

Horry County Board of Education



Joint Finance and Human Resources Committee Agenda Wednesday, December 10, 2014

Board members present:

John Poston, Finance Committee Chair
Janice Morreale, Human Resources Committee Chair
David Cox
Jeffrey Garland
Janet Graham

Staff present:

Dr. Cindy Elsberry, Superintendent
Velna Allen
Daryl Brown
John Gardner
Kenny Generette
Leann Hill
HT Lee
Dr. Rick Maxey
Dr. Addie Swinney

Welcome - Call to Order

Finance Chairman John Poston called the meeting to order at 12:08 pm. Mr. Poston introduced Human Resources Committee Chairman Janice Morreale and the other Board members and staff present.

Chairman Poston then noted for the record that any votes taken are to serve as a Committee recommendation to the full Board.

Acknowledge Compliance with FOIA - John Gardner

As required by SC Law 30-4-80, local news media were informed of the date, time, place, and agenda of this meeting. Copies of the agenda were posted at the district office and distributed to schools for posting.

Review and Approval of Agenda

The committee unanimously approved the agenda.

New Business

Allocation Formulas

2015-16 Personnel Allocation Formulae 

Middle School Allocation Analysis

John Gardner presented the 2015-16 Personnel Allocation Formulae. He noted that there were minor changes to the formulae from last year. This includes a more defined clarification of staffing at Early College High School and Scholars Academy. Also included is the removal of day porters from the elementary schools which have been moved to the facilities budget.

Mr. Gardner explained that certain positions are dependent on student enrollment such as assistant principals, guidance counselors and middle school staff allocations. Research has been done regarding career development and staff utilization between schools. There would be one full time instructor per approved major which must have a certain number of juniors and seniors.

Mr. Cox suggested a review of nurse allocation with increase enrollment.

There was brief discussion regarding the increase in students per class to fund Personalized Digital Learning (PDL) as discussed at prior Board meetings. Mr. Gardner explained that it was his understanding that the increase would not be put into effect until after 1 full year of implementation. It was decided that Mr. Gardner would determine if the increase was needed at this time.

Mr. Gardner noted that a recommendation was being made to add a media specialist at Early College High School. Also being recommended was the elimination of an instructional aide at Scholars Academy. The position is no longer needed since the opening of the new facility.

Mr. Poston noted that although PDL roll-out at middle and high schools has had some challenges, he has a concern with increasing class size. He added that the Board has not yet seen enough data to know if teaching positions should be reduced.

Mrs. Morreale asked if there was a budgetary need for an increase in class size. Mr. Gardner answered that there is an unassigned fund balance that could be used to cover PDL costs. Mr. Poston added that staff is an important asset that should be valued. Dr. Elsberry added that there is no correlation to class size and PDL; the teachers' role is not diminished with the devices. She added that the devices allow teachers to work with students in small groups at various levels. Mrs. Morreale noted that she was not in favor of increasing class size at this time.

Mr. Garland updated the Committee on pending legislation that would have an impact on budgets over the next few years.

Mr. Poston asked if the figures used for determining staff allocations were based on students on campus or students enrolled. Mr. Gardner answered that these allocations were based on enrollment projections, not the number of students on a particular campus. Mr. Poston and Mr. Garland agreed that these numbers should be reviewed.

Mr. Poston asked about an increase of an IT staff member at the school level. Mrs. Morreale agreed and asked that this information be presented to the Board.

Fiscal Year 2015 Budget

Mr. Gardner presented the budget calendar, budget assumptions and parameters. He noted that growth is projected to be about 1200 students in 2015-16 with much of the growth at the high school and special education levels. He also noted that operational costs will increase, step increase and cost of living increases are determined by the State, and revenue projections are based on the appropriations bill.

Mr. Gardner gave a brief overview of the State budget and anticipated education allotment. Mr. Poston stated that when the State Legislature evaluates Act 388 and addresses the tax structure in South Carolina, we can have an intelligent conversation regarding public education. Mr. Garland added that Act 388 has been adopted in the State Constitution as a permanent law.

Mr. Gardner noted that a mandate regarding ESOL is anticipated for 2015-16 that will require funding.

Mr. Gardner suggested the Board revise the date of the budget retreat from January 5th to the Board work session scheduled for February 9th. Mr. Poston suggested this be revisited at the end of the meeting to be included in the recommendation sent to the full Board.

Coaching and Band Supplements

Mr. Gardner provided an overview of the recent discussions regarding coaching and band supplements. It was noted that a recommendation will be made to increase the head football coaches' work schedule by 30 days to be consistent with band leaders. Also being recommended is the elimination of step increases for coaching supplements.

Principal and Assistant Principal Hiring Protocol

Dr. Swinney explained the hiring protocol for administrators. The interview committee will consist of community members, teachers, a peer principal, support staff cabinet representative from the school, and the Executive Director. She noted that recommendations will be presented at a board meeting with a vote of acceptance at the following meeting.

The idea of a Board member sitting on the interview committee was discussed. Dr. Swinney suggested more consideration of this as it may make the candidate be more guarded.

Mrs. Graham commended Dr. Swinney on the process, noting that it was very comprehensive. Dr. Elsberry added that by the end of this process, the stakeholders feel ownership in the decision.

Funding for Lacrosse at St. James High, Carolina Forest High, and Myrtle Beach High

Funding - Middle School Baseball and Softball 

Mrs. Morreale asked that this item be on the agenda as the initial appropriation was insufficient. After brief discussion, it was decided to recommend to the Board that a non-recurring start-up allotment of \$18,500 be distributed from the fund balance for each of the new schools just starting a team, with the understanding that other schools wishing to start a new lacrosse program would be given adequate funds.

Mr. Poston requested then asked the members to vote on recommendations to be sent to the Board. He noted for the record that the five members present do not constitute a quorum of the Board.

The following recommendations were approved by the Committees:

Budget Calendar with date change of Budget Retreat: Unanimously approved
Allocation Formulae which includes no increase in class size and the addition of a technology position at middle and high schools: Approved by a vote of 4 to 1.

It was noted that the allocation formulae should reflect the number of students on campus with specific regard to Assistant Principals. It was further noted that guidance counselor ratios should be based on enrollment.

Lacrosse Funding will be recommended as a non-recurring \$18,500 to each of the three schools previously given \$2,500 to cover startup costs. This would total \$21,000 in total to Myrtle Beach High, Carolina Forest High and St. James High.

Adjournment

Chairman Poston noted that the Finance Committee will meet after the budget retreat and Human Resources Committee has not scheduled their next meeting at this time.

Chairman Poston adjourned the meeting at 1:24 pm.

Respectfully submitted:

Leann Hill
*Exec. Asst. to the Superintendent
and Board of Education*