

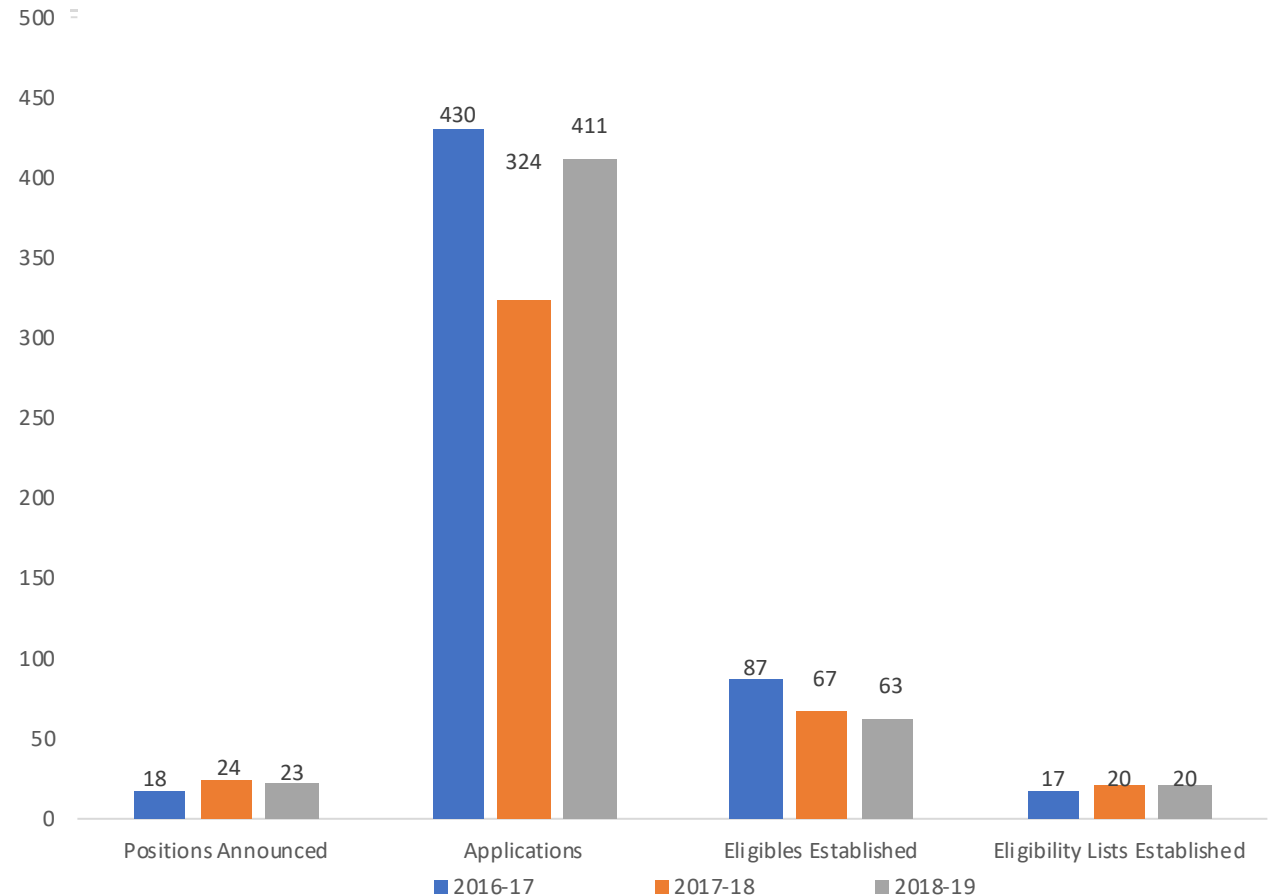
HIGHLIGHTS OF PERSONNEL COMMISSION ANNUAL REPORT, 2018-19

November 14, 2019

REGULAR EXAMINATIONS

- Number of positions announced, eligibles established, and eligibility lists established fairly stable for the past two years after trending downward
- Number of applications received has rebounded after a significant drop in 2017-18

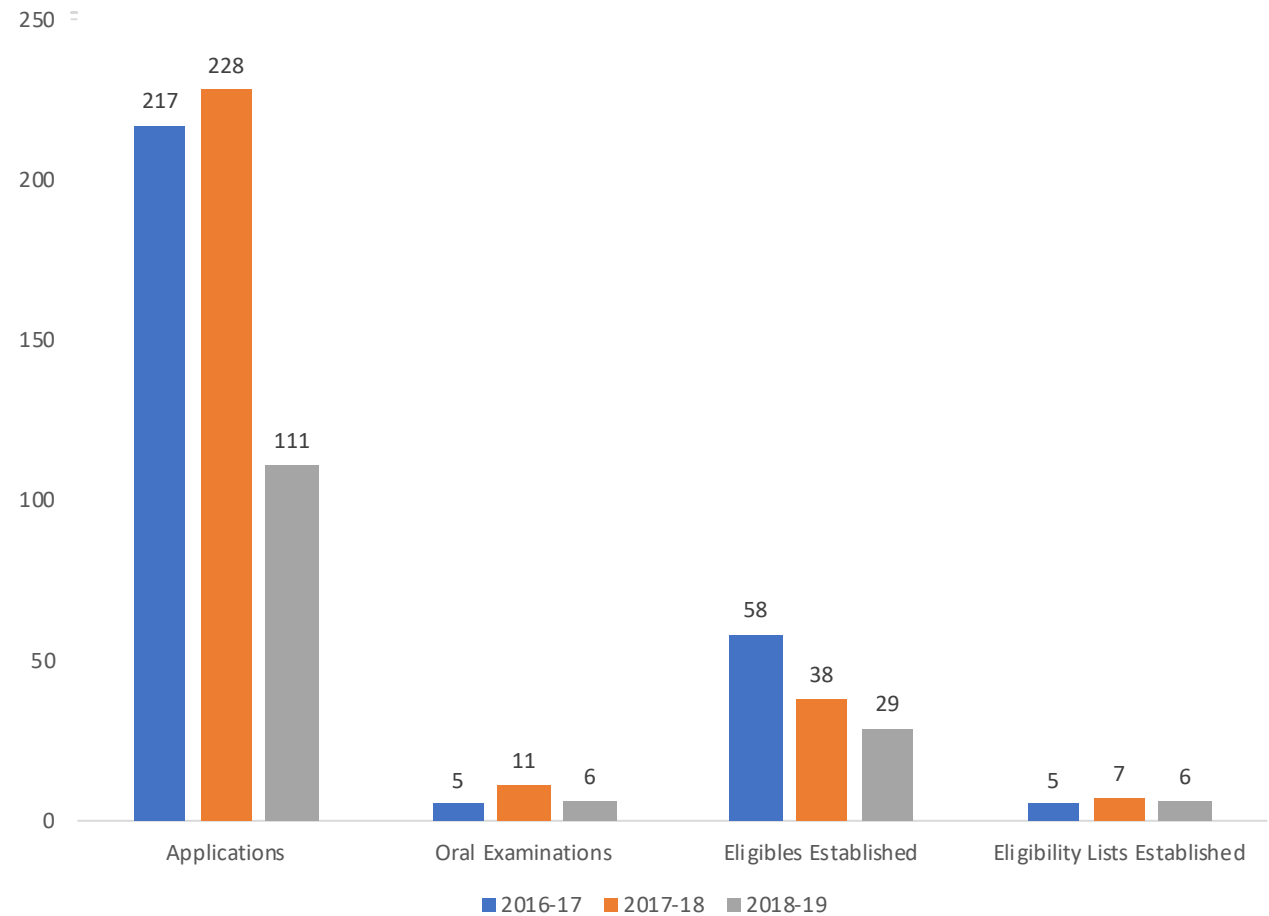
Open, Dual, and Promotional Exams



CONTINUOUS EXAMINATIONS

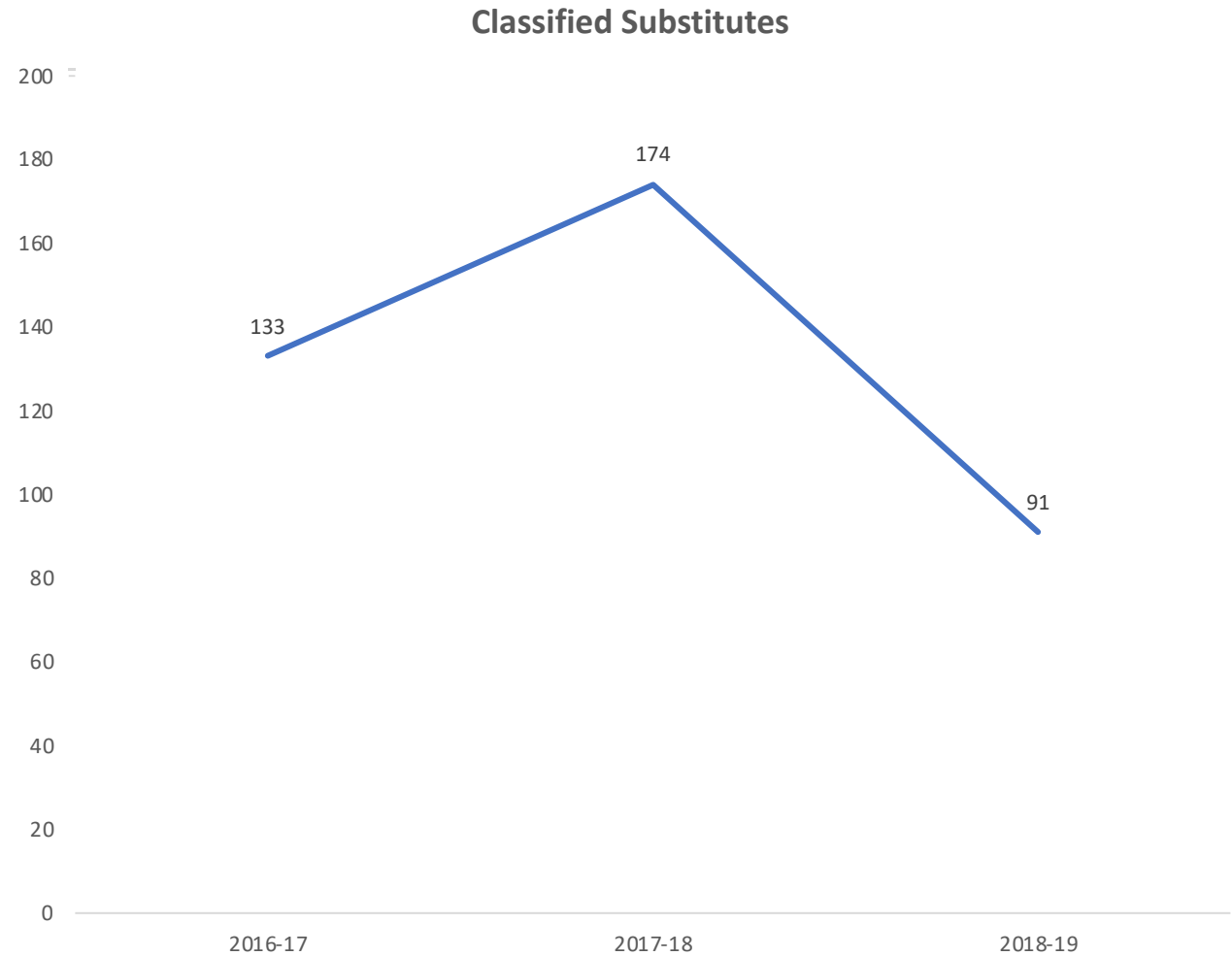
- Number of applications received, oral examinations conducted, and eligibles established dropped significantly in 2018-19.
- Number of eligibility lists established has remained fairly stable.
- Several Paraprofessional vacancies were held open in anticipation of layoffs/reductions at end of 2018-19.

Paraprofessional and Child Care Assistant



SUBSTITUTE RECRUITING

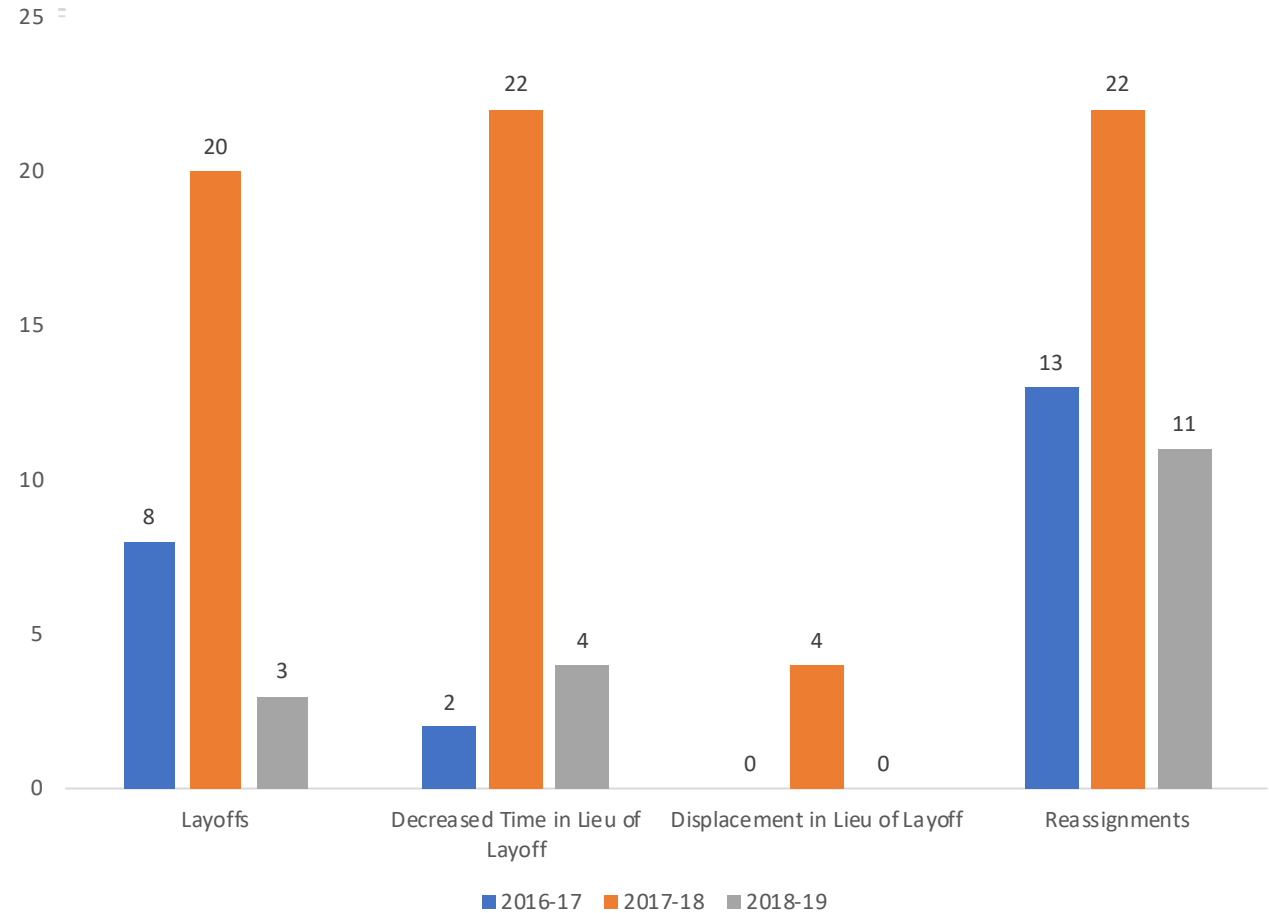
- Number of available substitutes has dropped precipitously.
- SBCEO's challenges in this arena are similar to those faced by local districts.
- HR continues to collaborate with Special Education in particular on initiatives to recruit both classified and certificated subs.



LAYOFFS

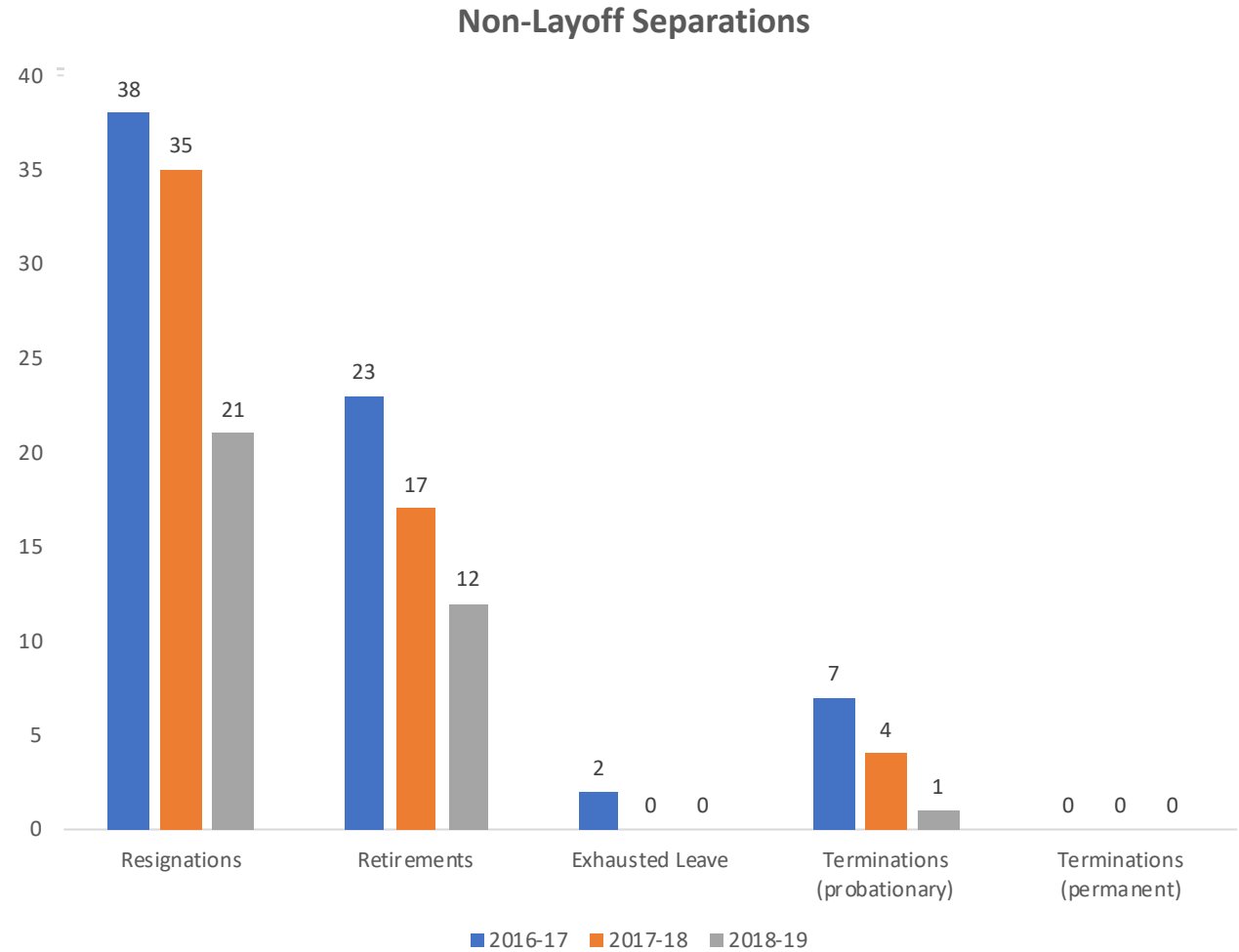
- Layoffs spiked in 2017-18. The 19-20 report will likely reflect another increase in these numbers, because numerous layoffs, reductions, and related actions took effect in the current fiscal year.
- Alternatives to outright separation provide protection to affected employees.
- Reassignments can help avoid layoffs by aligning available staffing resources with program needs.

Layoffs and Related Personnel Actions



OTHER SEPARATIONS

- After a period of relative stability, most types of separation are trending downward.
- Contributing factors: engaged workforce, SBCEO's competitive status in North County, workers postponing retirement.



FINAL THOUGHTS

1. Classified workforce continues to contract.
2. Recruiting for classified instructional employees and substitutes continues to be challenging.
3. New governor's focus on early childhood education may create new opportunities for expanded programming and staffing at SBCEO.