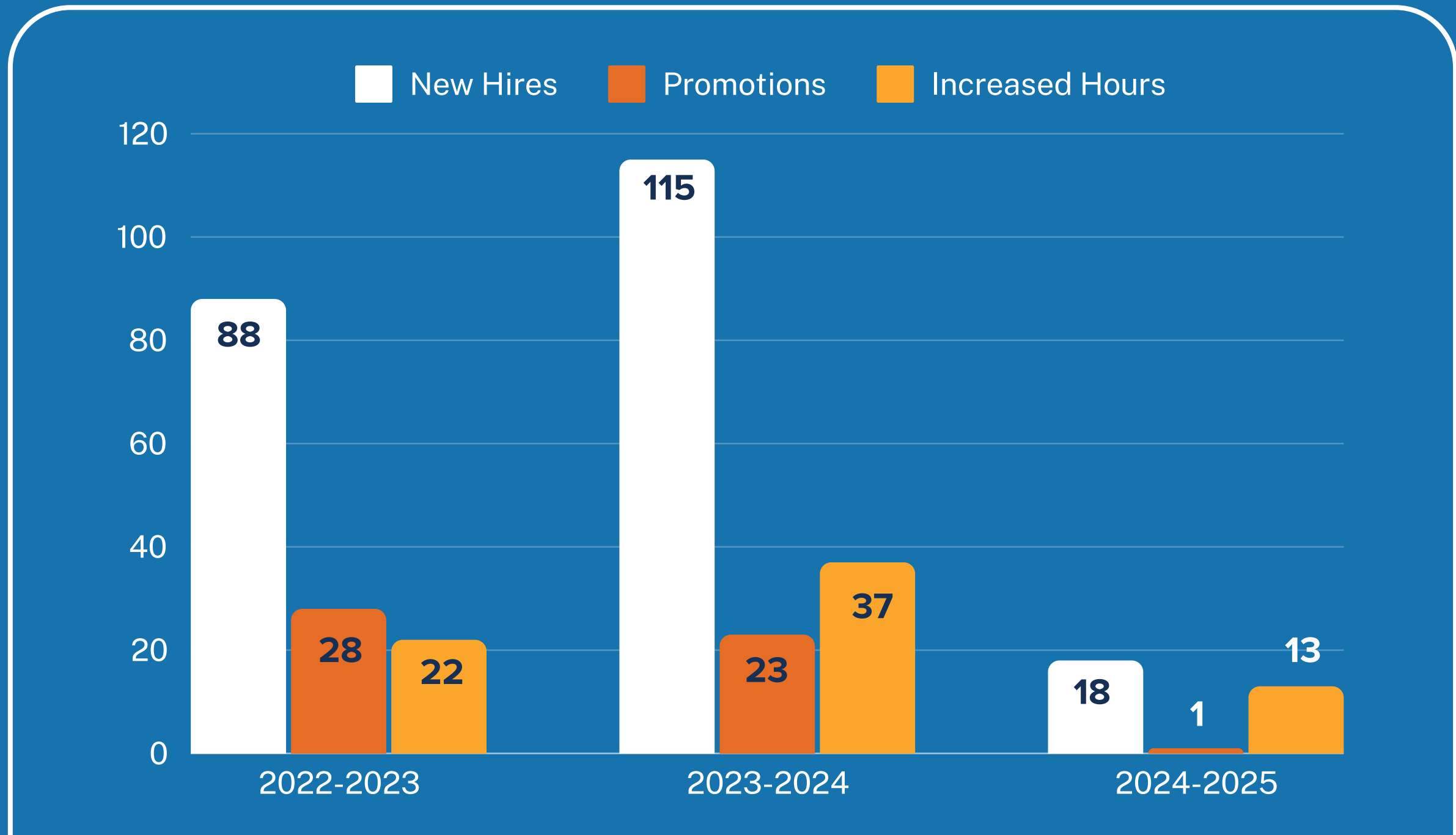




# HUMAN RESOURCES UPDATE

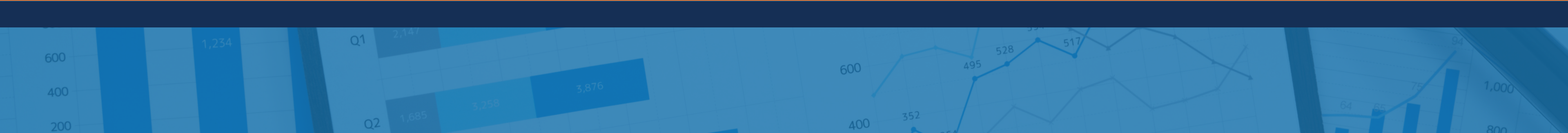
September 2024 Board Meeting

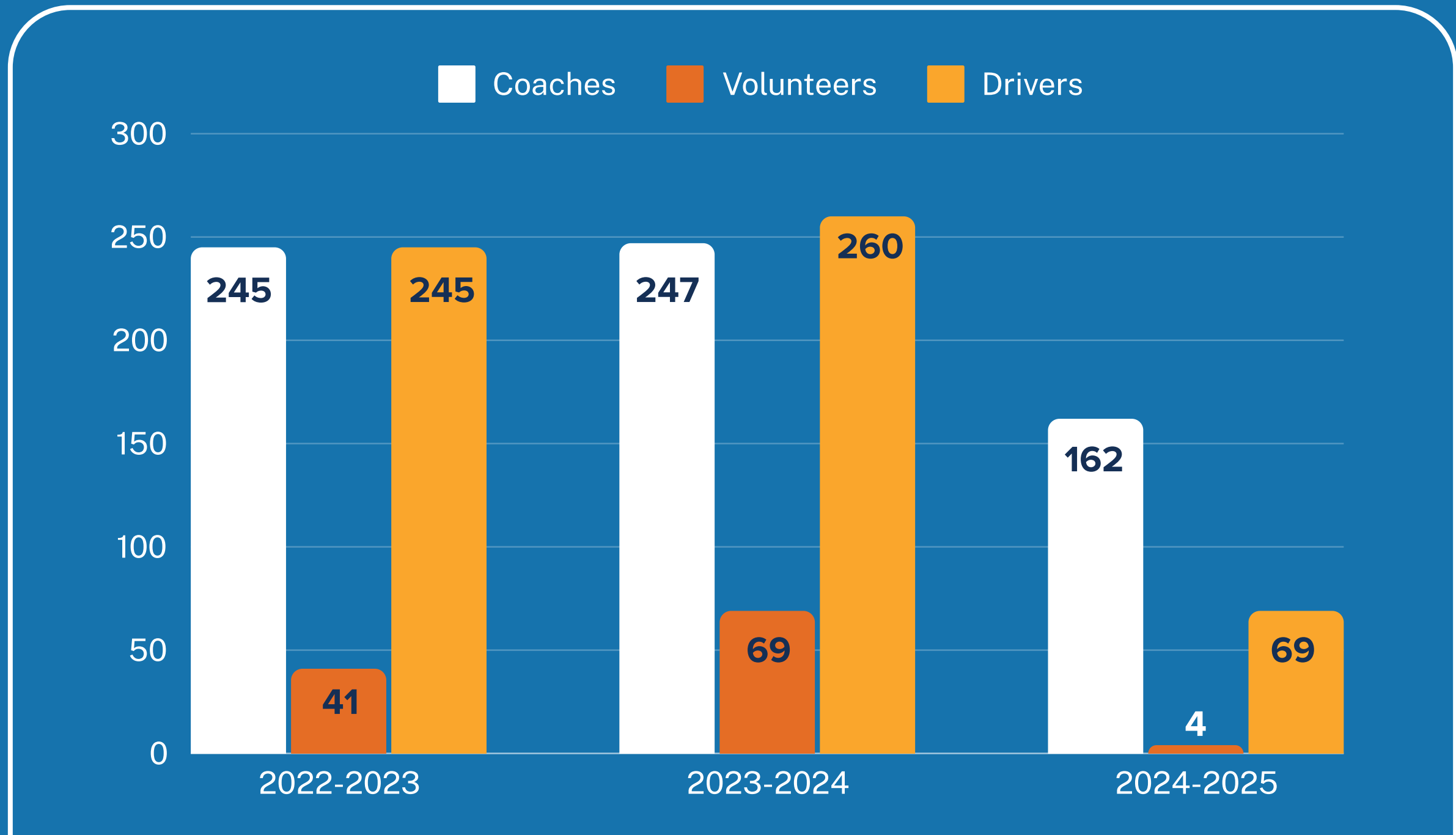




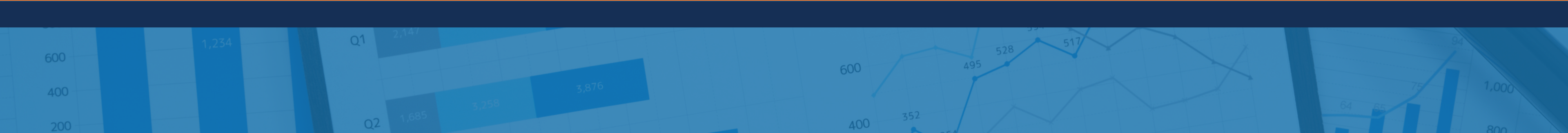
# CLASSIFIED STATISTICS

## NEW HIRES, PROMOTIONS, & INCREASED HOURS





# CLASSIFIED STATISTICS SUPPORT POSITIONS



**Fingerprints/Criminal Background Check**



**Tb Test or Assessment**



**Medical Exam**



**Required Online Trainings**



**Trainings Include:**

- Mandated Child Abuse Reporting
- COVID-19 Prevention
- Basic Pest Management in the School Setting
- Sexual Harassment Prevention
- Workplace Violence Awareness, Prevention and Reporting
- Title IX Training

# EDUCATION CODE REQUIREMENTS



# CLASSIFIED MANAGEMENT

## 2024 - 2025

1

### BUSINESS DEPARTMENT

*Lazanne Ward-Mustain,  
Director of Food Service  
(started April 2024)*

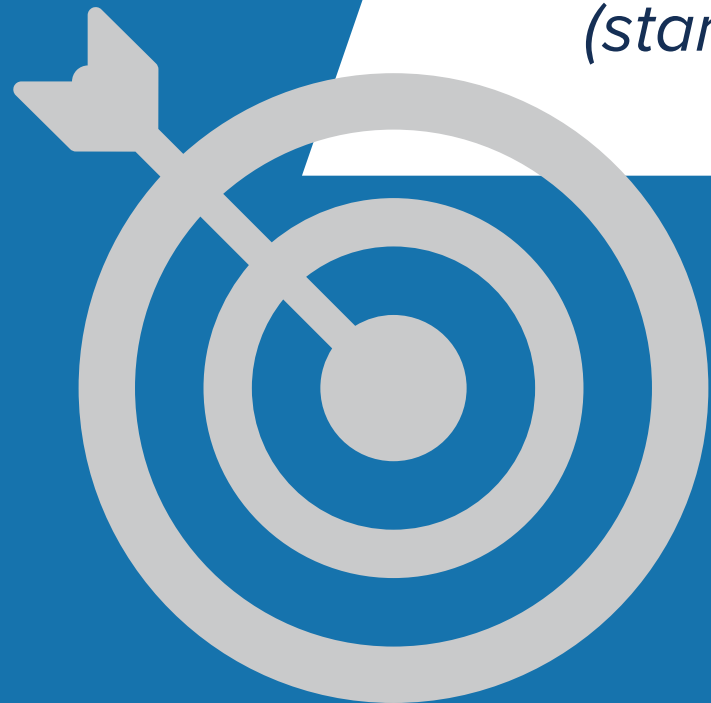
TOTAL

3

### MAINTENANCE & OPERATIONS

2

*Cesar Lugo, Director of  
Maintenance and Operation  
& Tanner Tuttle,  
Facilities Engineer*



# NEW FOOD SERVICE SUPERVISORS

## 2024 - 2025

TOTAL  
3



JAY  
ROBLES



SILVIA  
RAMIREZ



TARA  
ESPINDOLA

# CLASSIFIED & CERTIFICATED MANAGEMENT BEGINNING OF YEAR ADMIN ADVANCE



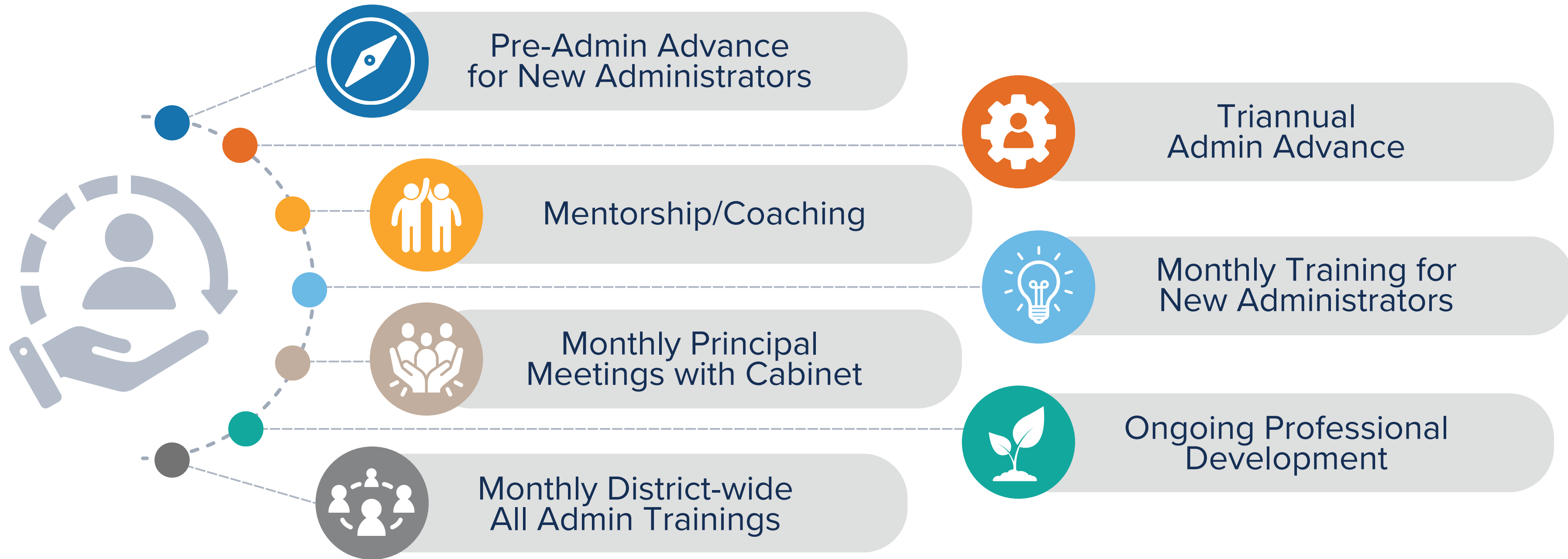
# CERTIFICATED MANAGEMENT HIRES

## 2024 - 2025





# MANAGEMENT SUPPORT



# CERTIFICATED HIRING OVERVIEW

## 2024-2025

### 2022-2023 SCHOOL YEAR

#### 42 Hires

- 16 SMJUHSD Graduates
- 32 Live Locally
- 11 from Surrounding Districts
- 26 Bilingual
- 11 from SMJUHSD
  - 5 from Classified

### 2023-2024 SCHOOL YEAR

#### 57 Hires

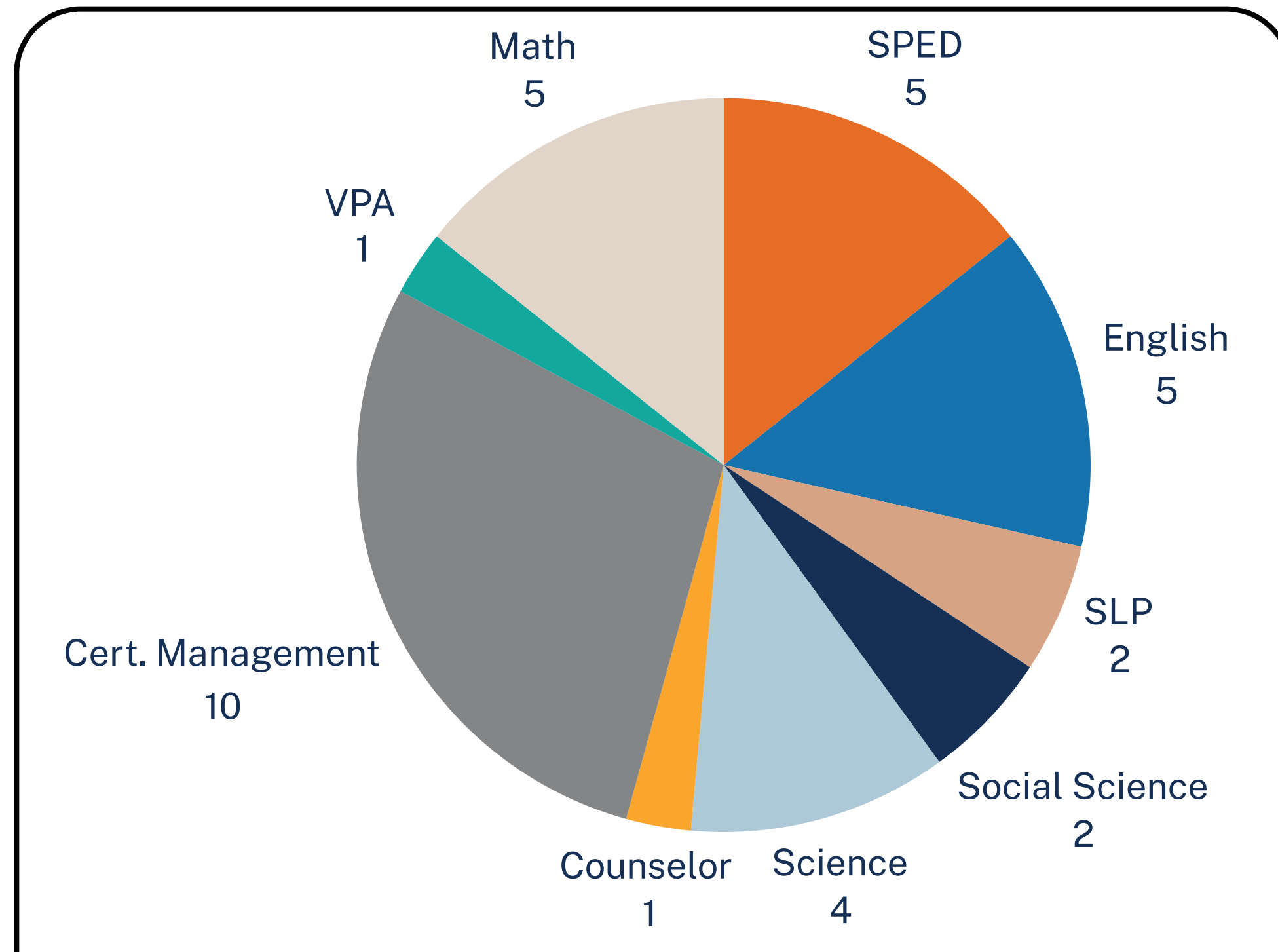
- 17 SMJUHSD Graduates
- 24 Live Locally
- 33 from Surrounding Districts
- 26 Bilingual
- 14 from SMJUHSD
  - 1 from Classified

### 2024-2025 SCHOOL YEAR

#### 35 Hires

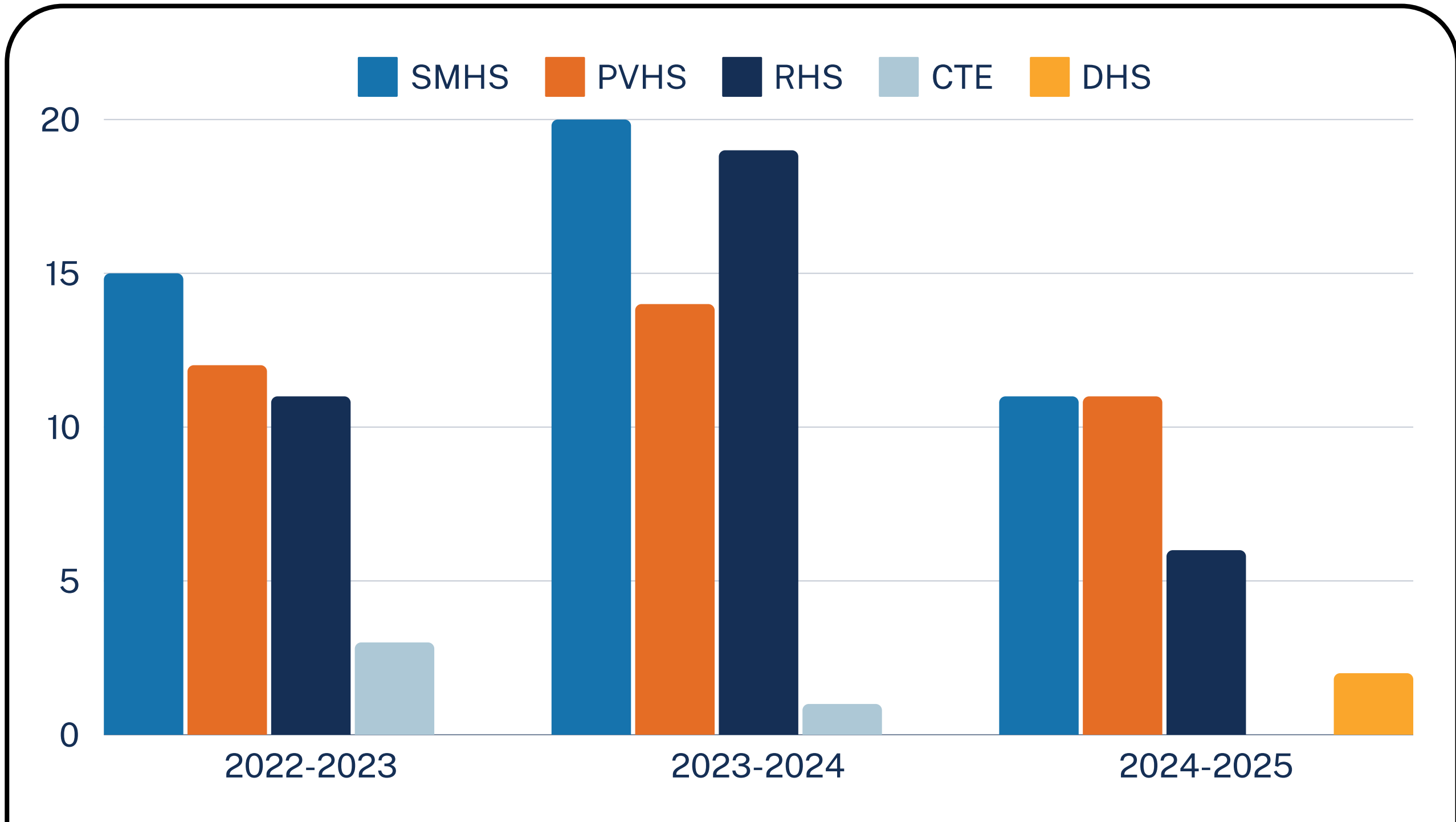
- 14 SMJUHSD Graduates
- 25 Live Locally
- 4 from Surrounding Districts
- 25 Bilingual
- 13 from SMJUHSD
  - 6 from Classified

Where greatness grows.



# BREAKDOWN OF POSITIONS HIRED 2024-2025





# CERTIFICATED HIRES AT EACH SITE



FIVE  
ORIENTATION DAYS



PROFESSIONAL  
DEVELOPMENT



PRIORITIZING  
TRANSFER REQUESTS



HR DIRECTOR  
CHECK-INS



TEACHER SUPPORT  
SPECIALIST



CURRICULUM  
COACHES



NEW TEACHER  
SUPPORT DAYS



TEACHER INDUCTION  
PROGRAM (TIP)



RELEASE TIME TO  
OBSERVE COLLEAGUES  
BEST PRACTICES

# EMPLOYEE RETENTION EFFORTS

# FIVE ORIENTATION DAYS

“ROCKING YOUR ROOKIE YEAR AT SMJUHSD!”



# RECRUITMENT & MARKETING EFFORTS

**Santa Maria Joint Union  
HIGH SCHOOL DISTRICT**

## JOIN OUR TEAM!

**2024-2025  
ANTICIPATED VACANCIES**

|             |   |                     |
|-------------|---|---------------------|
| English     | Special Education (Mild/Mod Mod/Severe) | School Counselor    |
| ELD         | Social Science                          | Substitute Teachers |
| Mathematics |   |                     |
| Science     |   |                     |

Visit Our Website → Click "Career Opportunities"  
<https://www.smjuhsd.k12.ca.us/humanresources>

**Santa Maria Joint Union  
HIGH SCHOOL DISTRICT**

## JOIN OUR TEAM!

### SMJUHS D Recruitment Form

Interested in making a difference in education? Complete this recruitment form to express your interest in joining our district! Whether you're a seasoned educator or eager to start your career in education, we welcome dedicated individuals passionate about empowering students and fostering an inclusive learning environment. Let's embark on this rewarding journey together!

For more information about Santa Maria Joint Union High School District visit [smjuhsd.k12.ca.us](https://smjuhsd.k12.ca.us).

[aalanzo@smjuhsd.org](mailto:aalanzo@smjuhsd.org) [Switch account](#)

Not shared

\* Indicates required question

First and Last Name \*

Your answer

Email Address \*

Your answer

**Santa Maria Joint Union  
HIGH SCHOOL DISTRICT**

## SCAN HERE TO SIGN UP FOR MORE INFO!

**Santa Maria Joint Union  
HIGH SCHOOL DISTRICT**

## COMPENSATION PACKAGE

A breakdown of your potential compensation package:

**SALARY = \$62,805**

Step I, Column III

**BENEFITS = \$22,721\***

Health, Vision, Dental  
\*Amount depicted is based on Family Coverage

**TOTAL PACKAGE = \$82,839**

Where greatness grows.

NEW  
EMPLOYEE  
SURVEYS

EXPAND  
PROFESSIONAL  
NETWORKS

EXIT  
INTERVIEWS

ADDITIONAL  
PROFESSIONAL  
DEVELOPMENT

PERSONALIZED  
ENGAGEMENT

**GOALS**  
*MOVING FORWARD*







**QUESTIONS?**



**SMJUHSD**