

# HUMAN RESOURCES OVERVIEW

---

KATRINA RILEY | DIRECTOR OF HUMAN RESOURCES





# HR Director

---

- **24 Years in Education**  
(Teacher, Principal, District Leadership)
- **7 Years in School HR Leadership**
- **Public, Private & Nonprofit Experiences**
- **Talent Management & Leadership Development Expertise**

# HR DEPARTMENT FUNCTIONS

---

**Talent  
Acquisition**

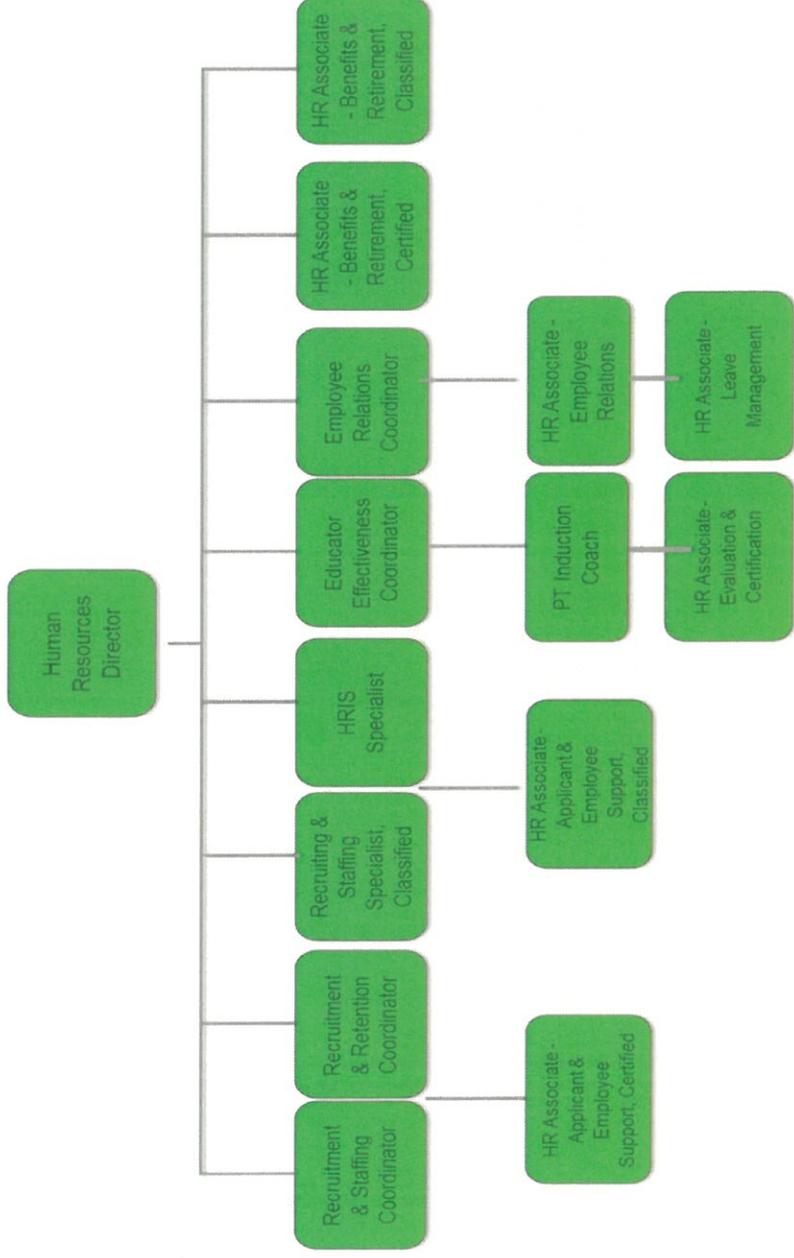
**Compensation and  
Benefits**

**Employee  
Labor Relations**

**Employee  
Effectiveness**



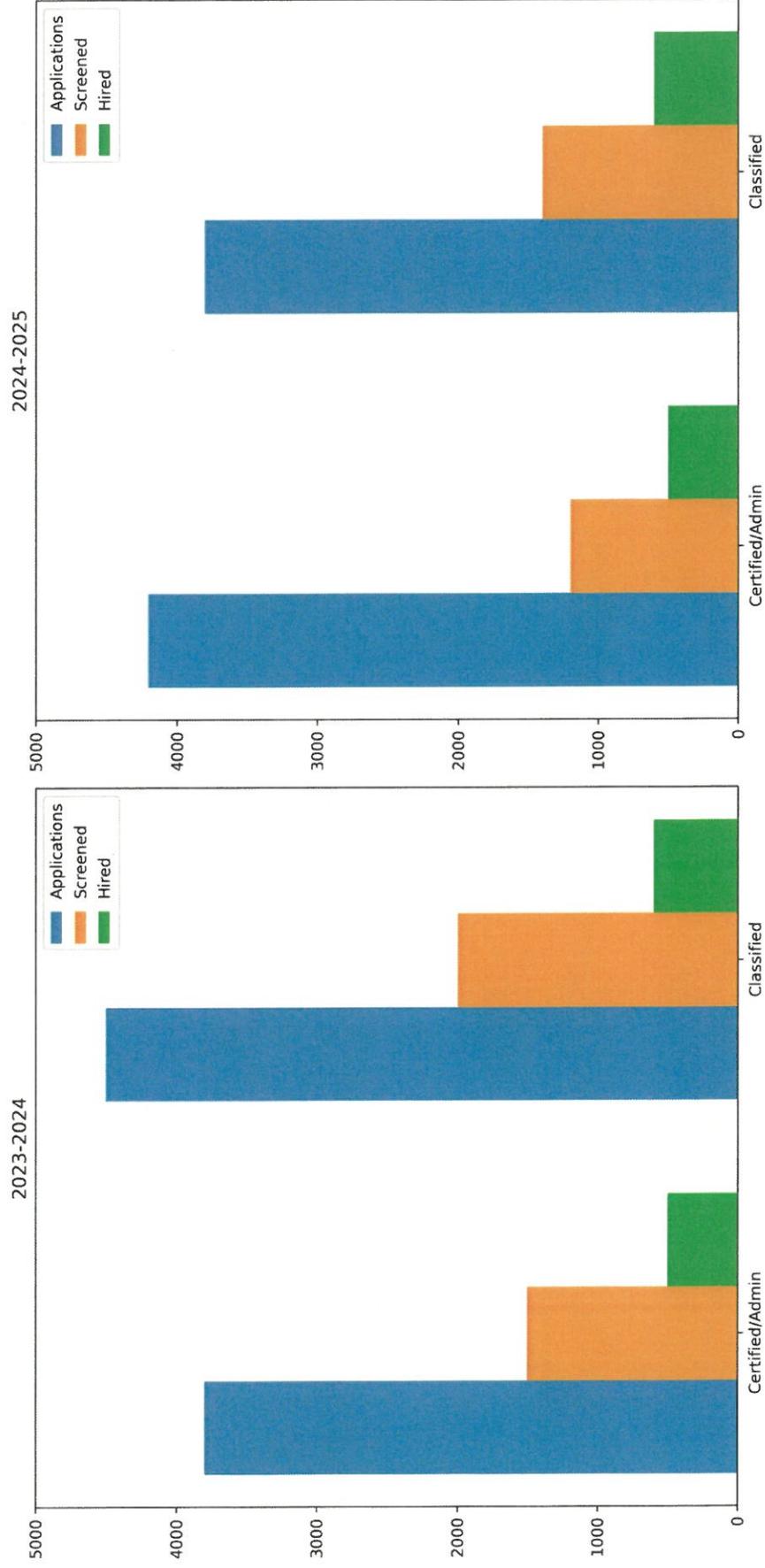
# 2025 HR DEPARTMENT ADJUSTMENTS



+ Added new Director of HR position + Hired new Educator Effectiveness Coordinator



# TALENT ACQUISITION



# CLASSIFIED RECRUITMENT VOLUME

## CERTIFIED (2 FTE RECRUITERS)

YR	APPS	#SCREENED	#HIRED
23-24	3,794	1,695	566
24-25	4,153	1,425	493
25-26	2,497	829	210

## CLASSIFIED (1 FTE RECRUITER)

YR	APPS	#SCREENED	#HIRED
23-24	4,652	2,175	514
24-25	3,813	1,501	411
25-26	3,001	1,583	260

\* 25-26 is as of 03/16/26



# COMPENSATION & BENEFITS VOLUME

---

## CURRENT STAFFING: 2 FTE ASSOCIATES

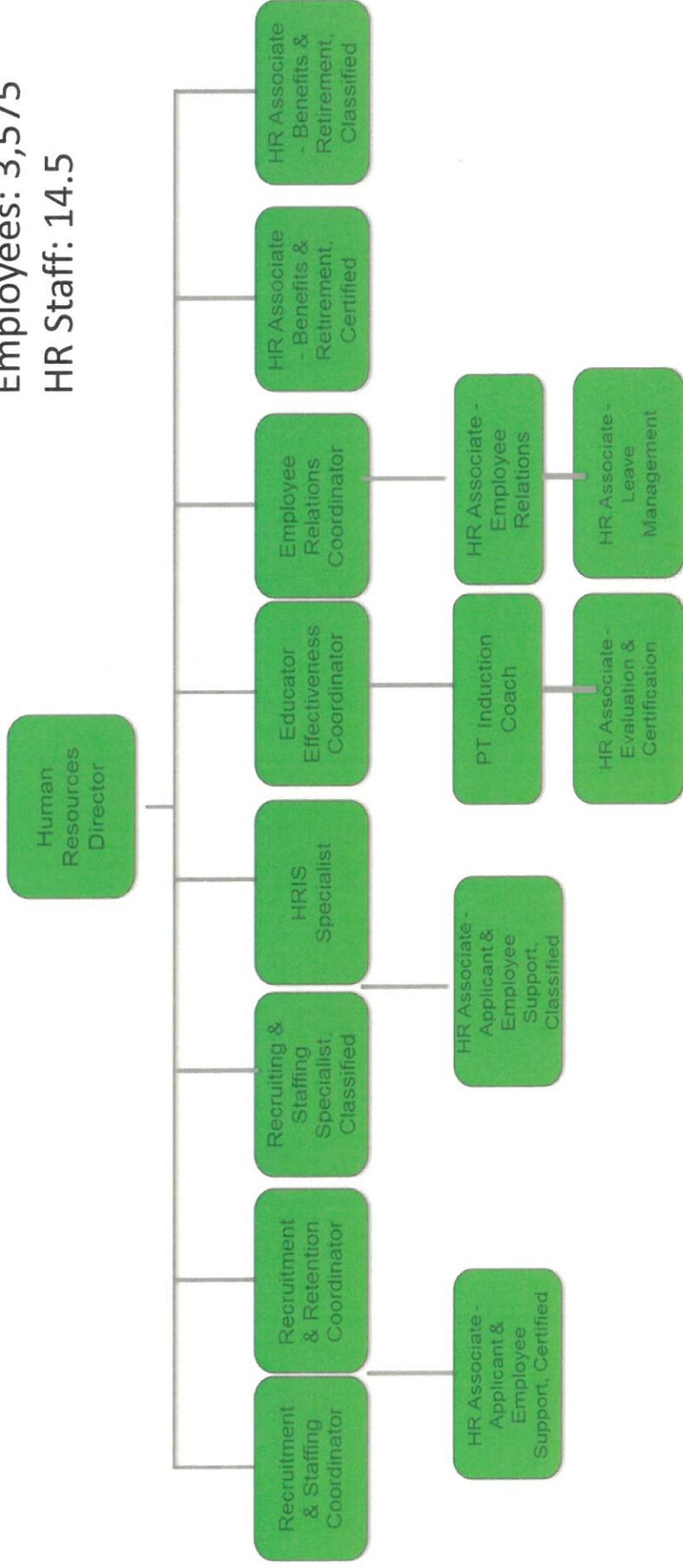
Area	Volume / Impact
Medical Leave Cases Managed	438
Workers' Compensation Claims Managed	253
Onboarding, Life events, retirement processing	All Employees





# CURRENT HR ORGANIZATIONAL CHART

Students: 23,000  
Employees: 3,575  
HR Staff: 14.5



# HR INDUSTRY STANDARDS



23,000

Total ACPSD Students

3,575

Total ACPSD Employees

37

Industry Standard Staff

100:1

Industry Support Ratio

23,000

Total ACPSD Students

3,575

Total ACPSD Employees

14.5

Current HR Staff

247:1

Current Support Ratio

23,000

Total ACPSD Students

3,575

Total ACPSD Employees

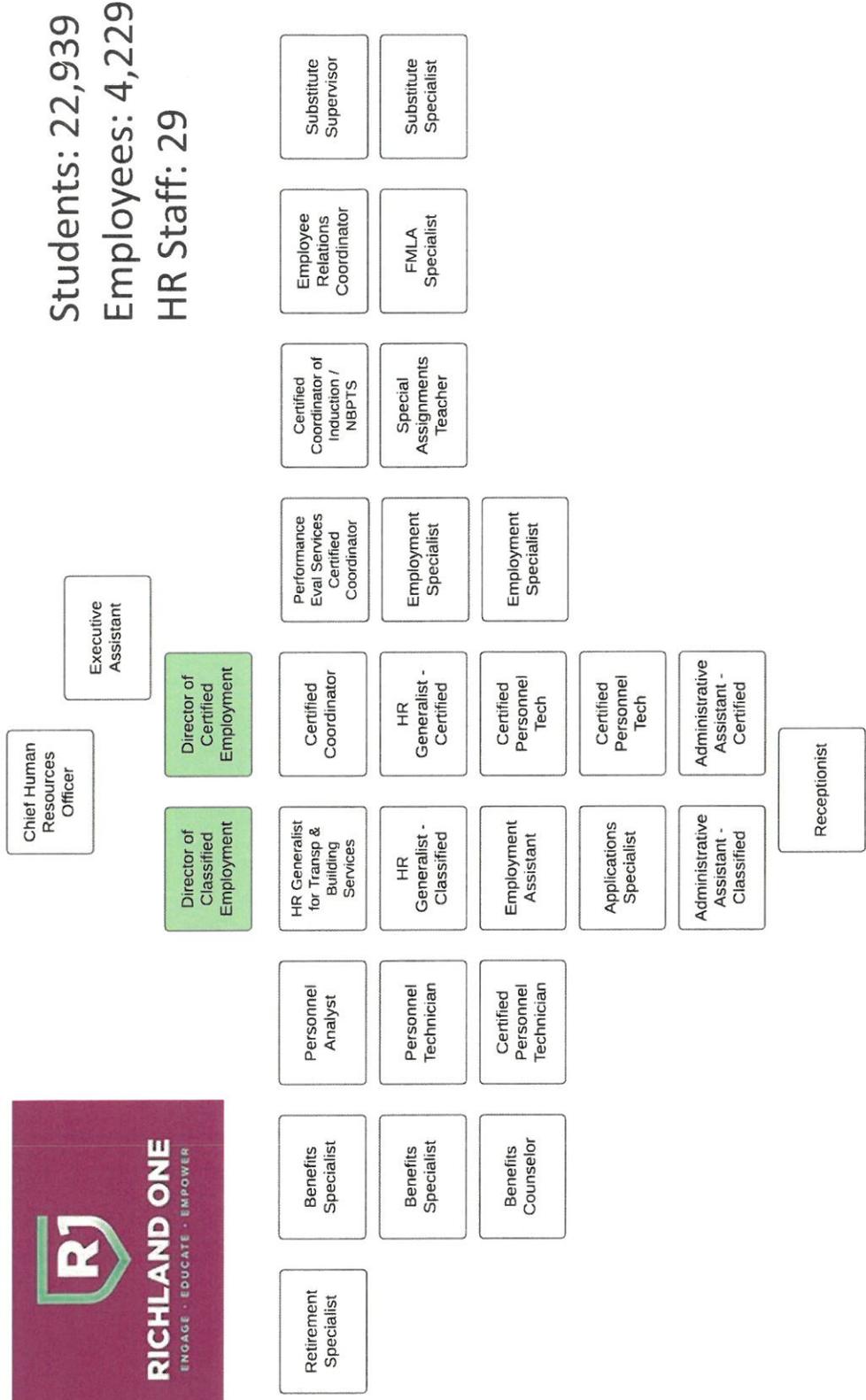
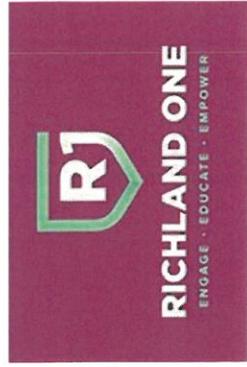
+2=16.5

Requested HR Staff

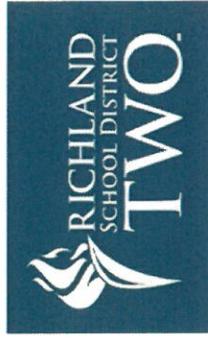
217:1

Requested Support Ratio

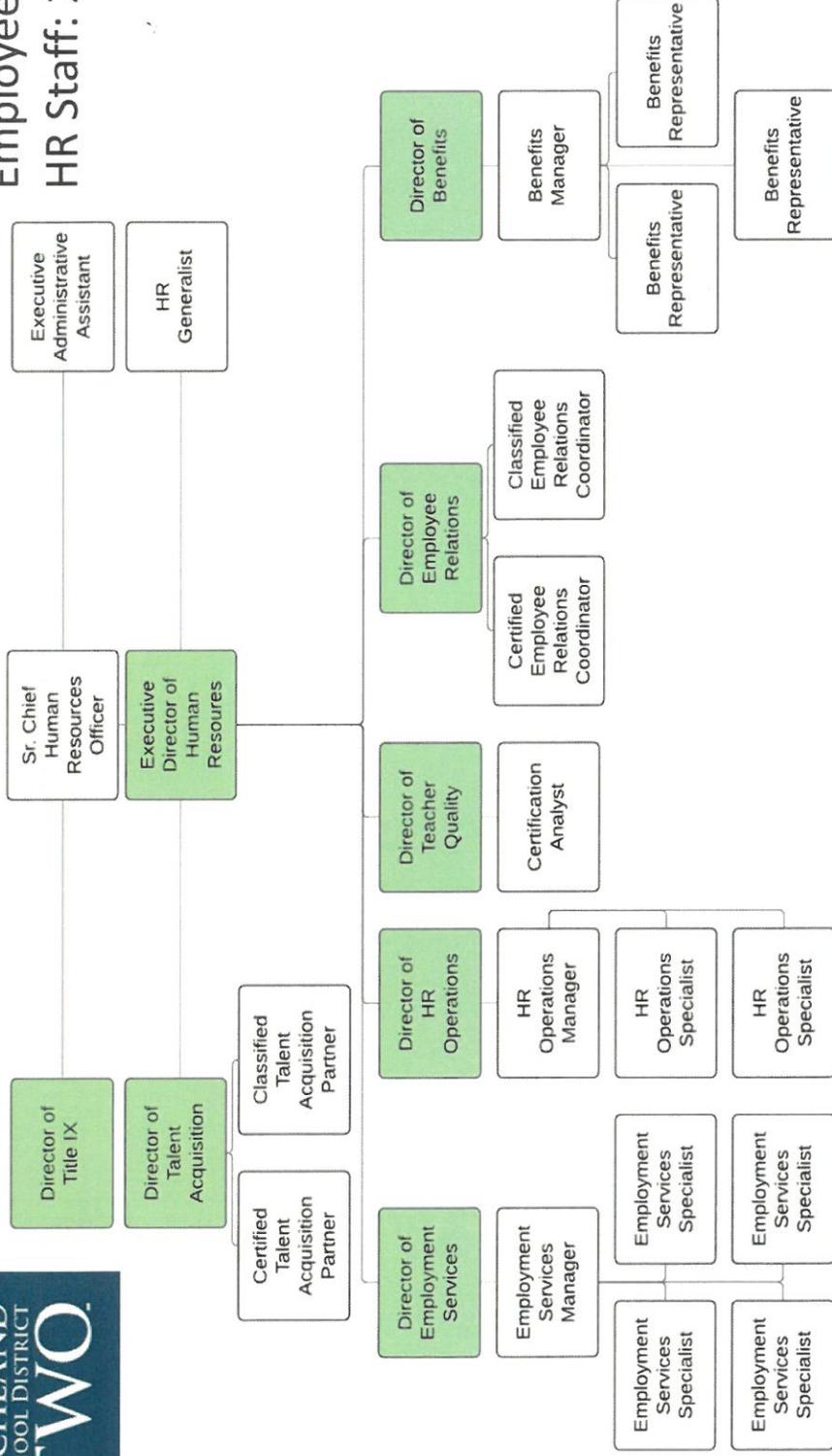
# COMPARATIVE HR ORG CHART



# COMPARATIVE HR ORG CHART



Students: 29,967  
 Employees: 4,425  
 HR Staff: 27





# EMPLOYEES TO HR STAFF RATIO COMPARISONS

Organization	# of Students	# of Employees	# HR Employees	Employees to HR Ratio
Richland School District One	22,939	4,229	29	146:1
Richland School District Two	29,967	4,425	27	164:1
Lexington School District One	27,074	4,124	20	206:1
<b>Aiken County Public Schools</b>	<b>23,000</b>	<b>3,575</b>	<b>14.5</b>	<b>247:1</b>



# HR AUDIT REQUEST

---

- Structure not aligned to district size and workload
- Outdated, disconnected systems
- Need to align with industry standards and remain competitive



# AUDIT IMPACT

---

- Faster, more consistent HR support for employees
- Improved employee experience and retention
- Reduced risk and stronger compliance
- Clear, efficient HR processes across the district



# SUMMARY OF REQUESTS

---

## **2 Additional FTE**

- Talent Acquisition (Classified Recruitment)
- Compensation & Benefits Supervisor

## **HR Operational Audit**

- External review of structure, workload, and service delivery



# QUESTIONS & COMMENTS

---