

## Horry County Board of Education



### Human Resources Committee Meeting Minutes Monday, May 15, 2023

#### **Board Members Present:**

Howard Barnard, Committee Chair  
Shanda Allen, Committee Member  
Debbie Edmonds, Committee Member  
Wendy Hodges, Committee Member  
Pam Dawson  
James Edwards

Janet Graham  
Neil James  
David Koch  
Melanie Wellons  
Tracy Winters

#### **Staff Members Present:**

Dr. Rick Maxey, Superintendent  
Mary Anderson  
Velna Allen  
Daryl Brown  
John Gardner  
Kenneth Generette  
Boone Myrick  
Lee James  
Samantha Coy

April Scott  
Candace Lane  
Mark Porter  
John Washburn  
Leann Hill  
Tonya Pickett  
Merri DuRant  
Kristin Wilson

#### **Media Present:**

Katie Powell, *My Horry News*

*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 and Introductions**

Committee Chairman, Howard Barnard, called the meeting to order at 3:31 p.m.

#### **2. Review and Approval of Agenda**

Shanda Allen moved to approve the agenda as presented. Wendy Hodges seconded the motion; all voted in favor. Motion passed.

#### **3. Review and Approval of Minutes**

Shanda Allen moved to approve the minutes from the May 1, 2023 meeting. Wendy Hodges seconded the motion; all voted in favor. Motion passed.

#### **4. Discussion**

##### **a. Substitute staffing options**

Chairman Barnard introduced the topic and asked that all questions be held until the end of the presentation. Mary Anderson started by thanking John Gardner for his work in compiling information regarding the numbers that are used in the presentation. She gave some background information regarding the substitute staffing discussion as well as questions that arose from the last committee meeting held on May 1, 2023. To answer some of those questions and provide possible solutions, a PowerPoint presentation was reviewed. Handouts were provided that included some estimated costs associated with the various options discussed. Principals as well as other staff members are taken away from their other responsibilities every morning to try and find solutions for unfilled vacancies. The current fill rate most days is 70% and the goal is 90% and above. The ESSER funds now used to pay teachers to cover classes during their planning time will no longer be available after next year.

##### **Internal Solutions**

- Add more teachers per site
- Put more aides in the classrooms
- Increase the current substitute rates of pay

##### **External Solutions**

- Outsource with a substitute staffing service with an average fill rate of 90%
- Principals and staff can complete other duties and responsibilities
- Cost of service to be paid with unused personnel staffing funds

##### **b. Learning Services Division: Organizational Structure and Roles and Responsibilities**

Due to time constraints, the Learning Services Division item on the agenda was not presented. Mr. Barnard asked Debbie Edmonds and Boone Myrick to schedule a meeting to review this item.

##### **c. Mental Health concerns**

Velna Allen and Tonya Pickett discussed a PowerPoint presentation and provided handouts regarding mental health concerns in our District and communities. HCS has a combination of resources in place to provide immediate and responsive services to the schools, students, and family needs. Some of these include:

- Guidance counseling services
- Rehabilitative and Behavioral Health Services
- Care Solace Coordination Service
- Uniform Crisis Protocol
- Community Collaboration

Chairman Barnard asked for a motion to send the substitute staffing option to the Board for approval. Wendy Hodges made the motion, seconded by Chairman Barnard. The motion did not pass. Chairman Barnard stated that he will send the item to the Board with no recommendation.

**Adjourn**

Chairman Barnard moved to adjourn the meeting, seconded by Wendy Hodges. Motion carried. Meeting adjourned at 4:30 p.m.

Respectfully submitted,

Merri DuRant

Administrative Assistant to the Chief Human Resources Officer

Approved: \_\_\_\_\_