



Human Resources Committee Meeting
Monday, February 5, 2018
4:00 PM, District Office, Room C-300

Board members present: David Cox, Board Member for District 4, Committee Chair
Chris Hardwick, Board Member for District 9, Committee Member
Janice Morreale, Board Member for District 5, Committee Member
Pam Timms, Board Member for District 6, Committee Member
Ray Winters, Board Member for District 3
Joe DeFeo, Board Chair
Holly Heniford, Board Member for District 1
Sherrie Todd, Board Member for District 2

Staff present:

Dr. Rick Maxey, Superintendent
Mary Anderson, Chief Human Resources Officer
Edward Boyd, Chief Officer for Accountability and Information
Daryl Brown, Chief Officer for Support Services
John Gardner, Chief Financial Officer
Kenneth Generette, Staff Attorney
Boone Myrick, Chief Officer for Learning Services
Velna Allen, Executive Director for High School Programs
Merri DuRant, Administrative Assistant for Human Resources Chief Officer
Media Representatives

Welcome - Call to Order

Chairman David Cox called the meeting to order at 4:00 p.m.

Acknowledge Compliance with FOIA – David Cox

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.

Approval of Agenda

A motion was made to approve the Agenda. The motion carried.

Approval of Minutes

A motion was made to approve the Minutes of the May 22, 2017 meeting. The motion carried.

Topics Discussed

A. New teacher incentives-critical needs areas

Chairman Cox started the meeting by mentioning that this topic has been discussed for quite some time. SC has a teacher shortage. We knew it was coming but thought the beach location would attract teachers to our area. Charleston County Schools put together an incentive/bonus package to attract more teachers and copies were included in the packets. The only way to combat that is with money. \$375,000 was approved for use as a signing bonus for 2017-18 but it was held in abeyance. This money could be used as a signing bonus or longevity bonus. Mr. Cox is of the opinion that it should be used it as a signing bonus. Ms. Todd stated that she was against using this money as a signing bonus at first but sees now that we must do something to be competitive with other Districts such as Charleston. We need to come up with something to do to keep teachers once they are hired. College students/graduates go where the bonus is offered. She further suggested that consideration be given to increasing salary steps or offer a longevity bonus after 5, 10 or 15 years of employment.

Mr. Cox stated that our steps are higher at the exit steps and not the beginning steps. He encouraged the committee members to attend the upcoming Job Fair at Conway High School February 24, 2018. He also asked the committee to consider using the \$375,000 as a signing bonus for critical needs areas.

Mr. Defeo stated that according to the National School Board Association, newly hired employees that are given a signing bonus are gone within five years. He is in agreement with a signing bonus but does not see giving it if the teachers do not stay, and does not want to try something that is already not working. The new employees need to be rooted in the community, and we need to do something else to make them stay. He also mentioned that when signing bonuses were given in the past, the board members had inquiries from current employees asking why they did not get anything. In reference to increasing steps, there are many things that must be considered. Some new employees were brought in at a higher step than they should have been.

Mr. Winters agrees with the bonus as well but thinks something should be done for current employees that have been with the District to reward them for their longevity and let them know they are important.

Mr. Hardwick believes we should go back to the salary study and possibly increase salaries across the board. Also, should go ahead and use money set aside for a signing bonus. Even if it is a short-term fix, we need a short-term fix.

Ms. Timms noted that they were told last year by SCSBA at a conference that signing bonuses do not work, and she is leaning more towards a longevity bonus. Teachers live here, like it here and do not want to relocate, but Charleston is not that far from Myrtle Beach. She also reiterated that other employees were disgruntled when signing bonuses were given in the past and they did not get anything.

Ms. Anderson stated that she has spoken to other Districts that offer bonuses. Charleston County greatly reduced the number of vacancies they carried forward this year. We are at a critical junction and have a very finite pool of candidates for which all Districts are competing. A signing bonus does attract teachers initially, and it is the District's job to figure out how to keep them. The number of applicants is different now than it has been in the past. The pool is shrinking. For the upcoming job fair, there are around 400 people registered, but only 4 of those registered are math certified. Ms. Anderson would appreciate having the \$2500 bonus to offer. Math, Science and Special Education are the most critical areas. There is also an informational meeting scheduled for February 22, 2018, concerning Alternative Certification programs. Dr. Maxey encouraged the committee to share this information with others in the community.

Mr. Cox stated that we are also losing employees that are exiting the TERI program and some of those will be under the earnings limitation of \$10,000. He also stated that they will hold off on making a decision concerning teacher signing bonuses until there is more information.

B. Bus Driver Salaries

Bus driver shortage has been alleviated some, but there are currently 25 vacancies. There were 39 vacancies in the fall. There is a high turnover rate for bus drivers. The transportation job fair held in November was successful. Approximately 125 people attended, and the job fair has generated continued interest. HCS does pay the cost for CDL training. Ms. Todd suggested that we have an annual job fair for bus drivers.

Mr. Cox went over the bus driver duties and responsibilities. Ms. Morreale stated that they would be looking at bus driver salaries during the budget process.

Mr. Gardner suggested waiting for the results of the salary study and discuss again in two weeks. He added that there could be a separate line item just for bus drivers.

Ms. Anderson stated the salary study is still in progress. The completion date was originally scheduled for the end of February, but it is going to take a little longer to complete. A meeting is scheduled for the end of the week at which time we will have updated information and a more definitive timeline.

Dr. Maxey advised that we are making sure the salary study contains accurate information. The information provided in draft format contained some inaccuracies, and they working to balance the deficiencies with accuracy.

The next committee meeting is February 19, 2018 at 3:00

Chairman Cox made a motion to adjourn the meeting at 4:44 p.m. The motion carried.

Respectfully submitted: Merrí DuRant

Merrí DuRant, Administrative Assistant to the Chief Human Resources Officer

Approved: March 5, 2018