

## DAC Minutes

April 6, 2022

### Welcome and Introductions

Ms. Jennifer Marinaccio called the meeting to order at 5:15 p.m.

Minutes from the March meeting were approved.

Ms. Jessie Thompson, Coronado Beach Elementary, and Ms. Renee Miller, Volusia Online Learning, reported they collected one nomination for each category for the 2022-2023 DAC chairman and vice chairman positions. The nominations were closed at the end of the meeting. Both nominees will have a few minutes each to share information about themselves at the May meeting. Voting will be by show of hands.

Dr. Rene Clayton, assistant superintendent of elementary services, brought greetings from the superintendent and spoke briefly about VCS District Accreditation.

Ms. Melanie Kestory, coordinator, research, evaluation, and accountability, and Ms. Christine Ellis, analyst, research, evaluation, and accountability presented a [PowerPoint on Volusia County Schools 2022 Cognia District Accreditation Engagement Review](#). Highlights of the presentation are listed below:

- VCS scored 385.48 out of 400. This was a 117-point increase from 2015.
- Cognia is a non-profit, national accredited organization, formerly known as AdvancED
- Fifty percent of Cognia's review team from out of the state and one person from another country
- Fifteen schools were selected to participate in the engagement interviews:
  - high schools: University, Deltona, Spruce Creek, Seabreeze, and Mainland
  - middle schools: Heritage, Hinson, Southwestern, Creekside, Silver Sands
  - elementary: Discovery, Citrus Grove, Palm Terrace, Pathways, Spruce Creek
- Over 200-300 pieces of evidence were collected per school/department
- VCS increased in every category

### HR Update

Mr. Mark West, Chief Human Resources Officer

- April is "hiring season"
- In anticipation of ESSER funds, the District was paying the screening fees for Substitute and Paraprofessional candidates; since ESSER III funds have been received the general fund has been reimbursed. It is not anticipated that these fees will be covered by the District once the ESSER funds have been used
- The fill rate for Substitute positions is currently 90%

- If candidates complete all requirements in a timely manner hiring process has been averaging 2 weeks
- The goal is to complete the process in 1 week
- Drug test results are returned in 2-10 days
- Fingerprint results are returned in 2-4 days
- HR has a team to follow up with candidates who are not replying
- Instructional employees are able to be credited with all of their previous instructional experience; per the bargaining agreement with VUE instructional salary varies with experience. As part of the AFCSME agreement, those employees may be credited with up to 10 years of prior experience
- Current vacancies:
  - 396 vacancies in general support (vs 375 at the beginning of the year)
- Vacancies in Paraprofessional positions are partly due to an increase in total number of positions in the District. Current number of vacancies is 141, vs 154 at beginning of year
- Transportation currently has 16 vacancies
- Greatest delay in hiring is candidate completion of all requirements (including receipt of transcripts, testing, fingerprinting, and drug testing)
- 42 District Letters of Intent were sent to all VCS Senior Interns
- Currently there are 375 people registered for the April 20<sup>th</sup> hiring fair
- Starting teacher salary next year will be \$47,500 which puts VCS in a competitive place with surrounding districts
- As of October 1<sup>st</sup>, all clerical, etc. staff will be earning \$15.00/hr
- 1264 people have been hired from VCS recruiting events this year
- To be more competitive and have earlier access to potential employees than surrounding districts, VCS has moved the hiring calendar to begin in April rather than May

### School successes

Linda Witherwax, VCCPTA president, reported the VCCPTA End of the Year banquet will be held May 3 at Embry- Riddle Aeronautical University. Registration opens at 5:30 with banquet starting at 6 pm

Kelly Amy, strategic partnerships manager, shared Teen Job Fair information.

### **Job Fair for teens**

**April 19: 5:00-7:30 p.m., Daytona International Speedway**

Location: 500 Club 1801 W. International Speedway Blvd. Daytona Beach, FL 32114

**April 20: 5:00-7:30 p.m., The Center at Deltona**

Location: 1640 Dr. MLK Blvd., Deltona, FL 32725

**Register Students** Register at <https://bit.ly/33vIRKv>

**Companies** Register at <https://bit.ly/3fyXi1N>

**Companies:** Can't join us in person? No problem! Please contact Kelly Amy at klamy@volusia.k12.fl.us or 386-334-4132 to be added to our online job portal.

### Adjournment

Ms. Jennifer Marinaccio adjourned the meeting at 6:32 p.m.

The next meeting will be held in person on May 4, 5:15 p.m. at Deltona High School