



# Harris County Department of Education

Human Resources Board Presentation

April 16, 2025

**SEE THE IMPACT**



# Human Resources

- Dr. Tyrone Sylvester | Executive Director
- Patricia Menard | Assistant Director
- Ashley Barker | Compensation Analyst
- Kris Duke, Laura Nilon, Aleyda Lopez | Coordinators
- Erika Ibarra | Benefits Coordinator
- Jakeiesha Haynes | Risk Management Specialist
- Candy Sosa | Benefits Specialist
- Monserrat Witine | Administrative Assistant
- Nancy Argueta-Cruz | 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:  
925  
78%

Part Time:  
268  
22%

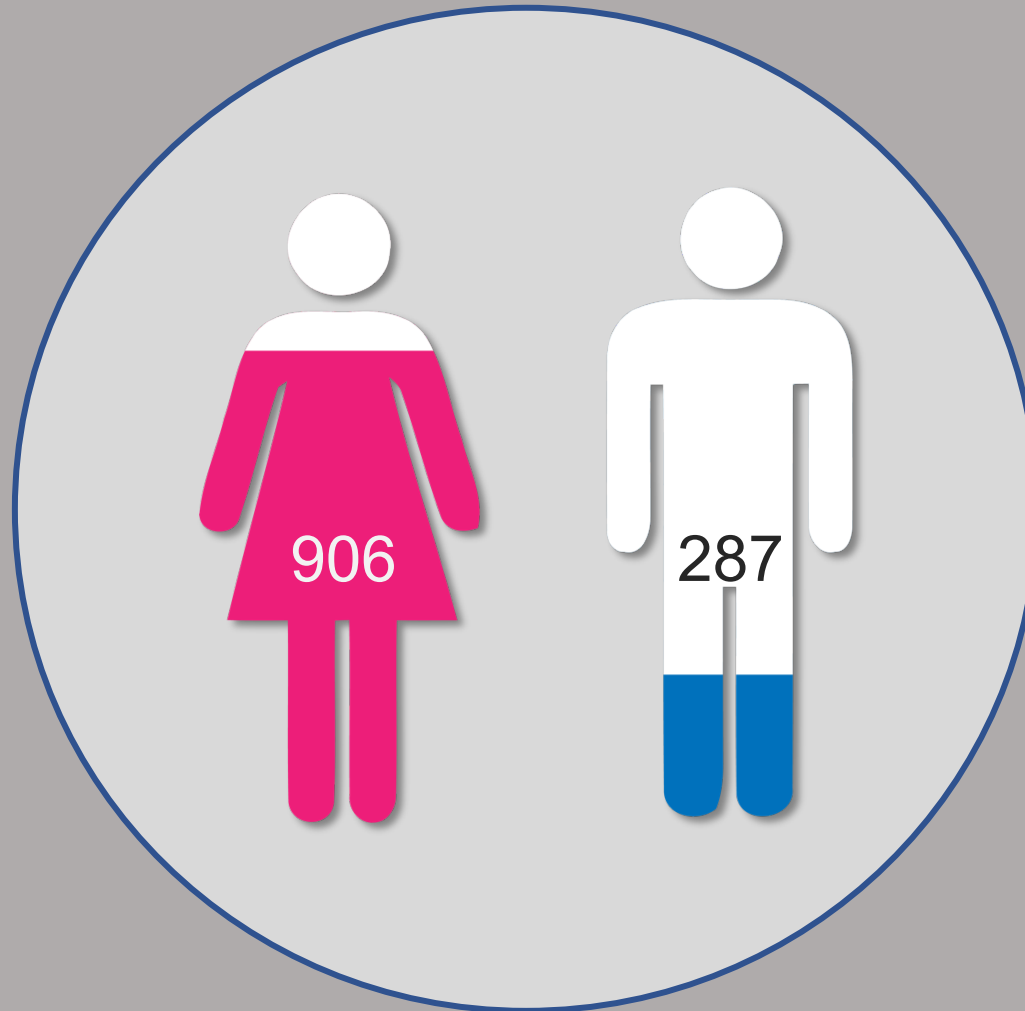
**Total: 1193**

Instructional Programs	983
Operational & Support Services	21
System-Wide Support Services	152
Enterprise Programs	37



# Gender

**76%**  
**FEMALE**



**24%**  
**MALE**

# Staff Qualifications & Service

Degree/Certification	Number	Percentage
Doctorate	30	3 %
Masters	278	23 %
Bachelors	394	33 %
Associate	105	9 %
High School Diploma/GED	386	32 %
SBEC Certification	213	20 %
Licensed Professionals	178	17 %

HCDE Yrs of Service	Number	Percentage
41 Years	1	1 %
36-40 Years	0	0 %
31-35 Years	5	1 %
26-30 Years	18	1 %
21-25 Years	58	5 %
16-20 Years	69	6 %
11-15 Years	76	6 %
6-10 Years	159	13 %
0-5 Years	807	67 %



# Employment Data

8/1/2023 – 7/31/2024

## New Hires

Full-time: 201

Part-time: 72

## Separations

Full-time: 150

Part-time: 78



8/1/2024 – 1/31/2025

## New Hires

Full-time: 107

Part-time: 50

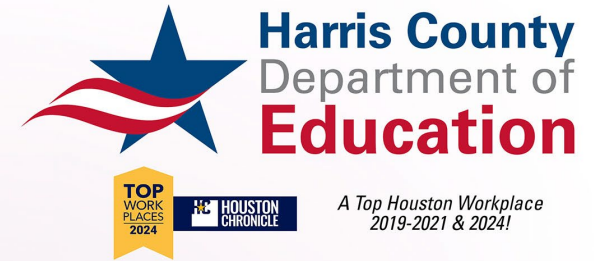
## Separations

Full-time: 71

Part-time: 29

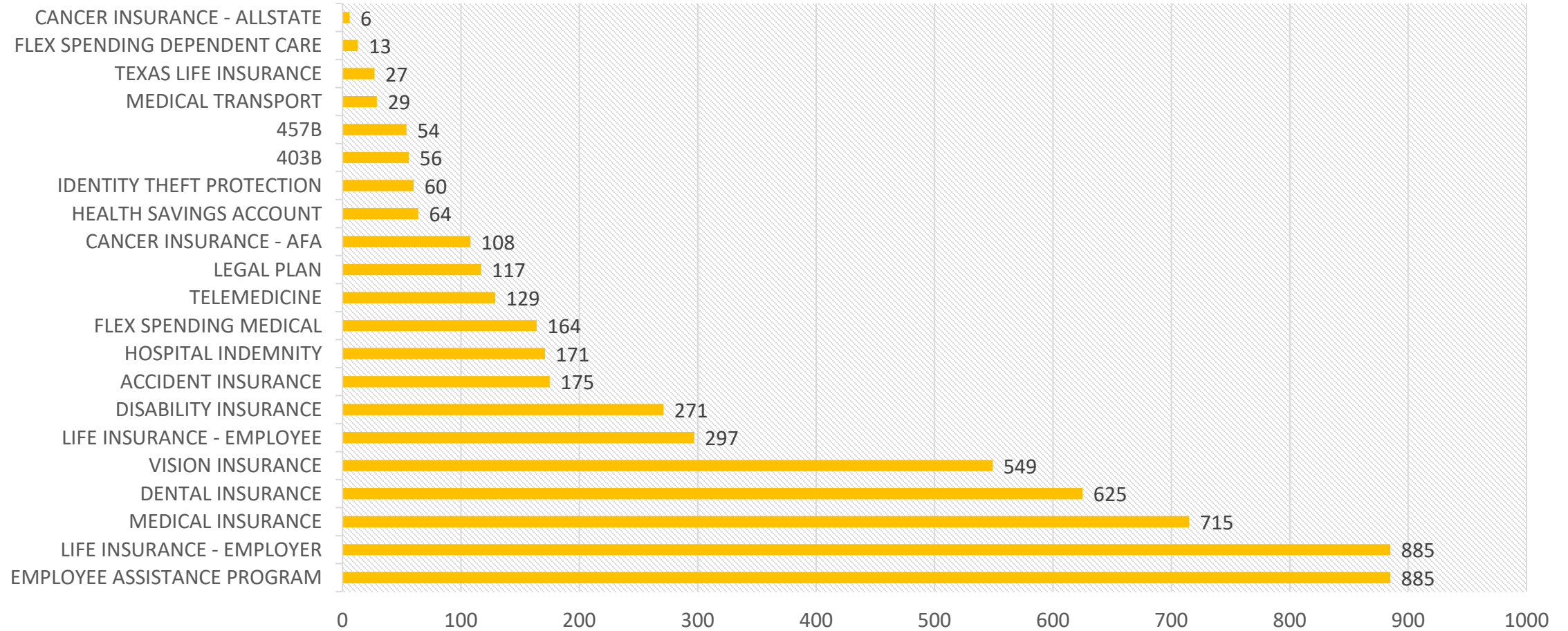
# Employment Data

- ▶ WORK-LIFE BALANCE
- ▶ COMPETITIVE SALARIES
- ▶ STANDARD SCHOOL CALENDAR
- ▶ DUAL RETIREMENT SYSTEMS



Data Type:	8/1/2023 – 7/31/2024	Data Type:	8/1/2024 – 1/31/2025
Applications Received:	5,972	Applications Received:	3,670
Positions Posted:	107	Positions Posted:	127
External Website/Job Boards:	98	External Website/Job Boards:	122
Job Fairs Attended	11	Job Fairs Attended	8

# Benefits Enrollment





# Risk Data



Data Type	8/1/2023 – 7/31/2024	8/1/2024 – 1/31/2025
Unemployment Claims Filed	29	23
Unemployment Hearings	18	4
Workers Comp Claims Received	78	52
Workers' Comp Processed	40	34
Workers' Comp Assault Leave Days Paid	43	51
Workers' Comp Lost Time Days	44	30

# Leave and Workers' Compensation

Family and  
Medical Leave

120

Temporary  
Disability Leave

8

Military Leave

1

Leave of Absence

1

Workers' Comp  
Claims

52

Assault Leave

51

# Compensation Highlights

- Teacher Pay - \$69,250
- Competitive salary schedules
- Incentives
  - Recruitment
  - Retention
  - Referral
- 100% Employer paid medical premium



# Key Highlights/Major Projects

## Rebranding Human Resources:

- Enhance human resources digital footprint
- Build and sustain strong support systems through site visits
- Partnering with divisions to offer professional development opportunities that enhance workplace culture and climate





# Concluding Thoughts

## Human resources desired outcomes:

- To deliver exceptional service by refining our HR tools and addressing the diverse HR needs of our HCDE colleagues with the utmost genuine care and concern
- Ensure that all HCDE employees are valued





# Human Resource Professionals

Human Resources is the heartbeat of any organization, dedicated to nurturing talent and fostering a positive work environment. By offering comprehensive support and innovative solutions, HR professionals empower employees to reach their full potential and contribute meaningfully to the organization's success. Their unwavering commitment to excellence ensures that every team member is VALUED, SUPPORTED, and INSPIRED to achieve greatness.

# Questions?

