



Newark Board of Education

Where Passion Meets Progress

Personnel Committee Report

Location	Date	
Virtual	Tuesday, November 16, 2021	5:30pm
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		
Keith Barton	Chevon Sadler	
Alice M. Best	Randall Schrader	
Scott Carbone	JoAnne Watson	
Claire Emmanuel		
Guests		
Meeting Summary		
<p>Meeting opened at 5:30pm by Personnel Committee Chairperson Flohisha Johnson.</p> <p>Dr. Yolanda Mendez welcomed the Personnel Committee and introduced Mr. Scott Carbone and Ms. Chevon Sadler. Mr. Carbone will replace Ms. JoAnne Watson, Director of Labor Relations, who will be retiring in January. Ms. Sadler has joined HRS as Director of Recruitment. The Board Members gave Mr. Carbone a warm welcome.</p> <p>Dr. Mendez held the Pre-Personnel Committee meeting, as has been the practice, on Friday with Board President Dawn Haynes and Board Co-Vice Presidents Flohisha Johnson, Vereliz Santana and Chief of Staff Havier Nazario and reviewed the agenda and resolutions.</p> <p>Dr. Mendez and her HRS team reviewed non-voting items and voting resolutions. After brief discussions and questions the Board members agreed to recommend all voting resolutions to the greater board for approval.</p> <p>Included in the items reviewed were:</p> <p>Agenda Topic#1 Staffing Updates:</p> <p>Employee Services Update</p> <ol style="list-style-type: none"> 1. Personal Leaves - Mr. Randy Schrader shared that there were none approved for this meeting. <p>Agenda Topic #2:</p>		

Negotiations Update (Union Representation Overview) was provided by JoAnne Watson.

- A. **Local 1 (School Officers)** – No scheduled dates at this time.
- B. **CASA** – No dates set at this time. An informal meeting on November 23rd.
- C. **Local 32** – The second session was November 16th; hopeful for resolution in December
- D. **Local 617** –The last meeting was held on November 5th. The union ratified the contract on 11/13/2021 and a resolution submitted for board approval

Agenda Topic #3:

E. Personnel Actions

Dr. Yolanda Mendez, Mr. Randy Schrader and Ms. Watson reviewed the voting items with the committee. There was discussion and observations of industry standards.

- 1. Appointments
- 2. Co-Curricular - activities are being added and expanded
- 3. Transfers
- 4. Resignations/Retirements
- 5. Separations - Watson 2 termination of contract classroom incident; CHR

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

- F. **Other Voting Items /Resolutions were reviewed and** - Questions were asked and answered.
 - 1. Kean University Nursing MOU November 2021 goal to have instructional nurses; working with Dr. Leuze; non-instructional nurses take classes to become instructional first of this kind in nursing
 - 2. Rutgers Biomedical and Health Services MOU November 2021- we often need to outsource services such as speech language, occupational Therapy etc and this MOU will bring students that are studying in this area. We are continuing to build pathways of individuals that we hope will eventually join the district.
- G. Resolution to approve SEIU Local 617 ratification .
A few contract highlights are:
 - 5 year agreement 2020-2024; retroactive to July 1, 2020; increase for life of contract averages 3.1%
 - per diem hourly rates increased
 - uniform allowance increased for security guards and nurse's aides
 - summer rate increases effective 7.1.2022 and 7.1.2024
 - change in overtime rule
 - discipline for tardiness with or without salary deduction
 - No vacation during critical time which is 10 days prior to first day of school and 10 days after students report.

Ms. Watson and team were congratulated for another successful 5 year negotiation.

Recommendation to move all voting resolutions to the full Board for approval.

Agenda Topic #4:

C. Other/New Business

- A. **Recruitment Efforts – Updates were reviewed**

Instructional Summary of Fairs and information sessions were reviewed and the following highlights were discussed:

1. Student Teachers Recruitment
 - a. 159 clinical interns being hosted for 21-22 SY. Of those 100 are student teachers for the fall semester. We plan to do actively recruit upcoming December graduates to get more student teachers hired.
 2. Amplifying efforts to hire ESL and Bilingual candidates
 3. Information Sessions: attended 1 information session with Rutgers UTEP
 4. Upcoming Recruitment Events:
 - a) DC Area International Student & Alumni Career Fair (virtual)-November 17, 2021
 5. Per Diem Hiring Fairs (11/03/2021, 11/04/2021, and 11/12/2021)
 - a. Per Diem Aide Fair Summary-62 candidates were recommended for hire on November 3, 2021
 - b. Per-Diem Teacher Fair Summary-19 candidates were recommended for hire on November 4, 2021
 - c. NBOE representation at the North Ward Councilman Ramos, Jr. Fair presents Newark Job Fair on Friday, November 12, 2021-77 visitors of which 17 were Per Diem Aides, 5 Per Diem Teachers, 14 Security Guards, 5 Per Diem Custodial workers, and the remainder were various instructional and non-instructional roles in the district
- B. Mr. Randy Schrader advised that the 2022 Benefits Open Enrollment began on Monday and goes thru December 1, 2021. Information is available on the Benefits website www.hrconnection.com
- C. **Chief of Staff Nazario** provided updates on the negotiations of the new Ironbound Academy. This will alleviate some of the overcrowding in the Ironbound section of Newark.

The Meeting was adjourned at 6:42pm