

Horry County Schools Board of Education



Human Resources Committee Meeting

Monday, May 11, 2015

4:00 Room A301

Board members present:

Janice Morreale, Board Member for District 5 and Human Resources Committee Chair
David Cox, Board Member for District 8, Vice-Chair and Committee Member
Ray Winters, Board Member for District 3 and Committee Member
Pam Timms, Board Member for District 6 and Committee Member
Sherri Todd, Board Member for District 2
Joe DeFeo, Board Chair

Staff present:

Rick Maxey, Acting Superintendent
Edward Boyd, Chief Officer for Accountability and Information
Daryl Brown, Interim Chief Officer for Support Services
Cindy Ambrose, Chief Academic Officer for Learning Services
Carolyn Chestnut, Chief Officer for Instructional Support Services
John Gardner, Chief Financial Officer
Kenneth Generette, Staff Attorney
Addie Swinney, Chief Officer for Human Resources
Mary Anderson, Director for Human Resources
Merri DuRant, Administrative Assistant for Human Resources Chief Officer

Welcome - Call to Order

Janice Morreale, Human Resources Committee Chair, welcomed those in attendance.

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.

Approval of Agenda

Ms. Morreale made a motion to amend the Agenda to add the discussion item from the last meeting concerning ESOL teachers. The motion carried.

Approval of Minutes

A motion was made to approve the Minutes of the March 9, 2015 Human Resources Committee Meeting. The motion carried.

New Business

A. Salary Increases

John Gardner provided a handout reflecting the employee salary and benefit history beginning with the 2009/10 school year. Being proposed for next year is a STEP increase for all eligible employees and a 2% salary increase for employees that are not eligible for the STEP increase. The cost is estimated at \$1,200,000.00 which includes fringe. Three options for funding the increase could be (1) Millage (2) Fund Balance or (3) Reduce funding elsewhere. Discussion was held regarding how much was needed to balance the budget next year. Ms. Morreale mentioned the possibility of a 1% step increase or an annual bonus since no retirement is paid on bonuses. Mr. DeFeo mentioned that Horry County provides 28 steps to all employees and other Districts in South Carolina only allow 22 steps. Funding is already tight. The District will be opening 3 new schools and also needs to hire more ESOL teachers. The committee discussed not giving the 2% increase and using the money for the ESOL teachers needed. Mr. Cox moved to table the discussion of the 2% increase and discuss later as a committee. The motion carried.

B. Statements of Employment for Support Staff

Dr. Addie Swinney advised that classified employees do not get contracts but statements of employment, and this is the last year they will be sent. Nothing has changed as far as salary, benefits, etc. By January of next year, all classified staff will be notified that they will not be receiving statements any longer unless they have a transfer or job change. Dr. Swinney asked for the Committee's support to discontinue statement of intents after this year due to cost and staff will be free to do other tasks. Committee approved.

C. Temporary Clerical Staffing at Schools for Summer Months

John Gardner asked Mark Porter to survey middle school Principals concerning the need for help during the summer months when staff is limited. The results of the survey were provided as well as the personnel allocation formulae for High schools and Middle schools. The committee compared the allocations for Middle and High schools. All schools expressed a need for help during the summer. \$250,000 has been allocated for additional days to be distributed to schools but formula has not been finalized yet. Principal will have discretion on how to use funds. A 210-day technology position has also been created for next year but that will not help with the front desk issues. It was suggested that high school and college students be hired as temporary employees and paid an hourly rate which would not include any benefits which is what the facilities department is now doing. Mr. Defoe reminded the committee that when a motion is made, they must designate which fund will be used to pay for this expense. Ms. Timms made a motion to approve summer clerical workers for all elementary, middle and high schools and fund using undesignated reserve money. The motion carried.

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Minutes

D. ESOL Teachers

Ms. Morreale provided handout. The District needs 64 ESOL teachers and currently has 33 which leaves us 31 short. There is a proposal in next years' budget to hire 11 new teachers. The average salary for ESOL teachers is \$73,000 which includes fringe. The additional cost could be funded by raising millage, using fund balance or reducing funding somewhere else. Ms. Morreale suggested that the District hire 15 additional ESOL teachers next year in lieu of the 11 proposed in the budget. Mr. Gardner advised that the funding for 11 teachers is already budgeted for next year and the cost for the additional 4 teachers can be funded utilizing the Teacher Contingency Fund. Ms. Morreale made a motion to approve 15 new ESOL teacher positions for next year. The motion carried.

E. Adjournment

No other business was discussed.
Chairman Morreale adjourned the meeting at 4:35 pm.

Respectfully submitted:

Merri DuRant

Merri DuRant
Administrative Assistant to the
Chief Human Resources Officer

APPROVED OCT 26, 2015