



Harris County Department of Education

Human Resources Board Presentation

April 17, 2024

SEE THE IMPACT



Human Resources

- Dr. Tyrone Sylvester | Executive Director
- Patricia Menard | Assistant Director
- Ashley Barker | Generalist
- Kris Duke, Laura Nilon| Coordinators
- Alissa Morrow | Benefits Coordinator
- Jakeiesha Haynes | Risk Management Specialist
- Candy Sosa | Benefits Specialist
- Monserrat Witine | Administrative Assistant
- Aleyda Lopez | Recruitment Specialist

We believe our employees are critical partners in helping students achieve. The Human Resources team actively seeks candidates with a passion for education and service—in addition to those with a proven track record at performing well at their jobs.

Workforce Size

• Full Time:
• 830
• 79%

Part Time:
238
21%

Total: 1068

Instructional Programs	862
Operational & Support Services	21
System-Wide Support Services	151
Enterprise Programs	34



Staff Qualifications & Service

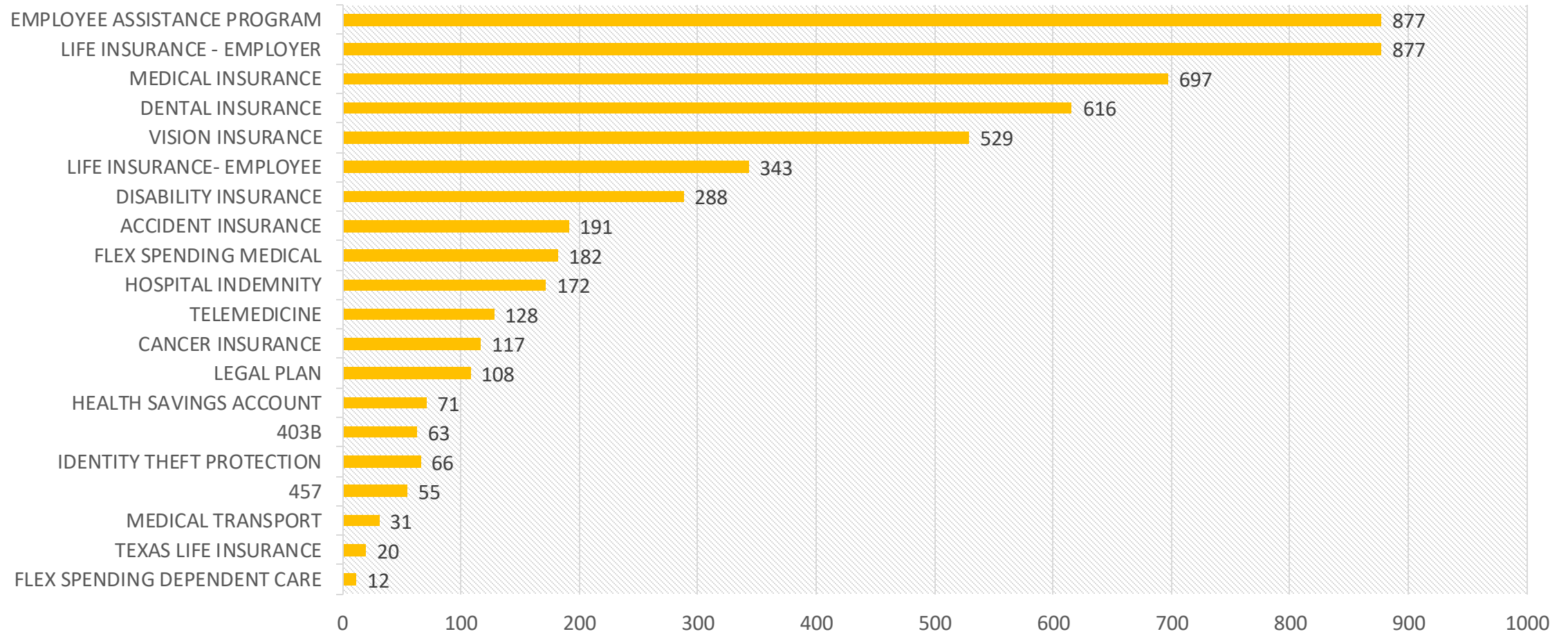
Degree/Certification	Number	Percentage
Doctorate	28	3 %
Masters	260	24 %
Bachelors	359	34 %
Associate	98	9 %
High School Diploma/GED	323	30 %
SBEC Certification	213	20 %
Licensed Professionals	178	17 %

HCDE Yrs of Service	Number	Percentage
36-40 Years	1	1 %
31-35 Years	4	1 %
26-30 Years	12	1 %
21-25 Years	61	5 %
16-20 Years	72	7 %
11-15 Years	79	7 %
6-10 Years	141	13 %
0-5 Years	698	65 %

Employment Data

Data Type	8/1/2022 - 7/31/2023	8/1/2023 - 1/31/2024
Hired	291	202
Termed	238	124
Recommendations	735	388
Unemployment Claims Filed	39	11
Unemployment Hearings	25	11
Workers Comp Claims Received	104	44
Workers Comp Processed	83	35
Workers Comp Assault Leave Days Paid	66	35
Workers Comp Lost Time Days	52	12
Benefits Eligible	855	876

Benefits Enrollment



Leave and Worker's Compensation

Family and
Medical Leave

122

Temporary
Disability Leave

13

Military Leave

1

Leave of Absence

0

Worker's Comp
Claims

44

Assault Leave

35

Compensation Highlights

- Teacher Pay - \$67,750
- Competitive salary schedules
- Incentives
 - Recruitment
 - Retention
 - Referral
- 100% Employer paid medical premium



Key Highlights/Major Projects

Automation complete

- Employee records
- Applicant tracking
- Performance management

Employee orientation and onboarding

Current Focus:

- Improving the employee experience
- Enhancing the recruitment/retention strategy in partnership with Communications and Schools
- HR best practices trainings



Looking Ahead

- Partnership with Adult Education
 - Resume building/review and screening process
- HR best practices trainings for campus/department leaders – a proactive approach to engaging employees and creating a winning workplace culture.



Questions?

