

Christine Trioli, CR's New Director of Human Resources, Brings Great Background and Work Style to the District

Christine Trioli joined Council Rock as Director of Human Resources on April 23, 2012, following an extensive and thorough search process that began with more than 20 applicants. Christine brings thirteen years of HR experience to Council Rock, with varied hands-on experiences and a real team spirit that will benefit the district.

Currently residing in Philadelphia with her family, she grew up in the Mayfair section of Philly and attended St. Basil's Academy in Fox Chase. Trioli's Human Resources career began in 1999 in the School District of Philadelphia. She started in this position after earning her BA in English from St. Joseph's University and a MA in English from Rutgers University. It's important to note that she worked full time while receiving her education. She was the Assistant Manager of a movie theater during college and while attending graduate school she worked full time in the medical publishing industry. She began to doubt her original thoughts of becoming a college English professor, took a leap of faith, and accepted an entry-level HR position in Philadelphia. It was very quickly clear to her that she found her niche and she went on to receive her PHR, a national certification for Human Resources professionals. She spent over 5 years in the Philadelphia School District where she was responsible for hiring all new teachers...in a district where, on average, there are 1,400 hires each year! In this role, she also delved into the many details of HR, including: policies, salary administration, retention, certification compliance, new employee orientation, on-line application system, tracking, and more.

Christine later took her Philadelphia experience to Bucks County. From 2005 to 2011, she was the Director of Human Resources in the New Hope-Solebury School District. This position was an interesting challenge as there was no formal department in place when she arrived. During her tenure, she created a highly functioning, effective and efficient Human Resources department serving 245 employees. The advantage of developing a new department is that you must be hands-on in all areas. Trioli developed and honed her skills in recruitment, policy administration, benefits administration, record keeping, contract management, compensation practices and employee relations.

Ms. Trioli also worked for one year, from April 2011 until her move to Council Rock, in the Lower Moreland School District as the Director of Human Resources/Public Relations. Throughout her time at both New Hope-Solebury and Lower Moreland, Council Rock was on her radar. Council Rock was considered the "pillar of the HR group in Bucks County." The reputation of Council Rock was extremely high and many districts looked to Council Rock for good practices. Trioli noted that while in New Hope-Solebury, when faced with decisions for her department, she often asked, "What's Council Rock doing?"

When Ms. Trioli learned of Dave Bollinger's retirement, she jumped at the chance to work in Council Rock. The district's strong reputation made the position attractive and she was confident that her skills and experience would serve her well in the position. Ms. Trioli reports directly to Superintendent Mark Klein and is responsible for recruitment, selection, benefits, teacher certification management, and labor relations for the nearly 1,500 personnel in the district.

The transition to Council Rock has been smooth. Trioli said Council Rock is an incredibly "collegial, intelligent, and responsive group." She is impressed with the universal desire among

all administrators to treat everyone with respect. She noted that decisions in Council Rock are not “knee jerk,” rather there are very thoughtful processes in place to make the best decisions for the district.

In her nearly six months in Council Rock, Ms. Trioli has been focusing on building the district’s HR section of the intranet, “The Rock.” This internal system for employees includes portals for benefits, certification and other important district information. She notes, “Teachers are very busy,” therefore she is committed to making things easier and more transparent for employees. She is hoping to demystify specific topics that are often on the minds of employees such as personal or medical leaves, retirement, benefits, etc. Trioli is also working closely with Director of Business Administration, Bob Reinhart, as HR systems and finance matters are run through the same computer system.

Ms. Trioli’s philosophy is to “treat people with fairness” and to always be open to and respect people. She noted, in order to succeed, “You can’t believe you’re always right.” This spirit is sure to serve Council Rock well. We thank Ms. Trioli for taking the time to speak with Citizens For Education and wish her the very best of luck.