Human Resources Committee Meeting	Date: March 21, 2017 Location: Bluffton Library
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	**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.**
Action Agenda Item	Election of Vice Chair
Highlights	**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.**
Public Comments	No Public Comments
Information Agenda Items	
Agenda Topic	Source 4 Teachers
Highlights	• 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 • Every Thursday, 9:00, 11:00, 1:00 they are available for ongoing Recruitment for substitutes and orientation. • They offer special training courses for Special Ed. Para-professionals. • They offer special incentives for Substitutes. • 95% fill rate for every single day is their goal for the future. • 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
Agenda Topic	Teacher Incentives
Highlights	• 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. • 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. • Other programs available are the Loan forgiveness program to teachers who teach at Title 1 schools.
Agenda Topic	Administrative Rules Updates
Highlights	• HRS-7 Gifts and Solicitations by Staff.

	➢ Significant changes to Section II.A and Section V.B. • HRS – 8 Drug and Alcohol Free Workplace ➢ Significant changes were made including new language from OSHA. • HRS-9 Tobacco Free Workplace ➢ The purpose and goal were updated with minor changes to the regulation • HRS-10 Staff Legal Protection ➢ Section II was updated and reworded to comply with S.C. Code. • HRS-11 Employee Health ➢ Section IV was updated to add item C with addresses Employees with HIV/AIDS. • HRS-12 Workers' Compensation ➢ 1A was updated to add information about workers' compensation coverage for Bus drivers. • HRS-13 Staff Participation in Political Activities ➢ This section had minor updates. • HRS-14 Personnel Files • Significant changes to this regulation. Updates to include who has access to personnel files and records. • HRS-15 Staff Grievances ➢ Section VII had changes to define the different Levels. • HRS-41 Support Staff Overtime ➢ Changes were made to comply with the new S.C. Code.
Adjournment	The meeting was adjourned at 4:55 p.m.

(Signature on Official File Copy) _____ Date: May, 22, 2017_____
Joseph Dunkle, Board of Education Human Resources Committee Chair
Minutes prepared by Robyn Cushingberry, Executive Assistant