

# Human Resources October, 2018 Update

# **NASHOBA BY THE NUMBERS**

## **525 Employees**

**324 Unit A Employees (62%)**

**242 Teachers**

**36 Special Educators**

**22 Guidance Counselors,  
School Social Workers,  
Interventionists**

**24 Nurses and Allied  
Professionals (OT, PT, Speech Pathologists,  
and BCBAs)**

# **NASHOBA BY THE NUMBERS**

**525 Employees**

**159 Unit C Employees (30%)**

**81 Instructional Assistants**

**15 Secretarial/Administrative Assistants**

**15 Extended Learning**

**18 Food Service**

**30 Custodial/Facilities**

# **NASHOBA BY THE NUMBERS**

**525 Employees**

**42 Unaffiliated Employees (8%)**

**3 Office of the Superintendent of Schools**

**13 Principals and Assistant Principals**

**3 Teaching and Learning, Athletic Director**

**3 Special Education and Pupil Personnel Services**

**13 Human Resources (3), Business (3) and  
Technology (7)**

**7 Facilities, Food Service, Extended Learning,  
Nurse Leader**

# MAINTAINING COMPLIANCE WITH EXISTING LAWS

Fair Labor and Standards Act

Wage and hour compliance

Family and Medical Leave Act

Massachusetts Maternity Act

Massachusetts Equal Pay Act (MEPA)

Americans with Disabilities Act

Requests for Reasonable accommodation

## **AND STAYING CURRENT WITH NEW LEGAL REQUIREMENTS**

An Act to Establish Pay Equity (an amendment to the MEPA)

Self-Audit to Determine “Comparable Work”

Janus v. AFSCME Decision

# HR:

## More than Hiring and Firing

Workers  
Compensation

Payroll and  
Treasurer  
Duties

AESOP  
Substitute  
Teaching

Job  
Descriptions

Employee  
Discipline

Attendance

Contract  
Compliance

Advise and  
Assistance  
to Admin.

Performance  
Improvement

Tuition  
Reimburse  
ment and  
Lane  
Changes

Grievance  
Handling  
and  
Processing

Student  
Safety  
(CORI,  
Fingerprinting,  
Annual Policy  
Statements)

Educator  
Licensure

Stipends