



## **Human Resources Committee Meeting**

**Monday, March 5, 2018**

**3:30 PM, District Office, Room C-300**

### **Board members present**

David Cox, Board Member for District 4, Committee Chair  
Chris Hardwick, Board Member for District 9, Committee Member  
Janice Morreale, Board Member for District 5, Committee Member  
Pam Timms, Board Member for District 6, Committee Member  
Ray Winters, Board Member for District 3  
Joe DeFeo, Board Chair  
Sherrie Todd, Board Member for District 2  
Shanda Allen, Board Member for District 11

### **HCS Staff present:**

Dr. Rick Maxey, Superintendent  
Mary Anderson, Chief Human Resources Officer  
Edward Boyd, Chief Officer for Accountability and Information  
Daryl Brown, Chief Officer for Support Services  
John Gardner, Chief Financial Officer  
Kenneth Generette, Staff Attorney  
Boone Myrick, Chief Academic Officer  
Velna Allen, Chief Officer for Student Services  
Merri DuRant, Administrative Assistant for Human Resources Chief Officer  
Edi Cox, Executive Director  
Ashley Gasperson, Coordinator  
Gaye Driggers, Principal  
Kandi Fleming, Principal  
Media Representatives

### **Welcome - Call to Order**

Chairman David Cox called the meeting to order at 3:30 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 Mr. Hardwick and seconded by Ms. Morreale to approve the Agenda as presented. The motion carried.

### **Approval of Minutes**

A motion was made by Ms. Morreale and seconded by Mr. Hardwick to approve the Minutes of the February 5, 2018, meeting as presented. The motion carried.

### **Discussion**

#### **Salary Study**

Chairman Cox stated for the record the salary study was discussed last February and March and was board approved May 22<sup>nd</sup>. As a requirement, the study was to be completed before now, but is not. It is of the utmost importance that MGT is aware of the committee's disappointment that the study has not been completed.

Dr. Maxey advised that the district contracted with MGT consulting firm to conduct the salary study. We were informed last Friday that the study should be completed by the end of the week. He would like to ask that the consultants come before committee and the Board to present their report and be available to answer any questions the Board may have.

#### **Alternative Certification Information Session**

Ms. Anderson provided an update of the February 22, 2018, session that was held from 3:30 pm until 6:00 pm. Four representatives from the State Department of Education attended, as well as approximately 200 interested individuals. Many stayed until 7:00 pm to have the SDE representatives analyze their certifications and answer questions. If questions were not answered at the meeting, a connection was established with the SDE to provide assistance. There was a lot of interest prior to and after the session. One SDE representative commented that they had never attended a session with that many participants. The meeting was very successful.

Dr. Maxey stated that in addition to the efforts of the Human Resources Department, extra effort was made at the advisory cabinet meetings to make parents and cabinet members aware of the meeting.

Chairman Cox attended the Job Fair at Conway High School in February. Over 550 people registered and approximately 500 attended. A signing bonus of \$2500 was approved.

Ms. Anderson stated that 84 open contracts were issued, which is a record number, and 40 signing bonuses were assigned for critical needs areas. The attendees were a good mix of veterans and new graduates.

Ms. Allen and Mr. Winters also attended the job fair and commented that it was very positive, energizing, and well attended.

### **Bus Driver Pay**

Chairman Cox stated that the committee has been discussing bus driver's salaries for over a year. If there is no satisfaction from the salary study, the committee would like to go ahead and increase bus driver pay.

Dr. Maxey suggested that other positions be considered for a pay increase as well, such as custodians and cafeteria workers. These employees also play a critical role in the functioning of the school. If they are not satisfied with the results of the salary study, look at increasing salaries for these positions together and not isolate bus drivers. Dr. Maxey also stated that MGT fully understands the displeasure of the Superintendent in working with this project.

Chairman Cox stated that the committee is in full agreement with the Superintendent's displeasure on the project.

Ms. Morreale stated that the committee was looking at bus driver pay only due to the shortage of drivers.

Chairman Cox added that the drivers have a more perilous job and that is another reason why they were separated.

The committee agreed to table the subject of bus driver pay until more information is received. Once the salary study is complete, the committee may need to meet weekly.

A motion to adjourn the meeting at 3:46 p.m. was made by Mr. Hardwick and seconded by Ms. Morreale. The motion carried.

Respectfully submitted,

Merri DuRant  
Administrative Assistant to the Chief Human Resources Officer

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