



Human Resources Committee Meeting
Thursday, May 17, 2018
11:00 AM, District Office, Room C-300

Board members present

David Cox, Board Member for District 4, Committee Chair
Janice Morreale, Board Member for District 5, Committee Member
Pam Timms, Board Member for District 6, Committee Member
Shanda Allen, Board Member for District 11
Holly Heniford, Board Member for District 1
Neil James, Vice Chair and Board Member for District 10

HCS Staff present:

Dr. Rick Maxey, Superintendent
Mary Anderson, Chief Human Resources Officer
Velna Allen, Chief Student Services Officer
Daryl Brown, Chief Officer for Support Services
John Gardner, Chief Financial Officer
Kenneth Generette, Staff Attorney
Boone Myrick, Chief Academic Officer
Merri DuRant, Administrative Assistant for Human Resources Chief Officer
Lisa Borcier, Director for Communications

Welcome - Call to Order

Chairman David Cox called the meeting to order at 11:18 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 by Pam Timms and seconded by Shanda Allen to approve the Agenda as presented. The motion carried.

Approval of Minutes

A motion was made by Shanda Allen and seconded by Pam Timms to approve the Minutes of the April 16, 2018, meeting as presented. The motion carried.

Discussion

Bus Driver Salaries

Chairman Cox stated that the committee has been discussing bus driver salaries for approximately one year and would like to move bus drivers to a higher pay grade or a separate line item. Drivers have more responsibility and may transport over 200 students per day, are subject to random drug tests, maintain the condition of the bus, monitor actions on the bus and must have a CDL license. These requirements do not apply to custodians or cafeteria staff.

Mary Anderson stated that custodians and cafeteria workers are not on the same grade as bus drivers. Bus drivers start on grade 16 or 17 and cafeteria and custodians start on grades below 16. There are other positions on grades 16 and 17 so if the pay grades are increased across the board, this would affect all the salaries of all employees on those grades and not just bus drivers. HCS currently has 419 fte's for drivers but not all are filled.

Dr. Maxey stated that if we made our driver salaries competitive with Georgetown County Schools by increasing the hourly rate by \$.75, the estimated cost would be \$678,000 including benefits.

John Gardner advised that it could be possible to have a grade 16A or 17A for drivers if we want to isolate a specific group.

Janice Morreale would like to see other market comparisons for driver salaries such as Coastal Carolina University before a decision is made.

Holly Heniford agrees that bus drivers should be separated due to their responsibilities and difficulty to fill their positions. Other positions on same step are not as difficult to fill and do not have as much responsibility. Shanda Allen agrees that something must be done to show drivers how important they are to us and would like to see other market comparisons.

Chairman Cox stated that the committee would like to attach a sub structure under 16A and 17A for bus drivers, but will wait on market comparison before deciding on the pay rate.

Mary Anderson will confirm the bus driver salary information for Coastal Carolina University and provide those numbers at the next meeting

Instructional Coaches

Dr. Maxey provided the background history of the purpose of instructional coaches. The position has been around for approximately 15 years. Education across the country has adapted to federal requirements starting with the old 2000 requirements, "No Child Left Behind," and the "Every Student Succeeds Act." Over the course of that time, the accountability requirements have trickled down to state level. District and state report

cards started in 2000. Poor performance by students and schools can have an economic impact on our District. A District or school label of “Unsatisfactory” or “F” also has an economic impact.

HCS is a progressive school district with a positive reputation for sound performance. The instructional coach was put in place to assist the principal in the delivery of instruction in the school and to make sure we do everything we can to meet federal and state requirements. The role of the instructional coach has evolved over time. We value the instructional coach positions. Job descriptions at the three levels as well as the roles and responsibilities of the coaches were shared.

Boone Myrick provided the number of current positions as well as number of coaches in place at the schools for next year. Some schools may have two coaches due to the size of the school, the number of teachers as well as the schools needs. Title I schools have two coaches, and Title I funds are used. Coaching support is very different for each grade level as the teacher needs are very different. Coaches may be placed in teaching positions if there is a teacher shortage. We currently have 80 – 85 instructional coaches.

Ms. Morreale asked for a definition of a “user defined” position. How can we justify two instructional coach positions at some schools when we have a teacher shortage and teacher vacancies. The instructional coaches at some schools could be moved to the classrooms.

John Gardner explained that user defined positions are more flexible. Principals are allowed to take one teaching position and reclassify based upon their needs. Different funding sources can be combined to create one position. Currently user defined positions can be used for instructional coaches, Reading Recovery teachers or technology specialists.

Chairman Cox stated that as the years have progressed, we have implemented PDL’s, as well as a lot of information gathering via email and online that we did not have before. This could have an impact on the need for instructional coaches. A teacher’s performance could be viewed at the district level and instructional coaches put in the classroom to teach.

Dr. Maxey advised that standardized testing places tremendous burden on teachers due to federal government mandates and state compliance requirements. The principal’s priority is to fill vacancies in the classroom with quality teachers. They are given the resources and look at the situations in their school to make decisions that are best for their building. State funding also allocates how we use the funds that we are given.

Ms. Morreale believes that at this time, the user defined positions should not include instructional coaches. The situation later could be revisited later.

Chairman Cox will bring the discussion of instructional coaches to the Board when he presents the Human Resources Committee report at the next meeting.

A motion to adjourn the meeting at 12:05 p.m. was made by Janice Morreale and seconded by Shanda Allen. The motion carried.

Respectfully submitted,

Merri DuRant
Administrative Assistant to the Chief Human Resources Officer

Approved: _____