

# ILLINOIS ASBO ETHICS STATEMENT

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# Introductions

Name: LeeAnn Taylor, CSBO - Speaker  
- *Assistant Superintendent of Finance and Operations,  
Hawthorne Community Consolidated School District 73*



Name: Brian O’Keeffe, Ed.D., SFO, CSBO - Speaker  
- *Assistant Superintendent of Business Operations, Community  
Unit School District 200 (Wheaton/Warrenville)*



Name: Lisa Yefsky - Moderator  
- *Area Executive Vice President–Affiliate Business, Gallagher*



# The Benefits of Benefits

## Goals of Today's Presentation:

- Today's Labor Market
- Today's Labor Challenges
- Creating Benefit Solutions Providing Perspective on the Value of the Working in Education/Your School District
- Success Stories

# Today's Labor Market

- Unemployment – 3.6% in March 2022
- 6 million unemployed persons
- Numbers similar to pre-pandemic values in February 2022 (3.5% and 5.7 million)
- Job growth in leisure & hospitality, professional and business services, retail trade and manufacturing

# Today's Labor Challenges

- More openings than people to fill openings
  - (11.3 million job openings at the end of Feb 2022)
- Demand is greater than supply
- Candidates have more employment options
- Location, location, location
- Highly competitive compensation market
- Work conditions/rules/regulations/standards
- Pandemic driven decisions
- Five generations in the workplace

# Today's Education Labor Challenges

- More openings than people to fill openings
- Demand is greater than supply
- Highly competitive compensation market
- Pandemic driven health concerns
- Location, location, location
- Work environments
- Lack of societal support for the profession?
- Politics

# Creative Benefit Solutions...

## Bargained

- Job Sharing
- Formal Mentoring
- Flexible Work Times
- Length of Work Day
- Retention Incentives (Longevity)
- Paid/Unpaid Time Off
- Tuition Reimbursement Aligned with District Goals
- Retirement Contributions (403/457 plans)



# Creative Benefit Solutions...

## Non-Bargain

- Why District XX?
- Onboarding
- Informal Mentoring
- Childcare/Petcare
- Remote Institute Day
- Financial Education for Staff
- Wellness Programs
- Mental Health Platforms
- Culture Check-Ins



# Success Stories

- The Value of a District Insurance Committee
- Employee Engagement
- Employee Orientation
- Audience Stories

# Questions and Answers

*We thank you for your time!*

# Presenters:

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