

Horry County Schools Board of Education



Human Resources Committee Meeting

Monday, October 26, 2015

4:00 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
Joe DeFeo, Board Chair
Ray Winters, Board Member for District 3

Staff present:

Mary Anderson, Chief Human Resources Officer
Edward Boyd, Chief Officer for Accountability and Information
Daryl Brown, Chief Officer for Support Services
Boone Myrick, Interim Chief Academic Officer
Carolyn Chestnut, Chief Officer for Instructional Support Services
Merri DuRant, Administrative Assistant for Human Resources Chief Officer

Welcome - Call to Order

Chairman David Cox called the meeting to order.

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 May 11, 2015 Human Resources Committee Meeting. The motion carried.

New Business

A. Athletic Director's Pay

The supplement for an Athletic Director is approximately \$9500, and the supplement for a football coach is around \$8700. Athletic Directors (AD) are year-round employees on a 220-day contract, but good AD's actually are there most of the time. Their scope of responsibilities is much greater than that of a coach. Coaches do not work year round. They work according to the coaching season. AD's also teach a class which is very difficult, and they have no official assistants to help with the workload. The number of days for football (FB) coaches was increased last year from 190 to 220 which resulted in an increase in FB coaches' salaries. The pay for FB coaches could be very close to that of Athletic Directors due to this increase in days, and could possibly be more if a coaching more than one sport. Ms. Morreale would like to look at increasing the AD's salaries. The suggestion was also made to possibly increase AD's contract days from 220 to 246. This would mean the AD's would accrue annual leave so would not actually increase their days at work by very much. It may be better to increase the AD supplement. It was decided that more information is needed concerning what other district's pay Athletic Directors to see if HCS is competitive. During the search for an Athletic Director at Conway High last year, salary was a sticking point. HCS was not competitive with what other districts were paying. Mary Anderson noted that this applies to several positions and not just the Athletic Director's salary. Daryl Brown will obtain more information concerning the salary for Athletic Directors in other SC districts and bring to the next meeting for discussion.

B. Athletic Trainers

All high schools have one Athletic Trainer assigned to their school. Some high schools also have a doctor present at football games because it is a contact sport. Trainers work open season and have to be at practices and games and can have several events in the same night. 190-day trainers also teach 2 – 3 classes and are paid a supplement of \$9000. Trainers on a 220-day contract do not teach any classes and receive a supplement of \$6700. The SC High School League allows year round practice with the exception of a few weeks per year. Due to their experience level, some 190-day trainers could be paid more than 220-day trainers. Some trainers must be put on a 220-day contract because they are not certified to teach. It all depends on what is available when interviewing to fill training positions. Reducing the number of classes a 190-day trainer teaches would handicap principals because the trainers may teach social studies, sports medicine, EMT classes, etc. Our 3A and 4A high schools this year will become 4A and 5A schools next year. Ms. Morreale would like to recommend the allocation of one additional full-time trainer for 4A and 5A schools in the budget for next year. Mr. Brown and Mary Anderson will work together to gather more information to discuss at the next meeting.

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C. Substitutes

Mary Anderson provided a handout of HCS substitute salaries. Sub cafeteria and custodial positions are the most difficult to fill, and we may need to look at increasing their rates to attract more people. Complaints have been received from custodial and cafeteria subs that have worked for a long time, but their pay rate is the same as when they started. No pay increases. Schools have expressed concerns about summer workers not showing up for work. They believe there is no incentive for them to be committed. There are different levels of what a sub can do depending on education level. Summer workers are paid \$11 per hour.* Bus driver rates are paid differently based on the salary scale. Long-term subs that are certified are paid based on Grade and Step. It is hard to find substitutes with a college degree as most of those candidates have regular full-time jobs. Mary previously researched substitute salaries in other SC Districts and believes the hourly rates were within \$10 of our rates. She will review again and advise at next meeting.

D. At-Will Employees

HCS At-Will employees are termed as “rehired.” Other Districts don’t rehire. Some rehire at a reduced rate, but increase the rate over the year. Ms. Morreale asked why are we keeping At-will employees and rehiring them for positions that can be easily filled. Mary Anderson indicated that some districts have an interview process and must interview other candidates as well as the At-Will employee to try to find a replacement. At-Will employees still continue to contribute the SC Retirement System. The earnings limitation has changed to \$10,000 per year with any PEBA employer. What is our District doing to train employees (Assistant Principals, Administrators) to fill upcoming positions. Our District is not competitive with the salary scale of similar districts in the state for higher level positions. Ms. Timms commented that the public is not aware that the District office employees go through the same interview process to advance in their positions. Mr. Defeo commented that At-will employees should go back to the Board for strict review. Mary Anderson will work with Dr. Maxey and the Executive Cabinet to come up with some language to be a part of the At-Will policies.

E. Adjournment

Chairman Cox adjourned the meeting at 4:50 p.m.

Respectfully submitted:

*Merri DuRant
Administrative Assistant to the
Chief Human Resources Officer*

Approved: 2/8/16

It was stated during the meeting that summer workers start at \$11 per hour, but the rate is actually \$9 per hour