

Board Submission Form Bloomfield School District

Meeting Date: 3/19/2024

Item Title: Additional HR Specialist

Action Requested By: Debbie Hernandez Presented By: Debbie Hernandez

Action Requested: Approval of Additional HR Specialist

Item Summary: Human Resources employee relation legal work has increased by 40% in fiscal year 2024. Six lawsuits requiring 90 total days for each lawsuit at a minimum, at the most two lawsuits a year. 249 contract days, \$45,000 plus benefits.

Brief History (if applicable): The inception of the Human Resources Department at Bloomfield School District was 24 years ago. The main function was to provide contracts, personal leave, extended leave of absence, federal compliance, training, recruitment, records management, performance evaluations and etc.

Answer the following:

Request: Approval of Additional HR Specialist

Benefit or Impact to the District: Benefit compliance with Federal and State Mandates

Reason for Request: Additional FTE needed for HR support

Cost: \$45,000 + Benefits What Budget: GO

Mandate: Yes X No

Budget OR Grant: Budget: X Grant:

Summary By/Title: Approval of Additional FTE in HR

Attachments: Proposal



Route for Staff Review:	Reviewed By:	Comments:
<u> </u> Not Applicable	<u> </u>	<u> </u>
<u> </u> Finance	<u> </u>	<u> </u>
<u> </u> Purchasing	<u> </u>	<u> </u>
<u> </u> Human Resources	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>