

Curriculum/Personnel Committee Meeting  
November 12, 2018

Present: Commissioners Kathy Olwell and Stephen Carey, HR Director Nikki Fuller

Topic: A discussion of district personnel data

Director Fuller first gave an overview of the HR Dept.

Overview:

- Staffing and compliance responsibilities with agencies
- Training and development
- FMLA 5-10% on FMLA and subs
- 8 union contracts managed paras, teachers, admin, AFSCME(4), etc.
- Personnel
  - 6 people + Orietta
  - Employee relations (3)

Transitions:

- Technology is fairly new
- Talent Ed, Recruit and Hire....two hiring sites in use by BSD
- Moving to electronic files for records...contracts..
- MUNIS system that is still used but going to State System
- Technology is essential...regulations and requirements are complex and need to be retrievable
- Hiring numbers vary at varying times of year...
- Unconscious bias training for anyone planning to be on hiring panels
- Director Fuller is a Diversity practitioner and does workshops throughout the district esp during hiring
- 150-200 paras are hard-to-fill positions

Some questions:

- Coaching positions? Director Fuller will send us a list of all the Coaches in the district.
- Equity consultant? Daniel Barron from Indiana paid by grant...not on our payroll.
- Grants? Some grantees are paid directly from the grant funds; others are paid through BSD grant funds.
- Consultants? Some consultants are paid from BSD Budget.(Nate may have that information.)
- Mentor training? How many are there? Still looking for list...

- Equitable compensation? Director Fuller is seeking funding for compensation study to develop a compensation plan based on that study...goal is to ensure consistent and equitable pay for employees throughout the district.
- Retention issue? Goal is to retain employees.
- What do we need to do to retain employees? Welcoming environment; Diverse population...feeling welcomed and supported at work and in the community
- Teachers leaving the district? We talked about some past teachers who left BSD because of lack of support and a sense of belonging and understanding. Diversity attracts diversity. We did not talk about morale/climate being a cause of employees seeking to leave BSD.
- Training? Bias Training (becoming aware of one's own bias) and Diversity Training (how to embrace difference) NB for the district...
- Lists of employees by school? Director Fuller helped Carey and Olwell find lists of employees by school
- Transfers within the district? District can assign involuntary transfers but it doesn't often happen
- RIFF's? RIFF rules are contractual. They vary with multiple BSD contracts

Meeting came to a close at 8:45