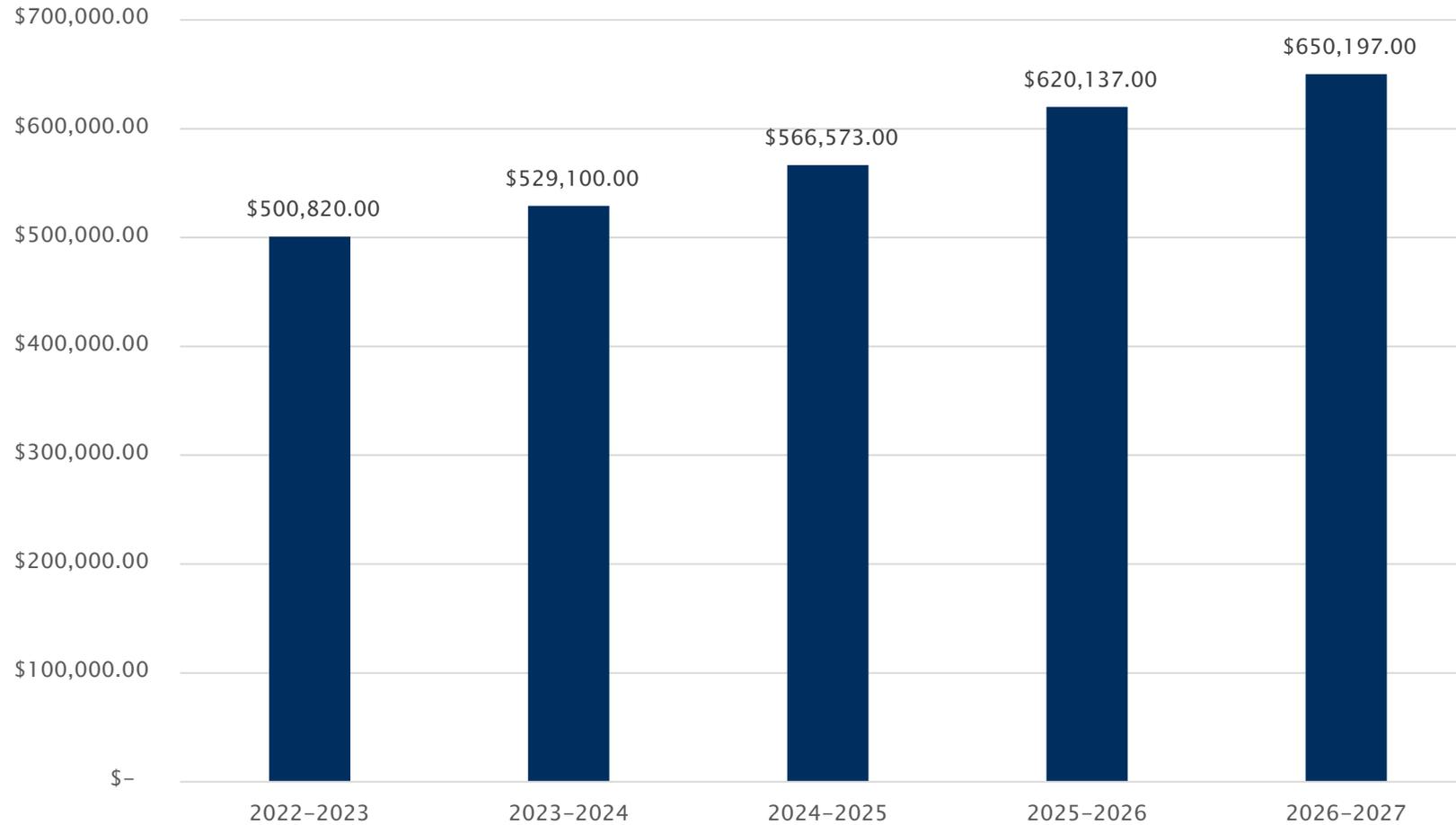
Department Branding



Department Branding

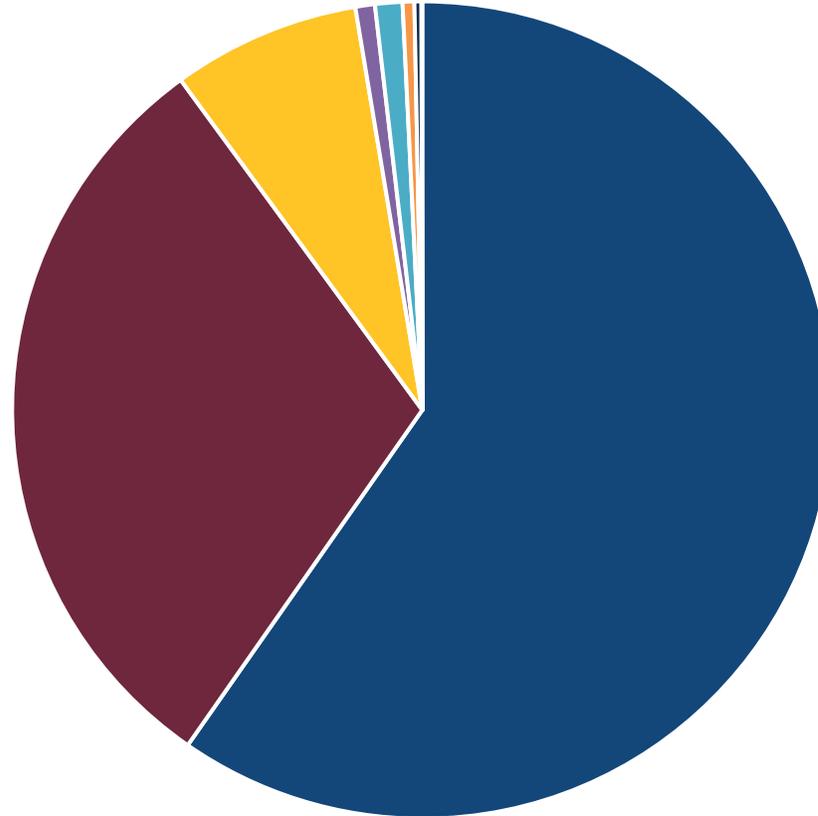


Budget History



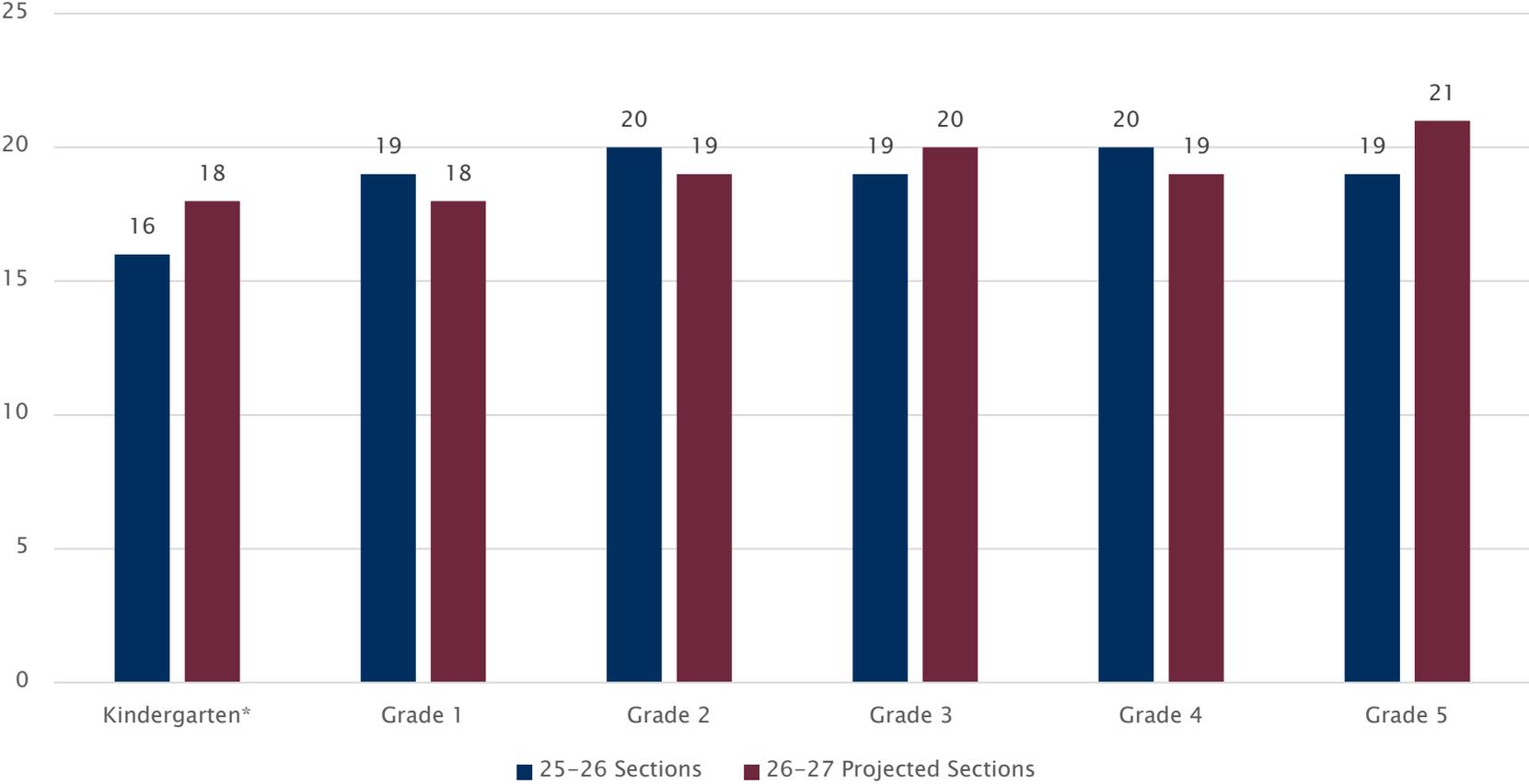
Budget Overview

Major Budget Catagories



- Administrator Salaries
- Support Salaries
- Contracted Services
- Travel and Conference
- BOCES Services
- Print Services
- Supplies
- Mileage

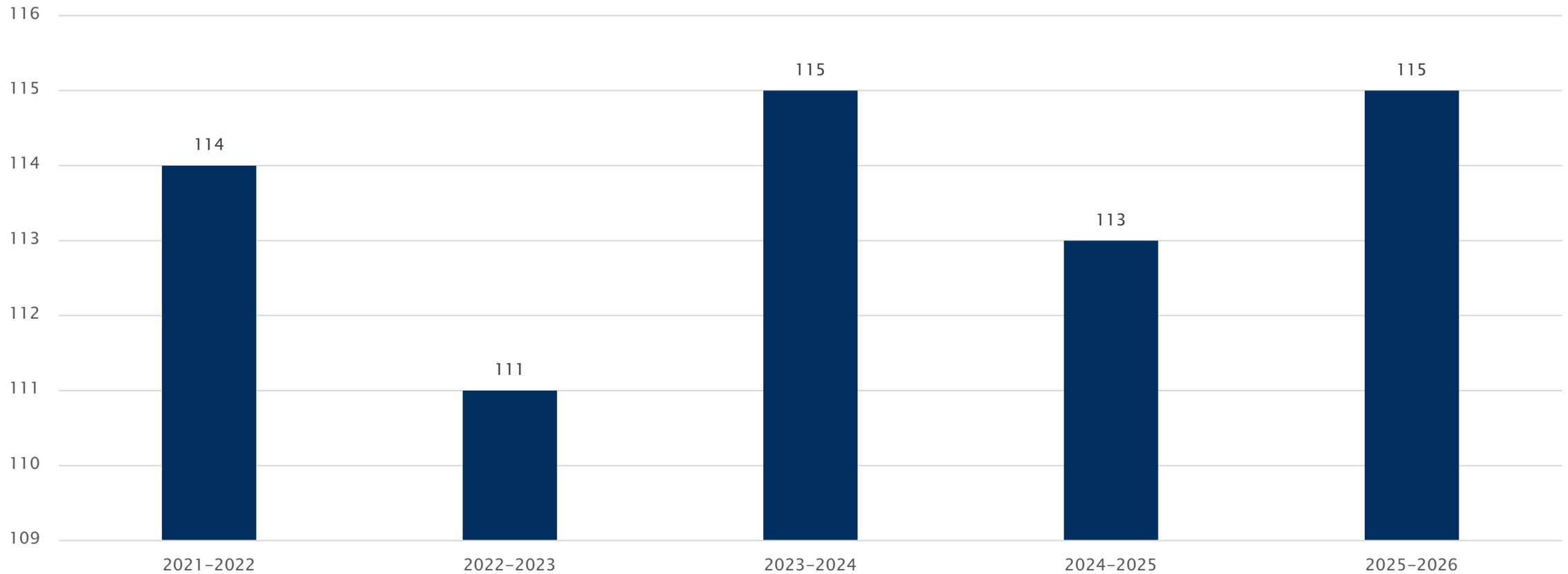
Elementary Sections



Potential for an additional two sections for 2026-2027

Elementary Sections Over Five Years

History of Section Totals



Middle and High School Sectioning and Staffing

- ▶ **Middle School staffing remains predictable due to the team model.**
- ▶ **Secondary staffing impacted by difficult to fill positions and attrition through retirements.**
 - **Technology**
 - **Special Education**
 - **Science**
 - **Math**
 - **Latin**

Hiring

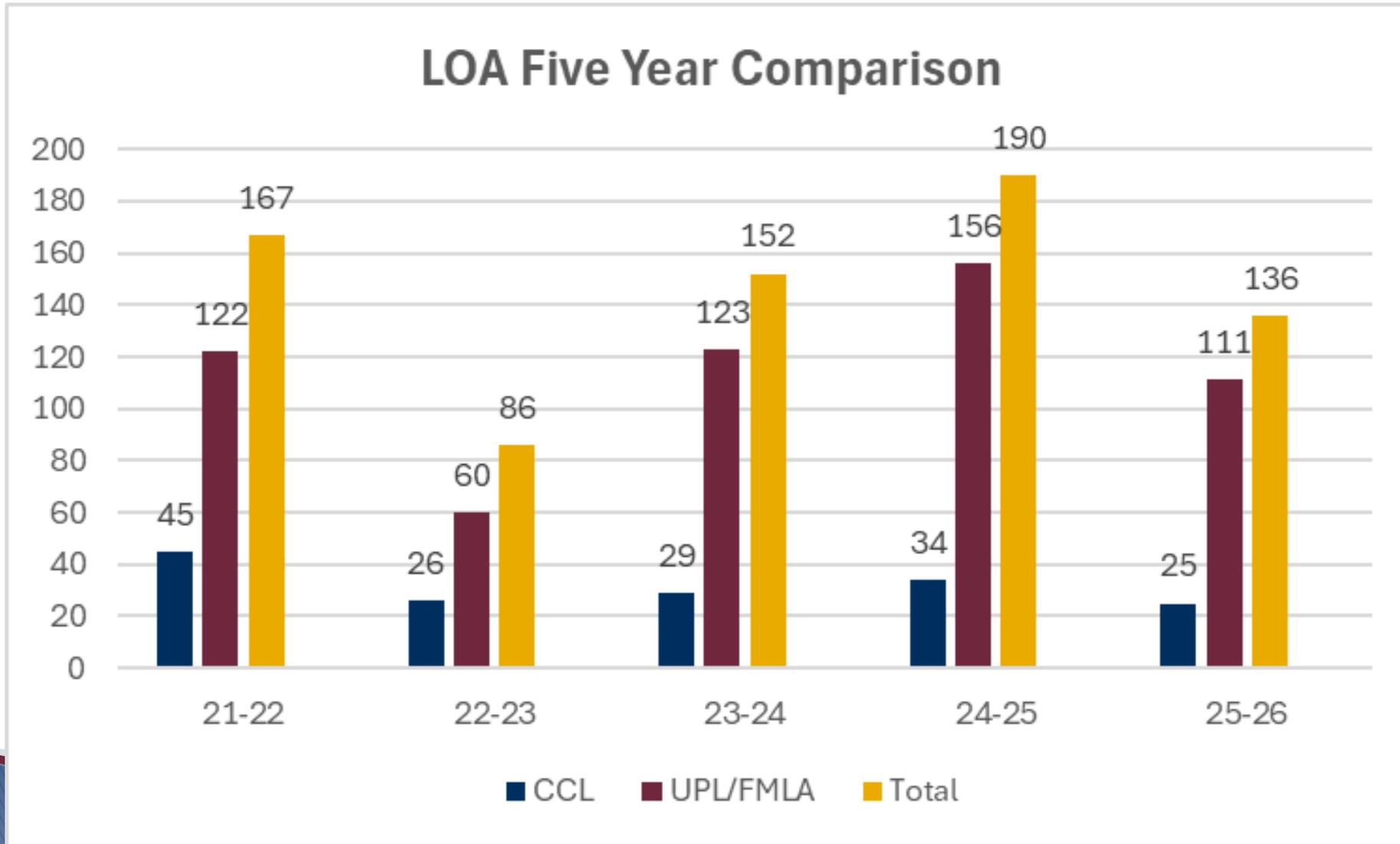
- ▶ Hired this school year
 - Administrators- 3
 - Teachers- 45
 - Regular Substitutes- 12
 - Building Substitutes- 9
 - OT/PT's- 5
 - School Related Professionals- 29
 - Clerical- 18
 - Transportation- 15
 - Custodial/Maintenance- 9
 - Food Service- 19

Total Hires since July 1, 2025= 164

Hiring Areas of Focus

- ▶ **Certificated Staff**
 - Science, Technology, Special Education, Latin
- ▶ **Support Staff**
 - Bus Drivers and Monitors
 - Food Service Workers
 - Custodians
 - School Aides
 - Safety and Security Personnel

Leaves of Absence



Recruitment Efforts

Eastview Mall Job Fair

Roberts Wesleyan

Regional TRD

Nazareth University

Brockport College



Contract Negotiations

2025-2026

- Bus Drivers/Attendants
- Maintenance, Custodial, Transportation
- Food Services

2027-2028

- PDTA
- PEOP

QUESTIONS?