

<b>Human Resources Committee Meeting</b>	<b>Date: March 21, 2017</b> <b>Location: Bluffton Library</b>
Members Present	Chair: Joseph Dunkle Members Present: Mary Cordray, Geri Kinton, David Striebinger
Others Present	Earl Campbell, Dr. Moss, Alice Walton, Reggie Deas, Dale Crawford, and Drew Davis,
Time Called to Order	4:10 p.m.
Action Agenda Items	
Action Agenda Item	Approval of Agenda
Highlights	<b>Mrs. Mary Cordray made the motion to approve the agenda. The motion was seconded by Mr. David Striebinger. The motion passed 3/0 Geri Kinton was absent from the vote.</b>
Action Agenda Item	Election of Vice Chair
Highlights	<b>Mrs. Mary Cordray nominate Dr. Christina Gwozdz for Vice Chair. The motion was seconded by Mr. David Striebinger. The motion passed 3/0. Geri Kinton was absent from vote.</b>
Public Comments	No Public Comments
Information Agenda Items	
Agenda Topic	Source 4 Teachers
Highlights	<ul style="list-style-type: none"> <li>• Mr. Doug Snyder and Ms. Jamie Marmorale from Source 4 Teachers presented a mid-year review presentation. The time period from August 2016 – February 2017</li> <li>• Every Thursday, 9:00, 11:00, 1:00 they are available for ongoing Recruitment for substitutes and orientation.</li> <li>• They offer special training courses for Special Ed. Para-professionals.</li> <li>• They offer special incentives for Substitutes.</li> <li>• 95% fill rate for every single day is their goal for the future.</li> <li>• Currently their Overall Results are 2015/16 78.33% Fill Rate with 18,668 Total Absences: 2016-17 8285% Fill Rate with 19,862 Total Absences</li> </ul>
Agenda Topic	Teacher Incentives
Highlights	<ul style="list-style-type: none"> <li>• The district received a grant from CERRA in the amount of \$1m for teachers in hard to fill positions. Teachers would receive \$1,500 each. Elementary teachers and P.E. teachers do not qualify for this incentive.</li> <li>• Discussion from the Teacher Forum. Suggestion on incentives and Teacher absences. Reward veteran teachers to stay by paying a percentage of their sick leave. Teachers with children feel discriminated against.</li> <li>• Other programs available are the Loan forgiveness program to teachers who teach at Title 1 schools.</li> </ul>
Agenda Topic	Administrative Rules Updates
Highlights	<ul style="list-style-type: none"> <li>• HRS-7 Gifts and Solicitations by Staff.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Significant changes to Section II.A and Section V.B.</li> <li>• HRS – 8 Drug and Alcohol Free Workplace <ul style="list-style-type: none"> <li>➤ Significant changes were made including new language from OSHA.</li> </ul> </li> <li>• HRS-9 Tobacco Free Workplace <ul style="list-style-type: none"> <li>➤ The purpose and goal were updated with minor changes to the regulation</li> </ul> </li> <li>• HRS-10 Staff Legal Protection <ul style="list-style-type: none"> <li>➤ Section II was updated and reworded to comply with S.C. Code.</li> </ul> </li> <li>• HRS-11 Employee Health <ul style="list-style-type: none"> <li>➤ Section IV was updated to add item C with addresses Employees with HIV/AIDS.</li> </ul> </li> <li>• HRS-12 Workers’ Compensation <ul style="list-style-type: none"> <li>➤ 1A was updated to add information about workers’ compensation coverage for Bus drivers.</li> </ul> </li> <li>• HRS-13 Staff Participation in Political Activities <ul style="list-style-type: none"> <li>➤ This section had minor updates.</li> </ul> </li> <li>• HRS-14 Personnel Files</li> <li>• Significant changes to this regulation. Updates to include who has access to personnel files and records.</li> <li>• HRS-15 Staff Grievances <ul style="list-style-type: none"> <li>➤ Section VII had changes to define the different Levels.</li> </ul> </li> <li>• HRS-41 Support Staff Overtime <ul style="list-style-type: none"> <li>➤ Changes were made to comply with the new S.C. Code.</li> </ul> </li> </ul>
Adjournment	The meeting was adjourned at 4:55 p.m.

*\*These minutes are in draft form, have not been approved by this committee and are subject to modification until approved by this committee.\**