



Client Case Study – Human Resources

1,000 Employees

Public School District, Dual-Unions

Industry: Education

This central Ohio school district was amid major organizational change, following a significant strike and impending leadership changes.



Serving as interim Director of Human Resources until a permanent placement could be found, our team rebuilt trust across union lines in a divided district, assumed responsibility for mandated reporting, handled all employee relations issue from licensure tracking and paid administrative leave, and served as Superintendent's designee for all grievance hearings.

Services Provided:

- Employee Relations, including all investigations, letters of direction and administration of paid and unpaid leave
- EEO-5 reporting
- Implemented methodology to track and manage FMLA, and coordinate benefits
- Annual contract review, renewal and termination for certified and administrative positions
- Owned and tracked internal posting process for open and anticipated positions
- Audited, consolidated, revised and managed process for BCI/FBI and licensure expirations and renewals
- Audited historical paper based ETPES process and rating, including review and reconciliation of three years' worth of certified staff data, and created new process for administrators moving forward to ensure state compliance requirements

