

Human Resources Committee Meeting	Date: May 22, 2017 Location: District Educational Services Center
Members Present	Chair: Joseph Dunkle Members Present: Mary Cordray, Geri Kinton, Cynthia Gregory
Others Present	Earl Campbell, Alice Walton, Dale Crawford, and Drew Davis,
Time Called to Order	4:30 p.m.
Action Agenda Items	
Action Agenda Item	Approval of Agenda
Highlights	Mrs. Geri Kinton made the motion to approve the agenda. The motion was seconded by Mr. Joseph Dunkle. The motion passed 3/0. (Cynthia Gregory was absent from the vote)
Action Agenda Item	Approval of March 21, 2017 Committee Meeting Minutes
Highlights	Mrs. Geri Kinton made the motion to approve the March 21, 2017 Committee Meeting Minutes. The motion was seconded by Joseph Dunkle. The motion passed 3/0. (Cynthia Gregory was absent from the vote.)
Public Comments	No Public Comments
Information Agenda Items	
Agenda Topic	Discussion on Plan for Recruiting and Retaining Teachers
Highlights	<ul style="list-style-type: none"> • This item was requested by a member, but the member was absent. Ms. Alice Walton indicated that the administration has a recruiting and retention plan in place, so she was looking for direction from the board. Does the Board want to look at what is in place currently, or does the Board want to go in another direction? The member who requested this topic was not available to answer the questions. • It was agreed by the committee that everyone is looking to reduce the turnover rate. • Ms. Walton was asked if she needed additional tools. She stated that she had a wish list to share. Her list includes three more district wide mentors. She would like to have two at each level. Two at elementary, two at middle and two at high school. Having the additional staff will: <ul style="list-style-type: none"> ➤ Support the induction program ➤ Focus on supporting all first year teachers to the state or district, and not just to the profession <p>The cost is about \$65,00 per teacher which includes benefits. The district averages about 120 first year teachers per year. With the current staff they could average about 30 teachers per person.</p>
Agenda Topic	Administrative Rules Updates
Highlights	<ul style="list-style-type: none"> • HRS-16 Staff Leaves and Absences

	<ul style="list-style-type: none"> ➤ There were significant changes to Section III. Sick Leave. One of the major changes is that an employee shall accrue sick leave on the basis of days for which they receive compensation. The days will not be given to employees up front. ➤ Minor changes to Section IV FMLA (Family and Medical Leave Act) ➤ Minor changes to Section V Organ Donor Leave (just title change). ➤ Significant Changes to Section VI Personal/Emergency/Legal/Bereavement Leave and Procedures <ul style="list-style-type: none"> A. Personal Leave – Minor changes made. B. Legal Leave – Minor changes made. C. Bereavement Leave – Significant changes made in the number of days’ employee is granted per relationships. ➤ Minor changes to Section VII. Military Leave ➤ Changes to Section VIII Professional Leave <ul style="list-style-type: none"> A. Section C was added: Special Consideration for additional days may be granted. ➤ Section IX was added – Fitness for Duty Evaluation. <ul style="list-style-type: none"> • HRS – 16.1 FMLA Procedures Significant changes were made to the regulations to be in compliance with the State and Federal Regulations. • HRS- 50 Employee Dress and Appearance Significant changes were made to the regulation, starting with the Statement of Purpose. One of the major changes are that gender has been removed from the sections. <ul style="list-style-type: none"> A. Section III Inappropriate Dress and Appearance. The list has been updated with a list of inappropriate dress for BCSD employees. B. Section IV has a list of what is appropriate, with gender identification removed from the regulations.
Adjournment	The meeting was adjourned at 6:10 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.’*