

## PURPOSE STATEMENT

Human Resources provides a wide variety of support to all Tacoma Public Schools employees with a strong emphasis on the supporting the Whole Educator. Labor Relations & Whole Educator Support services include investigations and conduct; file room monitoring and coordination inclusive of unemployment claims; daily labor relations operational support, and Benefits for the Whole Educator. This department works with the nine labor groups, associations, and identified labor sections to support successful and positive relationships between the District and its personnel. With the dissolution of The Sound Partnership, District employees now participate in the School Employees Benefits Board (SEBB). Benefits for the Whole Educator facilitates employee participation and assists staff with their benefits questions when SEBB cannot.

The absence of this work would promote unhealthy District-labor group relations, and a non-compliant work environment, thereby leaving the District vulnerable to labor violations and employees without support. Maintaining excellent labor relations and providing assistance to staff regarding their benefits is critical to ensuring our educators and staff positively impact every student, every day.

The mission of the Tacoma Public Schools Human Resources Department is to connect the right people to the right job to ensure success for every student, every day. Our vision is to make Tacoma Public Schools the school district where every family says, "This is where I want my child to learn," and where every educator says, "This is where I want to work."

Providing these essential services supports the Whole Educator and the Whole Child.

## STAKEHOLDERS

- Union groups: Building and Construction Trades, Coaches, Custodians, Nutrition Services, Office Professionals and Professional-Technicals, ParaEducators, Security, Tacoma Education Association (certificated staff), and Transportation.
- Association: Tacoma Principal Association
- Other: Exempt Administrators, Confidential Assistants, substitute staff, and non-regular staff

## CASE STATEMENT

Human Resources is responsible for providing a comprehensive Human Resources program and the highest level of individualized support to all employees. To engage employees and promote a healthy work culture, Human Resources has invested in the Whole Educator. Our leadership established metrics, operating norms, and key performance indicators to support decision-making based on accurate, real-time data. We work to ensure each staff member has access to information and tools to support their emotional and physical health and wellness. Labor Relations and Whole Educator Support must also continue its important contract work, upholding collective bargaining agreement requirements to promote fair labor and safety for our staff and students.

# Labor Relations & Whole Educator Support

Operations

## WHAT SPECIFIC BOARD-ADOPTED BENCHMARKS WILL BE INFLUENCED BY THIS WORK?

1. Goal 1: Academic Excellence
2. Goal 2: Partnerships
3. Goal 3: Early Learning
4. Goal 4: Safety
5. Goal 5: Operations

## MEASURABLE GOALS

1. In the next biennium, the Human Resources department will increase employee attendance rates at Tacoma Public Schools by three percent, as measured by employee attendance rates.
2. In the next biennium, the Human Resources department will maintain the current average of 14 days (prior to COVID) to conclude building-based investigations, as measured by the master investigations data table calculation.

## SCOPE OF WORK

Inputs / Resources	Activities	Outputs / Outcomes
Consultants/Legal	External investigations - conduct	Decreased litigation time and fees; policy compliance; legal compliance; adherence to state and federal laws; Physical and emotional safety for staff and students;
Release Time	Substitutes for classified and certificated during required interviews and labor-management meetings.	Decreased investigation timelines; crucial evidence for successful investigations; policy compliance; legal compliance; adherence to state and federal laws; adherence to collective bargaining agreements; important employee input for successful labor-management meetings.
Supplies/Materials	Staff training for conduct and investigations; staff training for collective bargaining; operational costs for collective bargaining	Administrative staff fully trained on building-based conduct and investigations; Certificated staff and administrators trained for critical elements of collective bargaining agreements; printed version of all collective bargaining agreements; successful collective bargaining of contracts that support the Whole Educator.