

GWRSD Human Resources Committee Meeting Notes

SAU Office Conference Room

March 7, 2024 4:00pm

Meeting: The meeting was called to order at 4:10 pm.

Present: **Human Resources Committee:** Jack Widmer, Tom Bickford, Dana Streefer

Administration: Caroline Arakelian, Heather Cummings, Kathy O'Blenes

Other: Peter Miller, Dawn Dore, Kelly Pollini, Cheryl Krivitsky, Kim Kelliher, Lynne Peterson

Discussion:

- Ms. Pollini explained that the GWSSA representatives would like to address the issue of substitute pay for kitchen staff, bus drivers, and custodians. She also asked to speak about an HR retention bonus and other items as discussed at the December meeting.
- Superintendent Arakelian explained that following the December meeting where GWSSA requested six items, the committee brought those items to the full Board for consideration. The School Board supported two of the six items. Today, the HR Committee agrees to hear the GWSSA request to consider substitute pay for kitchen staff, bus drivers, and custodians.
- Mr. Miller discussed the request to increase sub pay to \$125, a retention bonus, open para positions, staff turnover, increasing para pay, leave benefits for part time employees, and an incentive for recruitment.
- Discussion included the number of days substitutes have been paid out so far this year for food service, custodians, and bus drivers, pay scales from other districts, upcoming negotiations, ESSER III grant information, the \$3000 bonus request by GWSSA, and the increasing cost of insurance.
- The committee agreed to present the request to increase substitute pay to the full Board at the 3/11/2024 meeting, to evaluate available ESSER III funds once there is more information, and declined to reopen the contract for discussion. The committee clarified that the incentive substitute pay for paras in teaching positions is for this school year only.
- The Superintendent explained that the GWEA CBA is silent to adoptive parents, leaving FMLA as the only option for staff in this situation. Ms. Peterson requested to edit language in the agreement to reflect industry standards allowing sick days to be used for any FMLA eligible instance. The committee agreed to consider this request and will do some research in order to better understand the issue.

Adjournment: 5:15 pm

Recorded by,



Kathy Lagace

School Board Secretary

Approved by GWRSD School Board: **04/01/2024**