

GWRSD Human Resources Committee Meeting Notes
SAU Office Conference Room
May 28, 2024 3:00pm

CALL TO ORDER: The meeting was called to order at 3:02 pm.

Present: **HR Committee:** Brodie Deshaies, Dr. James Manning, Mary Schillereff
Members Absent: Dana Streeter
Administration: Caroline Arakelian, Kathy O'Blenes
Others: Kelly Pollini, Dawn Dore, Peter Miller (3:05)

APPOINT COMMITTEE LEAD:

Motion: To nominate Dr. Manning as Team Leader for the Human Resources Committee.
Moved: Mr. Deshaies – **Second:** Ms. Schillereff
Vote: Unanimous in favor.

Dr. Manning offered that GWSSA could present their proposal first.

GWSSA Proposal:

Superintendent Arakelian introduced the bonus proposal submitted by GWSSA that included a chart of data collected from other districts. She explained the history of the proposal to the new members of the committee, sharing that GWSSA brought similar proposals to the committee in December and March, making this their third attempt. Mr. Miller stated that bonus checks, using ESSER III funds, could be cut by the September 30th ESSER III deadline but held for distribution until December and then given to those staff members who remain employed with the District. Discussion included the low wages paid to support staff, increasing insurance costs, the Sunbelt contracted services, potential incentives to attract and retain employees, the fact that the School Board has already approved the ESSER III funding plan and actions are underway, how changes to this plan would impact students, staff, and the taxpayers, the need for collaboration during the upcoming collective bargaining negotiations. Discussion turned to the potential to use the unreserved fund balance at the end of the year to pay for bonuses.

Motion: To recommend that the full Board discuss using the unreserved fund balance to provide one-time bonuses to union and non-union support staff for no more than \$3,000 per employee.
Moved: Mr. Deshaies – **Second:** Ms. Schillereff
Vote: Mr. Deshaies, yes; Dr. Manning, yes; Ms. Schillereff, yes

GWEA – FMLA ADDENDUM:

Superintendent Arakelian presented the FMLA Addendum requested by GWEA.

Motion: To move the proposed FMLA Addendum forward to the full Board for a vote as written.
Moved: Ms. Schillereff – **Second:** Mr. Deshaies
Vote: Mr. Deshaies, yes; Dr. Manning, yes; Ms. Schillereff, yes

OTHER BUSINESS:

None

Adjournment: 4:15 pm

Recorded by,



Kathy Lagace

School Board Secretary

Approved by GWRSD School Board: **6/03/2024**