



Human Resources Committee Meeting
Monday, May 9, 2016
4:00 PM, District Office, Room A301

Board members present: David Cox, Board Member for District 9, Committee Chair
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, Committee Member-Via Phone
Holly Heniford, Board Member for District 1
Sherrie Todd, Board Member for District 2
Joe DeFeo, Board Chair

Staff present:

Rick Maxey, Superintendent
Mary Anderson, Chief Human Resources Officer
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
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

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

Approval of Minutes

A motion was made to approve the Minutes of the March 23, 2016 Human Resources Committee Meeting. The motion carried.

Topics of Discussion

A. Signing Bonus

Mr. Cox – The District had a signing bonus in place from 2006-2009, and a proposal has been received to re-implement teacher bonuses to entice them to come to our District.

Mr. Defeo – Looked at the data and doesn't think signing bonus worked before and doesn't see it working now.

Mr. Winters – Data suggests that in the past, we paid more out in bonuses to people that left the District than people we have retained. Not counting the costs for training, etc.

Ms. Morreale – She and Dr. Maxey attended a session in Hilton Head concerning retaining teachers in critical needs areas and the problem is state wide. Signing bonuses are not necessarily effective in attracting teachers that are loyal to area and community.

Dr. Maxey – We continue to struggle as the number of graduates in teacher education programs is decreasing. Market is competitive and this is one of the things that is effective in getting young people just starting out to be able to move to our area. He agrees that the data does show that we paid out more to people that did not stay.

Ms. Anderson – In the past, employees had to stay for one year or pay a part of their bonus back. Also pointed out that we don't know the reasons why they left but we have about a 50% ratio of those that stayed. Those that left did so within 5 years which is not uncommon for all teachers, not just those that received a signing bonus, to leave the profession within the first 5 years. Signing bonus does get employees to us and research shows that professional development and supportive administrators is what can keep them with us. In the budget package proposal, the critical needs areas included were Math, Science, English, Special Education including Speech/Language, Media and Guidance. If we offer a signing bonus, one year should be a minimum amount of time for the employee to stay with us. Other high performing districts in SC may not publicize a signing bonus but some do offer it as a negotiating tool.

Mr. Cox – Horry County is at the top or close to the top of the salary scale as well as being a coastal county which should attract new teachers.

Ms. Timms – Myrtle Beach is a resort area and there are a lot of people from adjoining states that want to come to reside here. Possibly not offer to all new teachers but offer it to some critical needs areas and not advertise the signing bonus. Have it available to offer to an incentive but they should be required to stay with us for 3 years or pay back a portion.

Mr. Defeo – How can we get away with giving a bonus to some but not others as a negotiating tool. Does not agree with using a signing bonus as a negotiating tool. It must be offered to all or none. Our District is the 3rd highest paying in the state which should be incentive enough. There is no data to show who would have come to Horry County anyway even without a signing bonus.

Motion was made to offer 3-year signing bonus in the amount of \$3,000 to critical needs areas of math, science and special education. Motion tied at 2-2. No Recommendation.

B. ESOL TEACHERS-Additional eleven teachers for 2016/17 and funding source

Mr. Cox would like to table this issue. Motion was made to address this at a later date. Motion passed.

C. 2% Salary Increase for Employees on Maximum Step

Ms. Morreale is not in favor of increase at this time due to budget issues. Motion made to dis-allow the 2% increase. Motion was approved 4-0

E. Adjournment

Chairman Cox adjourned the meeting at 4:30 p.m.

Respectfully submitted: *Merrí DuRant*

Merri DuRant, Administrative Assistant to the Chief Human Resources Officer

Approved: February 20, 2017