



## Personnel Committee Report

Location	Date	
Virtual	Tuesday, September 21, 2021	5:30 pm
<b>Board Members</b>		
Flohisha Johnson- Chairperson	Vereliz Santana – Board Member	
Hasani Council, Vice Chairperson		
<b>District Liaison &amp; Superintendent Representative</b>		
Dr. Yolanda Mendez		
<b>Other District Staff</b>		
Alice Best	Randall Schrader	
Claire Emmanuel	JoAnne Watson	
	Stacey Wilkerson	
<b>Guests</b>		
<b>Meeting Summary</b>		
<p>Meeting opened at 5:30pm by Personnel Committee Chairperson Flohisha Johnson.</p> <p>On Friday, September 17, 2021 Dr. Mendez reviewed the Personnel Agenda Resolutions with Board President Dawn Haynes and Board Co-Vice Presidents Flohisha Johnson, Vereliz Santana and Chief of Staff Havier Nazario.</p> <p><b>Agenda Topic#1</b>  <b>Staffing Updates:</b> were reviewed by Dr. Yolanda Mendez and Ms. Stacey Wilkerson. Dr. Mendez discussions were held to provide clarity on vacancies. Dr. Mendez shared that the Office of Staffing and Recruitment is working diligently in supporting principals in filling instructional vacancies. It was reported that the district has 70 instructional vacancies as of today (9/17/2021).</p> <p>Mr. Council congratulated the staff for its diligence and hard work and asked for clarity on vacancies reported. It was clarified that other numbers being reported might include vacancies that are not classroom teachers which include administrators, support services, and other non-classroom specific vacancies. It was re-iterated that as of today, there were exactly 70 instructional vacancies throughout the district.</p> <p>When asked where we were last year at this time, it was clarified that we were closer to the 100 mark for vacancies. Furthermore, it was clarified that this year we had created 15 new positions in the district that did not exist the previous year.</p> <p>The committee inquired on how we had been able to fill so many of our Hard to Staff areas of Special Education, ESL and Bilingual Education. It was reported out that as a result of working diligently with the Assistant Superintendents and Principals in reconciling positions as well as ongoing recruitment efforts.</p>		

Examples presented included:

- a \$4,000 internal and external Certification bonus initiative for Bilingual Candidates
- \$1,000 incentive for those that provide successful referrals of Bilingual
- ongoing recruitment efforts of our pipeline of Student Teachers
- ongoing Partnerships with Universities such as Montclair University with a focus on Pipeline programs

Mr. Council, Ms. Santana and Ms. Hill expressed their satisfaction with the obvious work the Principals, District Leadership and HRS have been involved in.

We then moved to review the Staffing Updates which included:

**Staffing Updates:**

- Instructional Vacancy Roster
- Non-Instructional Vacancy Roster
- Active Job Postings
- Civil Service Hires
- Reassignments

**And LOAs** - Mr. Randy Schrader informed the committee there were no personal leaves at this time.

We then moved on to Negotiations Update provided by JoAnne Watson.

**Agenda Topic #2: Non-Voting Items**

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

1. **Local 1 (School Officers)** – The last meeting was held on September 2, 202; the next meeting to be scheduled.
2. **CASA** – No dates at this time.
3. **LOCAL 32**– Waiting for dates from the union.
4. **Local 617**–The last meeting was September 13, 2021 counter proposal exchanged; next meeting October 4<sup>th</sup> and hope for progress

We then moved on to the Voting Items.

**Agenda Topic #3: Voting Items**

**A. Personnel Actions**

Dr. Yolanda Mendez, Mr. Randy Schrader, Ms. JoAnne Watson and Ms. Stacey Wilkerson reviewed the voting items with the committee. Discussions occurred and clarification provided as requested.

The following Resolutions were reviewed in detail:

1. Appointments
2. Co-Curricular
3. Transfers
4. Salary Adjustments
5. Resignations/Retirements
6. Separations

Dr. Mendez requested permission to add additional new hires prior to the Board Business Meeting; all updates will be highlighted so the Board would have access to review. The committee had no objections to the request.

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

B. **Other Voting Items - Resolutions** – There were no other voting items at this time.

Board Member Council noted there were no Worker Compensation settlements this month. He questioned whether the district is hiring a Risk Manager replacement. Dr. Mendez assured the committee that interviews are taking place and we hope to have a recommendation by the end of the month.

**Agenda Topic #4:**

C. **Other/New Business**

Dr. Mendez and Mr. Schrader provided an update on the Benefits RFP and hope to have a resolution to the Board for the October meeting.

Randy Schrader shared

**A. NBOE Benefits Update 2022**

Open enrollment will be in November; benefits will remain the same and only employees making changes should update.

**B. Wellness Initiative Overview**

**Randy Schrader also provided an overview on the Wellness initiative and the areas that would be of focus every month.**

**Recruitment Efforts - Update: Was provided by Stacey Wilkerson.**

Board members spoke of some of the experiences in Atlanta during the Cube conference and also did a wellness check in with the HRS Personnel Committee Members and acknowledged the hard work being done.

Agenda Topic #5: Adjourn

Meeting was adjourned by Chairperson Flo Council at 6:25pm