



Human Resources Committee Meeting
Monday, March 6, 2017
4:00 PM, District Office, Room B415

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
Janet Graham, Board Member for District 7
Ray Winters, Board Member for District 3
Joe DeFeo, Board Chair
Shanda Allen, Board Member for District 11

Staff present:

Rick Maxey, Superintendent
Edward Boyd, Chief Officer for Accountability and Information
Daryl Brown, Chief Officer for Support Services
Carolyn Chestnut, Chief Officer for Instructional Support Services
John Gardner, Chief Financial Officer
Kenneth Generette, Staff Attorney
Boone Myrick, Chief Officer for Learning Services
Mark Porter, Director for Human Resources
Merri DuRant, Administrative Assistant for Human Resources Chief Officer
Media Representatives

Welcome - Call to Order

Chairman David Cox called the meeting to order at 3: 02 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

Chairman Cox made a motion to approve the Agenda. The motion carried.

Approval of Minutes

Chris Hardwick announced he has replaced Ray Winters as a committee member and asked that the minutes of the February 20, 2017 Human Resources Committee Meeting be amended to reflect this. Mr. Cox make a motion to amend the minutes. The motion carried.

Topics Discussed

A. Signing Bonus

Dr. Maxey started the discussion concerning a possible longevity bonus that was discussed at the last meeting. This could be used not only to attract new teachers but encourage them to stay. He has been examining information from other places to see what types of longevity bonuses might already be in place. He requested that the committee allow more time to continue to examine this topic to be as thorough as possible with information to bring back to the committee. Mr. Cox and the committee agreed to allow more time.

B. Salary Study

John Gardner reviewed the information included in packet concerning the Classification and Compensation Study. The Cabinet previously met and selected the criteria which includes the 9 largest school districts in South Carolina as well as the Georgetown County School District. Also included are 4 large governmental agencies in Horry County that compete for employees. He and others are currently working on the RFP for the process of making a selection for the study.

Joe Defeo asked if this information can be obtained from the South Carolina Department of Education (SDE).

John Gardner advised that the SDE has the information on teachers but not all job classifications.

C. Assistant Athletic Director Position or Supplement

Dr. Maxey advised that the monthly principals meeting is Wednesday. They would like to have a conversation with the principals and athletic directors (AD's) concerning this as it will be an excellent opportunity to bring in the AD's to the meeting to discuss the principals and AD's priorities and needs in athletics. Velna Allen will be transitioning to athletics next year and will facilitate this meeting. It will be an open discussion meeting with open dialogue as nothing has been formalized at this time.

D. Bus driver hours and pay

Dr. Maxey reminded the committee that the bus drivers will be included in the salary study as well as all employees in HCS. The transportation department has been looking at areas of need where mid-day work may be necessary. Bus drivers' hours were previously reduced.

Mark Porter went over information provided in packets concerning bus driver pay rates. The current hourly rate for HCS bus drivers is \$.75 below Georgetown County pay rates for bus drivers. Step increases for bus drivers can depend on the route driven, work in schools, etc.

Chairman Cox asked what the requirements are for substitutes and wanted to know if bus drivers with bachelor's degrees are available to fill in or substitute for teachers.

Daryl Brown advised that the majority of the bus drivers we have with a bachelor's degree are retired and only want to work 3 – 4 hours per day. They would not want to substitute. We did lose some bus drivers when their hours were changed to 6 hours per day.

Mr. Defeo would like to wait for the salary study and asked John Gardner to look into how much the \$1 per hour increase for bus drivers would affect the budget.

Janice Morreale would like to see more flexibility in hiring bus drivers that want to work more than 6 hours per day.

Dr. Maxey advised that we can categorize jobs depending on types of bus driving assignments that are also paired with special needs classes, etc., where the bus driver also serves as an aide. We can also utilize mid-day workers for custodial work, cafeteria work, etc. There is certainly something to be gained by increasing mid-day work hours to increase retention. It puts an incredible strain on the system when we have a large number of vacancies, absences, employees on leave, etc. We move a lot of students, approximately 24,000 per day. Routes must be combined, relief drivers used, substitutes, etc. We need to find a way to be competitive to have more stability.

Chairman Cox advised that the items on this agenda will be included on the next meeting agenda to be scheduled in two weeks and asked if anyone would like to add anything else.

Chairman Cox asked for a motion to adjourn the meeting at 4:25 p.m. The motion carried.

Respectfully submitted: *Merri DuRant*

Merri DuRant, Administrative Assistant to the Chief Human Resources Officer

Approved: March 20, 2017