



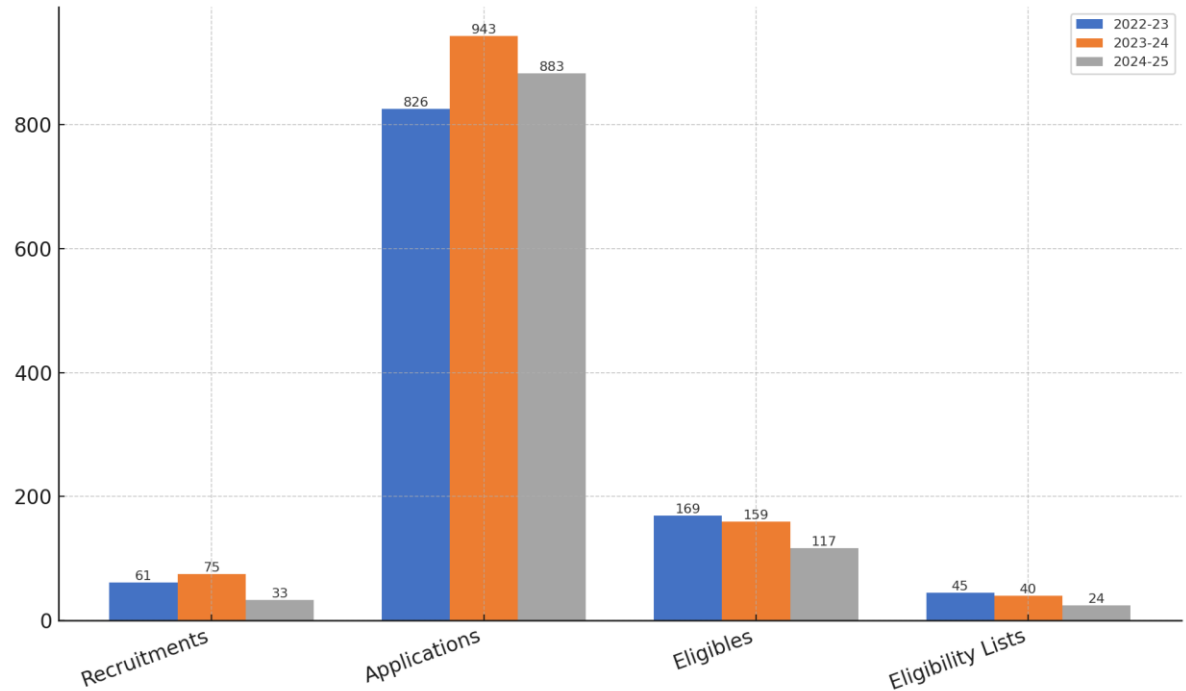
# **PERSONNEL COMMISSION ANNUAL REPORT, 2024-25**

December 11, 2025

**Highlights and Outlook**

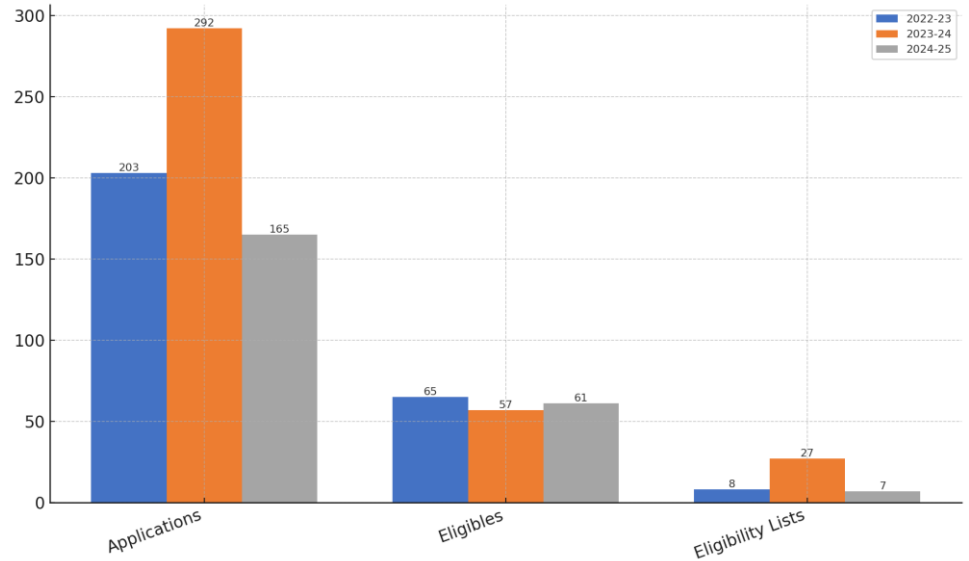
# Open and Promotional Examinations

- Number of recruitments decreased after two consecutive years of growth.
- By comparison, the number of applications dipped only slightly.



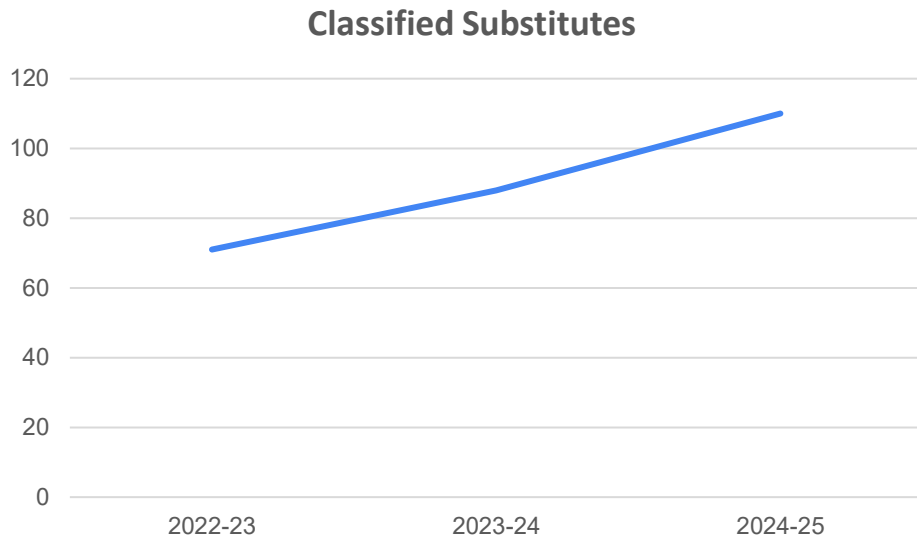
# Continuous Examinations

- Most continuous recruitments are for instructional and specialized roles.
- Paraeducator recruitment closed for about half of 24-25, leading to decline in applications.



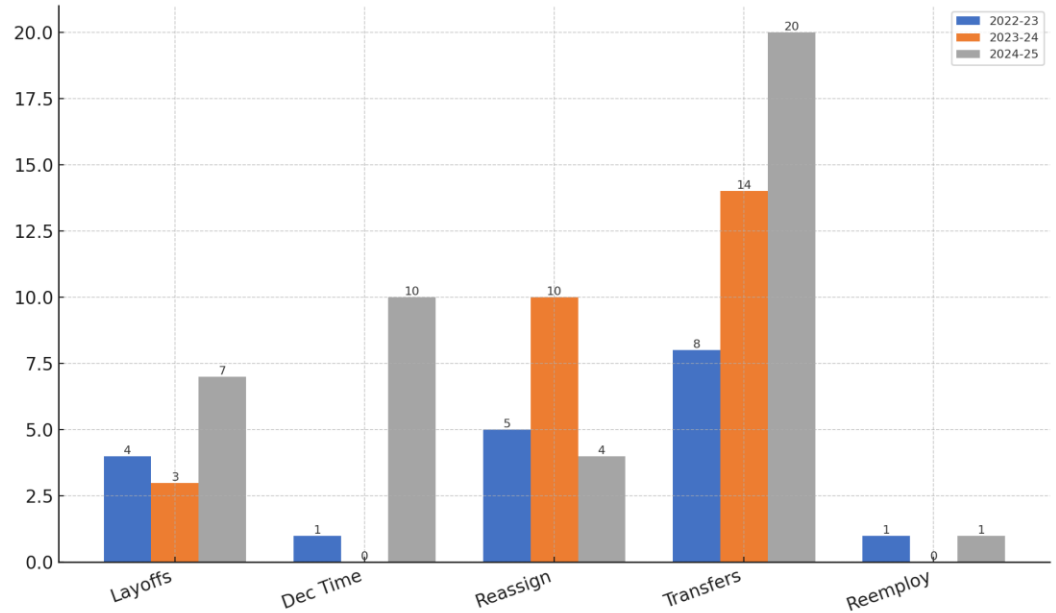
# Substitute Recruiting

- The number of active classified substitutes has increased substantially.
- A larger pool improves coverage and flexibility across programs.



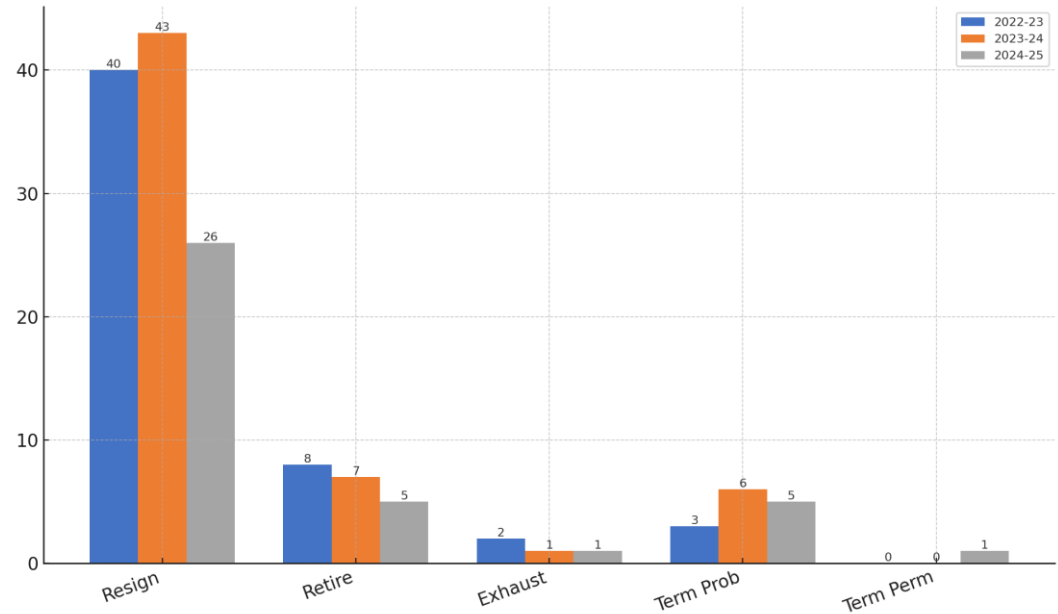
# Layoffs

- Layoffs increased in 24–25 for a variety of reasons.
- Many employees took advantage of transfer opportunities in order to avoid layoff.



# Other Separations

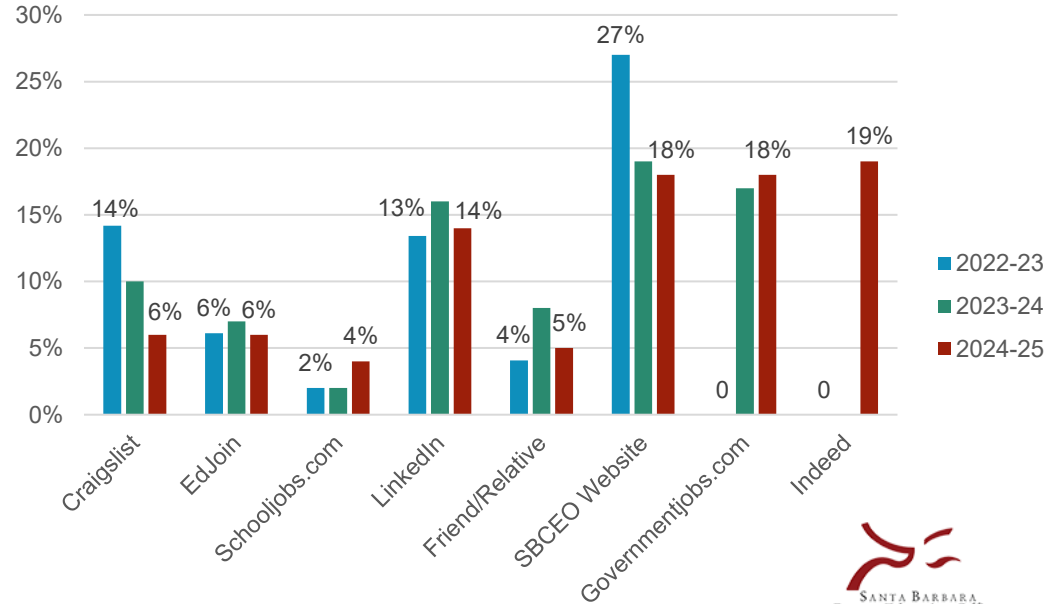
- Resignations declined to lowest level since pandemic year of 20-21.



# Recruiting Sources

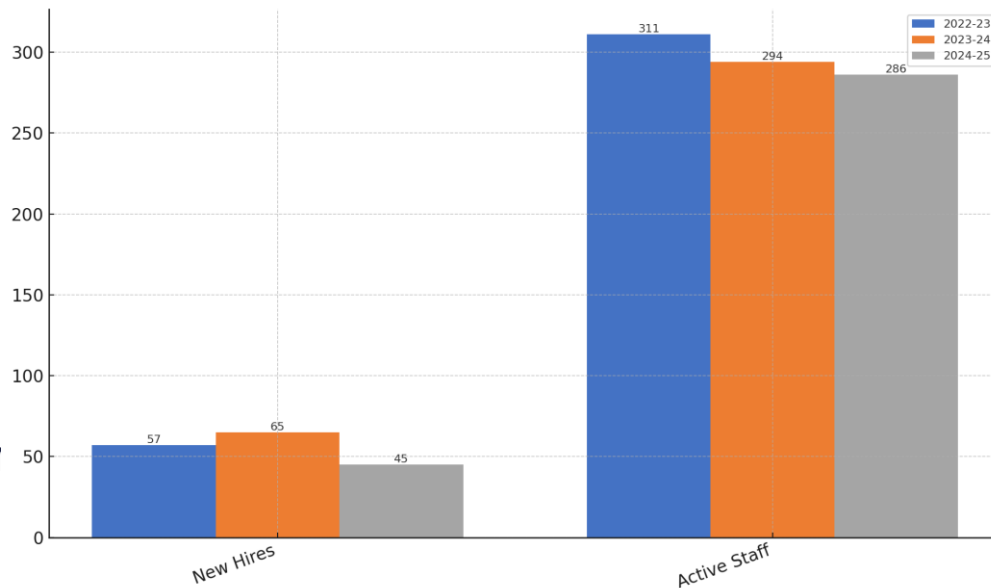
- Applicants learn about SBCEO opportunities primarily through a mix of online platforms.
- Newer recruiting channels are providing us with an increasing percentage of our candidates.

Selected Recruiting Sources as a Percentage of Total Applications



# SBCEO Continues to Hire

- New employees continued to enter the classified service.
- Decrease in the classified instructional workforce is driving the modest overall decrease in classified employer



# Continuing Priorities

- Raising the profile of SBCEO as an employer of choice.
- Promoting education and public service careers in the community.
- Supporting supervisors in effective onboarding and team-building.



# New Priorities for Human Resources

- Addressing impact of AI on examination process.
- Facilitating professional development and other growth opportunities for employees.