

HOMER CCSD 33C

Board of Education HR Quick Report

Dr. Michael Portwood
Department of Human Resources
September 29, 2026

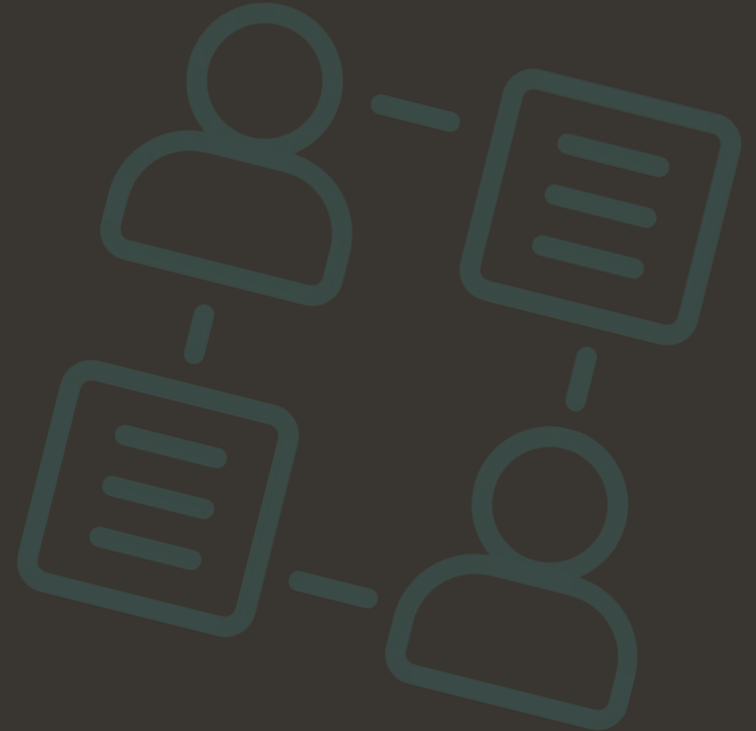
HR QUICK REPORT

Dr. Michael Portwood - Assistant Superintendent for Human Resources

9/29/26

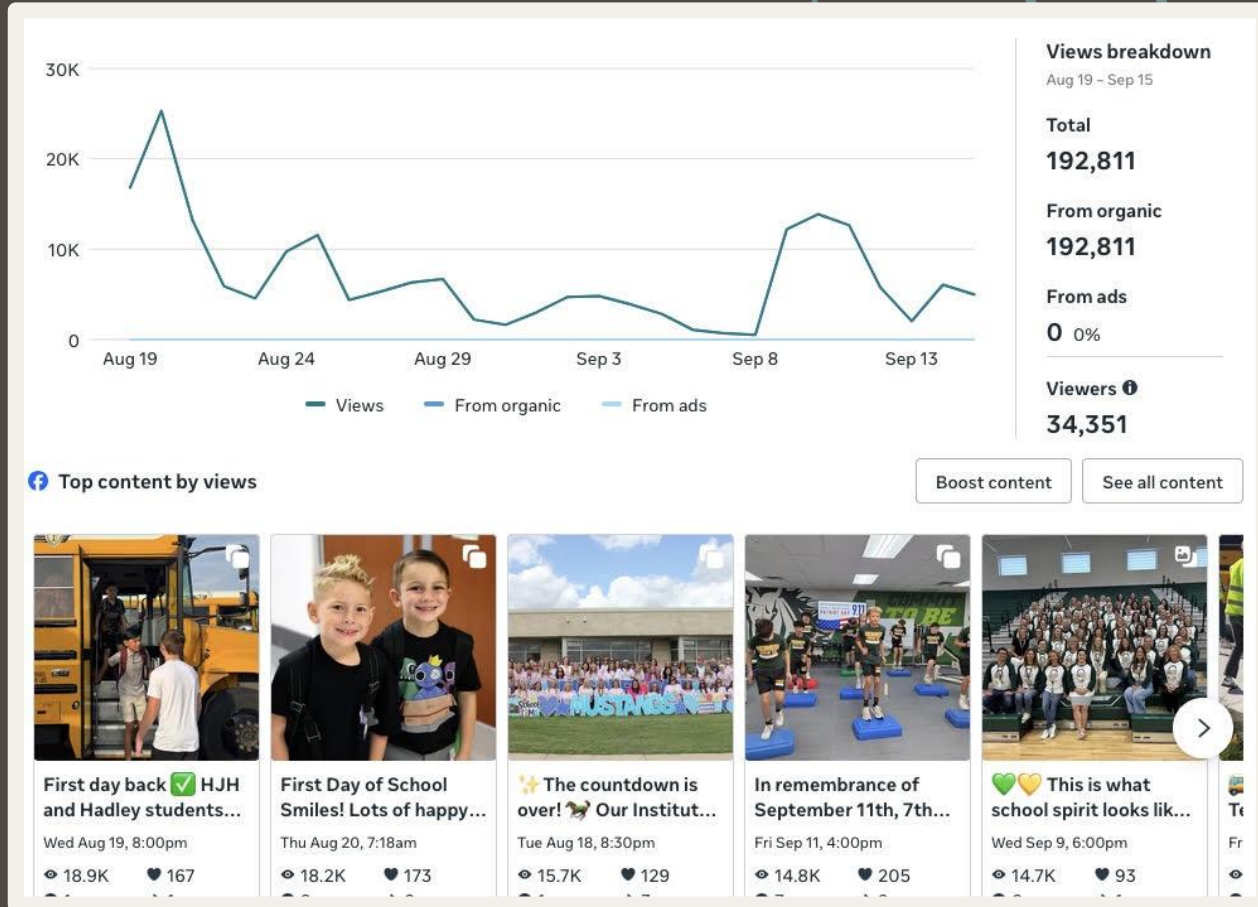
Strategic Plan Update

- As a part of the



Social Media Insights - Facebook

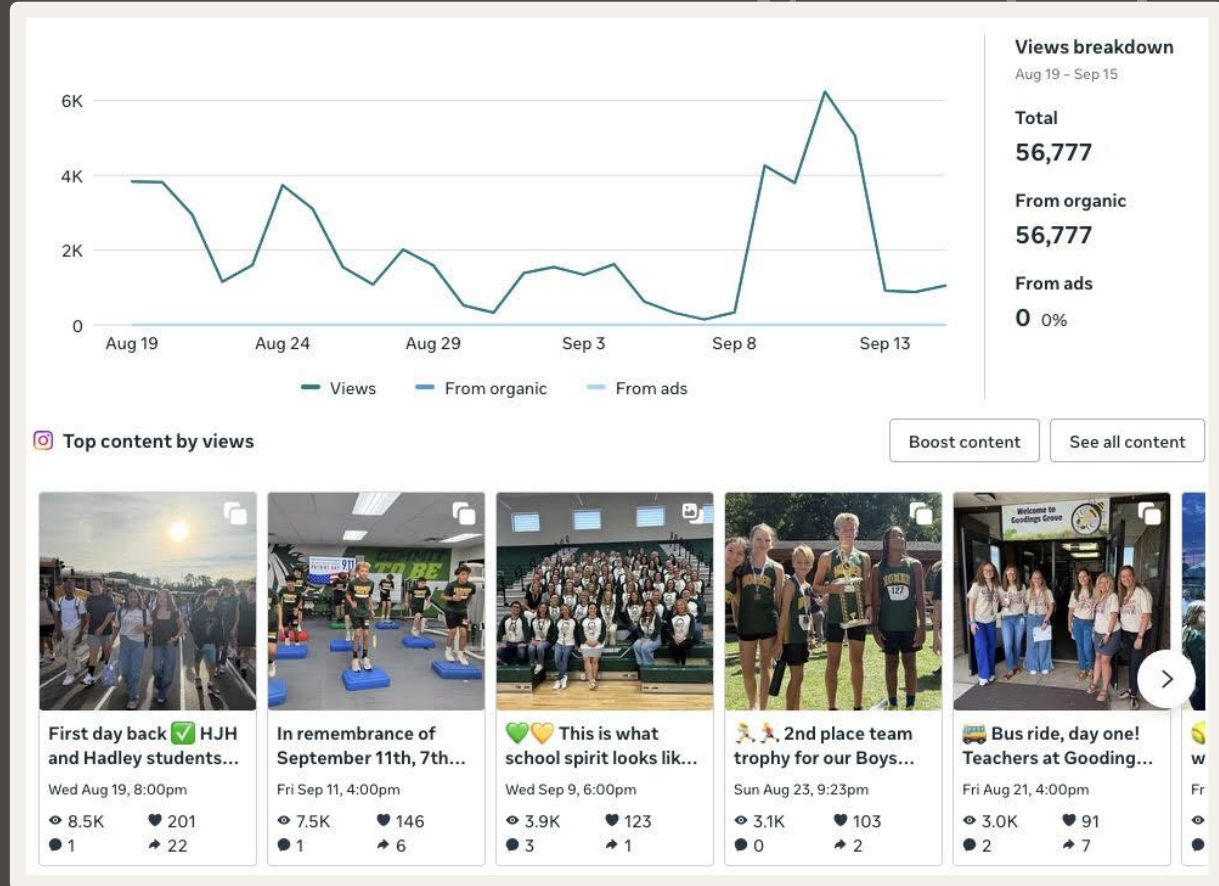
- Views and reach have grown significantly, with no ad spend.
- Content viewed 5.6 times (avg)– repeated exposure rather than one-off, passive scrolling.
- 20 Fb posts during this time frame = 9,640 views/post, and about 113 interactions (likes, comments) per post.
- Using a Meta Business Suite “Business Comparison Benchmarking” feature, relative to peer accounts of a similar size and category, account interactions are running 47% above the typical benchmark, placing performance solidly ahead of comparable organizations (122, 157c, 113a, 135, 159)



Social Media Insights - Instagram

- 56,777 views and 7,148 accounts reached (no paid posts)
- Content viewed 7.9 times (avg)-repeated exposure rather than one-off, passive scrolling.
- Content interactions totaled 1,386, with an engagement rate of about 19.4% relative to reach, which is notably higher than Facebook's rate for the same period of time.
- The account gained 96 new followers in this window.

Thanks to Ms. Liz Carrero, our Public Relations Coordinator for her work in this!



Strategic Plan Update - *HUMAN RESOURCES (Goals 1&2)*

- GOAL 1 - Provide competitive salaries and high quality benefits aligned with market standards for all staff
 - Certified Negotiations have begun
 - Market analysis of certified wages and benefits underway
- GOAL 2 - Solicit and act on staff feedback to foster a positive and organizational climate and culture
 - Climate & Culture survey
 - To be administered in Oct
 - Based on educational research in wanting to make sure the data is research based, actionable and relevant
 - Principals and Department Heads reviewed categories and questions this past month
 - Safety & Environment
 - Relationships & Belonging
 - Engagement & Participation
 - Targeted Open-Ended Questions

Goal 2: District Culture & Climate

Goal 1: Recruitment, Retention & Compensation

Developing a competitive and sustainable total rewards framework to attract and retain high-quality staff.

Action Steps (What task?)	Responsible (Who?)	Deadline (By when?)	Resources (Tools, etc.)	Potential Barriers & Overcoming Them	Result (Outcome)
Regional Salary & Benefit Benchmarking: Study/conduct a formal audit of salary schedules (Step & Lane) and benefit packages of 5-7 "peer" suburban districts.	Asst. Supt. for HR	December 2026	Local district public data; ISDE Salary Study data; IPA/IASB reports, as needed; 20 hours of analyst time.	Barrier: Difficulty finding exact "apple-to-apples" comparisons.Solution: Focus on "Total Compensation" (salary + insurance + pension).	A clear data set that identifies where Homer 33C sits in the local market.
Joint Insurance Committee: Reconstitute committee of staff and admin to review current health insurance providers and explore cost-saving or high-quality alternatives.	Asst. Supt. for HR, Asst. Supt. for Business & Union Leadership	Bi-Annually (Ongoing)	Insurance broker reports; claims data; wellness program benchmarks.	Barrier: Staff fear of losing coverage quality or increased premiums.Solution: Maintain transparent, regular communication about the "why" behind changes.	High-quality benefits that remain affordable for both staff and the district.
Competitive Recruitment & Signing Incentive Review: Evaluate the effectiveness of current starting salaries and explore targeted incentives for hard-to-fill roles (e.g., Special Education, psychologists, etc.).	Asst. Supt. for HR	January 2027	Recruitment data; market vacancy reports.	Barrier: Limited budget for one-time bonuses.Solution: Shift funds from High-turnover costs (recruitment/onboarding) into retention incentives.	Improved applicant pools for critical vacancies and reduced mid-year turnover.
Multi-Year Compensation Strategic Plan: Develop a 3-5 year financial model for salary growth that prioritizes closing market gaps while maintaining fiscal responsibility.	Superintendent, CSBO, & Board of Education	August 2027	Long-term financial projections; tax levy data; bargaining history.	Barrier: Unpredictable state funding or economic downturns. Unknowns connected with collective bargaining. Solution: Build "contingency" triggers or conservative growth tiers into the model. Good faith bargaining.	A sustainable roadmap for future contract negotiations and budget cycles.
"Total Rewards" Staff Statements: Provide each staff member with a "Total Rewards" statement showing the full value of their salary, benefits, and employer-paid contributions.	HR Department & Payroll	August 2027	Payroll software reporting tools; benefits administration portal.	Barrier: Staff only focusing on "take-home" pay. Solution: Explicitly highlight the district's contribution to insurance and TRS/IMRF.	Increased staff awareness and appreciation of the total value of their employment.

Enrollment: 26-27 Update

26-27 Projections (No Pre-K)		GGROVE (K-1) - SCHILLING (2-4)			YOUNG (K-1) - BUTLER (2-4)			HAD	HJH
	CAPACITY	CURR ENROLL (cmplt & in-process)	26-27 SECTIONS	AVG CLASS SZ	CURR ENROLL (cmplt & in-process)	26-27 SECTIONS	AVG CLASS SZ	CURR ENROLL (cmplt & in-process)	CURR ENROLL (cmplt & in-process)
K	24	160	7	22.86	175	8	21.88		
1	24	173	8	21.63	186	8	23.25		
2	27	181	7	25.86	179	8	22.38		
3	28	171	7	24.43	181	7	25.86		
4	28	174	7	24.86	191	8	23.88		
5								398	
6								398	
7									408
8									412
TOTALS		859			912			796	820

Dr. Michael Portwood - Assistant Superintendent for Human Resources

- 14,561 copies of the Summer/Fall 2026 edition mailed home!
- A few headlining stories:
 - Academic successes at HJH
 - National Gold Star award - Hadley
 - New playground at Young School
 - Mustang Teams at State
- Also available at each of our buildings and other public offices/entities (HG and Lockport village halls & libraries)



Remembering Why We're Here... (spec projects, or need?)

