



# Human Resources Board Presentation

April 15, 2026



# Human Resources

- Dr. Tyrone Sylvester | Chief Human Resources Officer
- Stacie Gibson | Director
- Ashley Barker | Compensation Analyst
- Kris Duke, Laura Nilon, Aleyda Lopez | Coordinators
- Erika Ibarra | Benefits Coordinator
- Jakeiesha Haynes | Risk Management Specialist
- Candy Sosa | Benefits Specialist
- Monserrat Witine | Administrative Assistant
- Nancy Argueta-Cruz | Recruitment Specialist

# Workforce Size

**Total: 1065**

|                                |     |
|--------------------------------|-----|
| Instructional Programs         | 834 |
| Operational & Support Services | 38  |
| System-Wide Support Services   | 154 |
| Enterprise Programs            | 39  |

Full Time:

838

**79%**

Part Time:

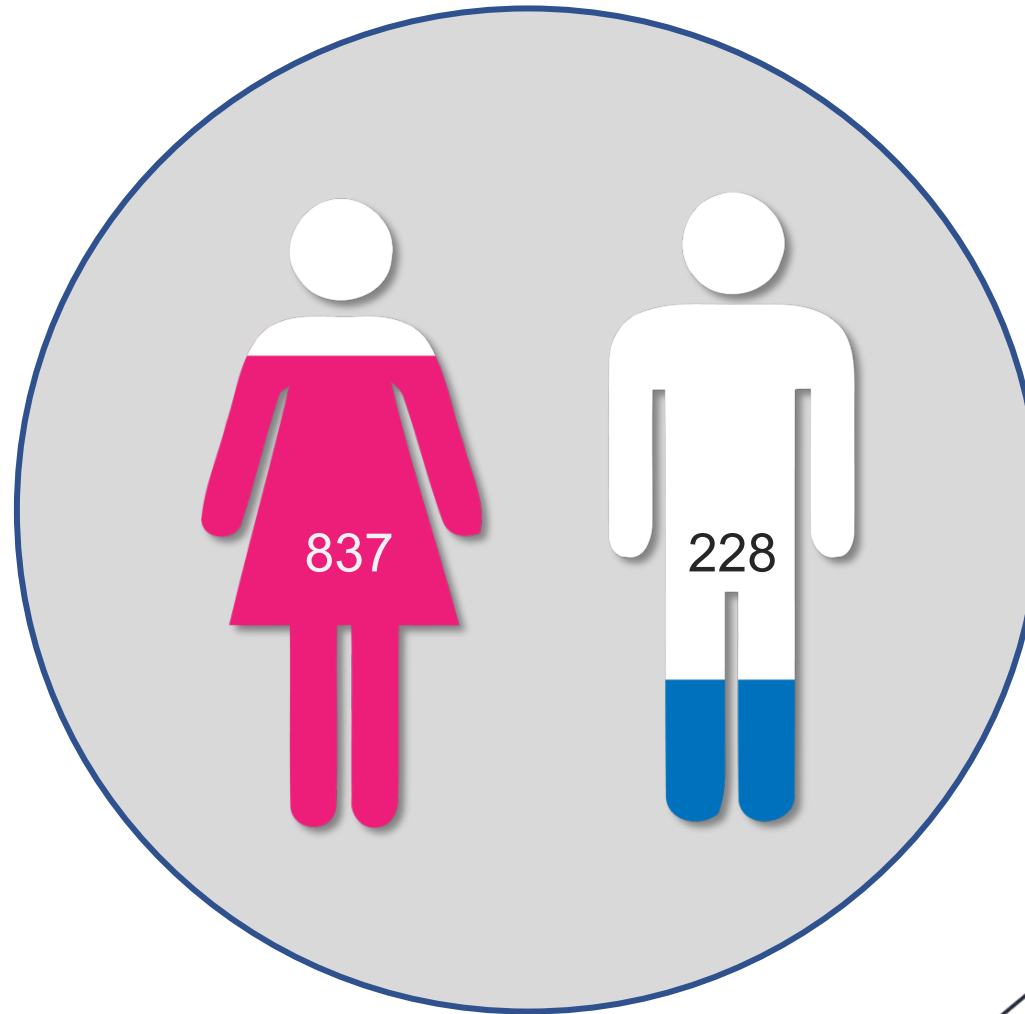
227

**21%**



# Gender

**78%**  
**FEMALE**



**22%**  
**MALE**

# Staff Qualifications

| Certification                                                            | Number |
|--------------------------------------------------------------------------|--------|
| Doctorate                                                                | 27     |
| Masters                                                                  | 260    |
| Bachelors                                                                | 360    |
| Associate                                                                | 91     |
| High School Diploma/GED                                                  | 327    |
| SBEC Certification<br><i>ABS East/West, Fortis, &amp; Highpoint East</i> | 195    |
| Licensed Professionals<br><i>School-Based Therapy Services Staff</i>     | 174    |





# Staff Years of Service

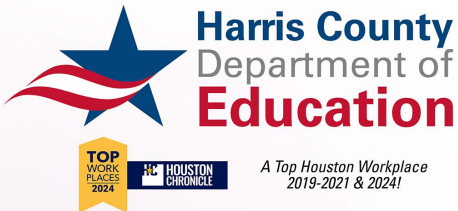
| HCDE Yrs of Service | Number | Percentage |
|---------------------|--------|------------|
| 41 Years            | 1      | 0%         |
| 36-40 Years         | 1      | 0%         |
| 31-35 Years         | 5      | 1%         |
| 26-30 Years         | 22     | 2%         |
| 21-25 Years         | 56     | 5%         |
| 16-20 Years         | 67     | 6%         |
| 11-15 Years         | 77     | 7%         |
| 6-10 Years          | 166    | 16%        |
| 0-5 Years           | 670    | 63%        |



Harris County  
Department of  
Education

# Employment Data

- ▶ WORK-LIFE BALANCE
- ▶ COMPETITIVE SALARIES
- ▶ STANDARD SCHOOL CALENDAR
- ▶ DUAL RETIREMENT SYSTEMS



| Data Type:                   | 8/1/2024 – 7/31/2025 | Data Type:                   | 8/1/2025 – 1/31/2026 |
|------------------------------|----------------------|------------------------------|----------------------|
| Applications Received:       | 6,372                | Applications Received:       | 3,593                |
| Positions Posted:            | 150                  | Positions Posted:            | 89                   |
| External Website/Job Boards: | 122                  | External Website/Job Boards: | 120                  |
| Job Fairs Attended           | 12                   | Job Fairs Attended           | 13                   |



# Employment Data

8/1/2024 – 7/31/2025

## New Hires

Full-time: 151

Part-time 71

## Separations

Full-time: 149

Part-time: 62

8/1/2025 – 1/31/2026

## New Hires

Full-time: 107

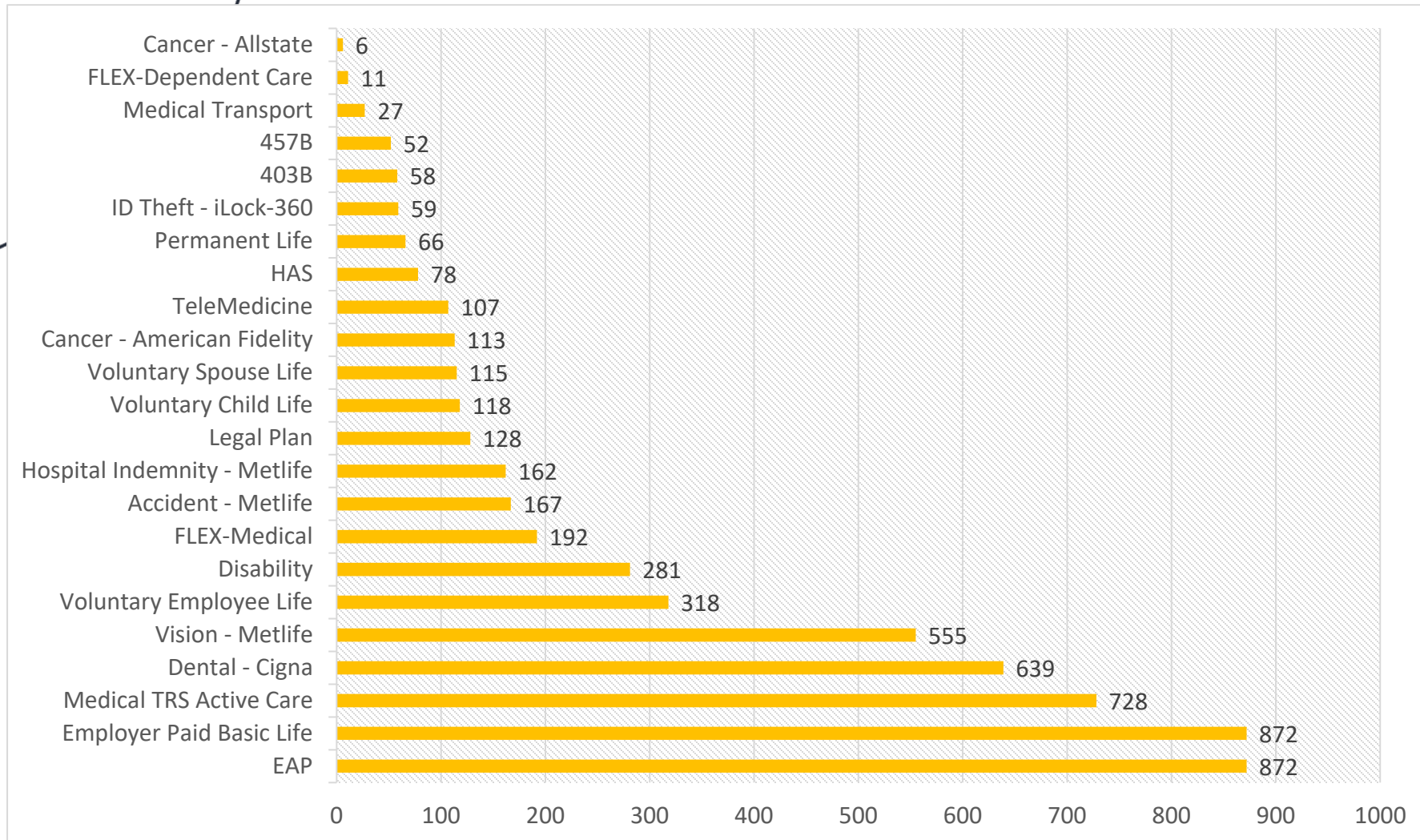
Part-time 38

## Separations

Full-time: 64

Part-time: 28

# Benefits Enrollment



# Risk Data

| Data Type                                | 8/1/2024 –<br>7/31/2025 | 8/1/2025 –<br>1/31/2026 |
|------------------------------------------|-------------------------|-------------------------|
| Workers Comp Claims<br>Received          | 95                      | 51                      |
| Workers' Comp Processed                  | 72                      | 37                      |
| Workers' Comp Assault Leave<br>Days Paid | 63                      | 24                      |
| Workers' Comp Lost Time Days             | 43                      | 15                      |



# Leave and Workers' Compensation

Family and  
Medical Leave

122

Temporary  
Disability Leave

8

Military Leave

1

Leave of Absence

0

Workers' Comp  
Claims

51

Assault Leave

24





# Key Highlights/Major Projects

- Enhancing the HR experience (service/relationships)
- Foundation 99 (financial literacy for employees) rolled out in October 2025
- Qualtrics Birthday Survey to engage employee satisfaction – Rolled out in February 2026

## Concluding Thoughts

Our Human Resources team is committed to being the coffee bean:

- We transform our environment
- We respond instead of react
- We realize that every day, we have the power of choice



# Questions?