



Human Resources Committee Meeting
Monday, February 22, 2021
3:00 PM, District Office, Room C-300

Board members present

David Cox, Board Member for District 4, HR Committee Chair
Shanda Allen, Board Member for District 11, HR Committee Member
Helen Smith, Board Member for District 6, HR Committee Member
Howard Barnard, Board Member for District 5
James Edwards, Board Member for District 9
Neil James, Board Member for District 10, Board Vice-Chair
Sherrie Todd, Board Member for District 2
Ray Winters, Board Member for District 3

HCS Staff present

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

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.

1. Welcome - Call to Order

Committee Chair David Cox called the meeting to order at 3:03 p.m.

2. Approval of Agenda

A motion was made by Helen Smith and seconded by Shanda Allen to approve the Agenda as presented. The motion carried.

3. Approval of Minutes

A motion was made by Shanda Allen and seconded by Helen Smith to approve the minutes of the October 7, 2019, meeting as presented. The motion carried.

4. Discussion

Pilot program for floating substitute teachers

Chairman Cox stated the purpose of the meeting and shared that Santee Cooper has a program that uses the methodology of hiring for positions with the anticipation of employees resigning or retiring. Mr. Cox requested this meeting to discuss the possibility of HCS starting a similar pilot program to hire recent college graduates with teacher certification and assign them to a school in a full-time substitute position. This would give the subs an opportunity to see if they like teaching in a particular position or working with a specific age group. One substitute would be assigned to each of the 28 elementary schools as those teaching positions do not need specific certifications such as math and science. Some committee members asked if any research or specific information about this program was available to be shared at the meeting.

Mary Anderson stated there is no information available today. She will be glad to do the research if the committee can provide specifics on exactly what they are looking for. A list of questions would be helpful. When looking at substitute positions, it is important to know how they might be used. Assigning positions to particular school does not solve the daily substitute problem. Most schools have at least 1 teacher absence per day, and many have more than one per day. Ms. Smith would like more research and information to understand how this would function, and she believed this could be a very positive thing for our district especially with the circumstances we are in right now. Ms. Anderson stated that current circumstances have made it more difficult to fill sub positions daily. Prior to the pandemic, the sub pool was approximately 1600. Now that pool is less than 1000. Of those 1000 only about 300 have accepted positions since January for different reasons. Some have indicated they will sub again once they are vaccinated. The goal of the program is needed to provide accurate research. Some other districts, even the larger districts, contract with outside sources that provide educational services so that information may be needed as well. Ms. Anderson requested specific questions from the committee to research.

There was some discussion regarding whether substitutes prefer particular schools or will accept assignments at all locations. Ms. Anderson stated that subs can identify specific schools where they want to work, and others tend to gravitate towards a certain location. A teacher may also request a specific substitute if they know in advance they are going to be out. Chairman Cox suggested for the pilot program that the subs be assigned to a cluster area to work within the cluster and not a particular school. The goal is to create positions in a crunch. There will always be substitute issues so maybe a temp service would be best for that.

The committee discussed the current pay scale for college graduates. The new college graduates should not be paid more than the current subs. If the need is for subs on a daily basis, look at increasing their pay as well as the pay for all support staff positions. The sliding pay scale for long-term substitutes is currently \$80 - \$130 per day.

Dr. Maxey appreciates the HR committee looking at this. The struggle is throughout the state and not just in Horry County. Hiring subs for a particular area to cover certain positions in that cluster will not help the problem at other schools. Outsourcing could be used to address the daily substitute issue while the pilot program could create a pool for vacancies. John Gardner indicated the average salary to hire 28 full-time substitutes could range from 1.6 million for first year teachers to 2.3 million depending on their education level.

Ray Winters stated that a similar topic was discussed at the April 2016 committee meeting.

Ms. Anderson will bring substitute reports to the next meeting to include the number of vacancies and fill rate starting with the 2016-17 school year and forward to including the current year. She will also have a comparison of the average cost for a temp service to outsource substitutes. Today there were 232 substitute instructional positions and a 75% fill rate which may also include teacher assistants. Mr. Gardner will get the general cost to hire 28 full-time substitutes for the elementary schools and bring those numbers to the next meeting.

Chairman Cox is receiving calls about employee pay increases and asked John Gardner if he would be addressing that anytime soon. Mr. Gardner stated that the information was shared with the Board during the budget workshop, and he and Ms. Anderson will be presenting this information to the Board. The budget deadline is at the end of June. HCS has not received the State funding numbers this time.

Chairman Cox asked Ms. Anderson to contact him when she has obtained all the information so that another meeting could be scheduled. Ms. Anderson agreed and stated it will depend on how quickly she can get the information from the outside educational services. John Gardner will provide the budget information.

5. ADJOURNMENT

Chairman Cox concluded the meeting and asked for a motion to adjourn at 3:37 p.m. The motion was made by Helen Smith and seconded by Shanda Allen. The motion carried.

Respectfully submitted,

Merri DuRant

Merri DuRant

Administrative Assistant to the Chief Human Resources Officer