



Personnel Committee Report

Location	Date	
Virtual	Tuesday, October 19, 2021	5:39pm
Board Members		
Flohisha Johnson- Chairperson	Vereliz Santana – Board Member	
Hasani Council, Vice Chairperson		
District Liaison & Superintendent Representative		
Dr. Yolanda Mendez	Havier Nazario	
Other District Staff		
Claire Emmanuel		
Randall Schrader		
JoAnne Watson		
Stacey Wilkerson		
Guests		
Meeting Summary		
<p>Meeting opened at 5:39pm by Personnel Committee Chairperson Flohisha Johnson.</p> <p>Dr. Yolanda Mendez welcomed the Personnel Committee. She reminded all that the Pre-Personnel Committee meeting had occurred as usual on the previous Friday with Board President Dawn Haynes and Board Co-Vice Presidents Flohisha Johnson, Vereliz Santana and Chief of Staff Havier Nazario in order to review the agenda. She then went through with her team all voting resolutions as well as non-voting items. Upon review, Board members agreed to recommend all voting resolutions to the greater board for approval.</p> <p>Agenda Topic#1</p> <p>Staffing Updates: were reviewed by Dr. Yolanda Mendez and Ms. Stacey Wilkerson. Board member Council questioned what the district was doing to actively recruit for vacant positions both instructional and non-instructional. Discussions were held on recruitment activities that were taking place. Conversation took place with Board members around the concerns in all organizations around the country as it relates to Vacancies, worker transiency as well as retention. Incentives being offered and Recruitment efforts were shared with the Board.</p> <p>Staffing Updates: were reviewed these include:</p> <ul style="list-style-type: none"> - Instructional Vacancy Roster - Non-Instructional Vacancy Roster - Active Job Postings - Civil Service Hires - Reassignments <p>Employee Services Update were reviewed by Mr. Randy Schrader and there were no questions. There were no --Personal Leaves approved at this time.</p>		

Agenda Topic #2: Non-Voting Items were discussed.

- A. **Negotiations Update (Union Representation Overview)** was provided by JoAnne Watson.
- B. **Local 1 (School Officers)** – No dates at this time.
- C. **CASA** – No dates set at this time.
- D. **Local 32** – The first meeting is scheduled for October 26, 2021.
- E. **Local 617** –Met and made some progress; a five (5) year contract is in everyone’s best interest. The next meeting is scheduled for October 18, 2021.

Agenda Topic #3: Voting Items were reviewed.

F. Personnel Actions

Dr. Yolanda Mendez, Ms. Stacey Wilkerson and Mr. Randy Schrader reviewed the voting items with the committee. Discussions pertaining to resignations/retirements in the district and across the country were once again discussed.

In depth reviews around:

- G. Appointments
- H. Co-Curricular
- I. Transfers
- J. Resignations/Retirements Were discussed.

Questions were answered.

Recommendations were made by the committee to move all voting resolutions to the full Board for approval.

- K. **Other Voting Items /Resolutions were reviewed and** - Questions were asked and answered.
 - 1. Health Benefits - A review of the resolution for the district’s health benefits was presented to the board. The board was satisfied that the committee had been able to find and sustain benefits for employees that would maintain status quo benefits for district employees.
 - 2. NYU Speech Therapy MOU was discussed.
 - 3. Personnel Charged to IDEA Grant Part B resolution - was discussed
 - 4. Claims Resolution October, 2021 – was reviewed.

Once questions to these voting items were reviewed, the committee made the Recommendation to move all voting resolutions to the full Board for approval.

Agenda Topic #4:

C. Other/New Business/ non voting

- A. **Recruitment Efforts – Updates were reviewed:**
Instructional Summary of Fairs and information sessions were reviewed

We continue to move forward with the Superintendent’s Pipeline vision as we increase our number of Student Teachers in the district.

- 1. Student Teacher Recruitment efforts were discussed

- a. Currently there are 161 clinical interns being hosted in the district. Of those 102 are student teachers for fall semester. We plan to actively recruit upcoming December graduates to assure that our student teachers are hired as teachers in the spring.
2. Amplifying efforts to hire ESL and Bilingual candidates
 - a. Employee Referral Opportunity was reviewed

 - b. Hiring bonus of up to \$4,000 for ESL & Bilingual teachers
 - i. We are looking to pay out these Bonuses this month.
 - ii. The use of ESSER funds to explore additional Incentive opportunities were discussed

Ongoing Recruitment Efforts:

The Committee was asked to look out on Social Media and all print media for aggressive PR Recruitment Push that will occur this week for Instructional and Non-Instructional positions in the district.

The board was very pleased with this plan.

The Meeting was adjourned at 6:44 pm