

**Pitt County Board of Education
HR Standing Committee
March 27, 2012
4:00 p.m.**

The Human Resources Standing Committee of Pitt County Schools were called to order at 1717 West Fifth Street, Greenville, North Carolina, at 4:00 p.m. pursuant to the notice sent to all Board members, Superintendent, and the County Commissioners' Representative.

The following HR Committee members were present: – Mary Williams Vice-Chairperson, Billy Peaden, Mildred Council, Sean Kenny, and Human Resources Delilah Jackson & Vera Goode.

Absent: Ralph Love

Others in attendance: Dr. Beverly Emory – Superintendent, Rob Sonnenberg- In House Attorney, Barbara Owens-Board Education and Glen Buck-Personnel Director

The Human Resources Committee meeting was called to order by Mary Williams Vice-Chairperson at 4:05 PM.

Ms. Williams asks for motion for approval of October 25, 2011 minutes with necessary corrections. The motion was moved by Sean Kenny second by Billy Peaden and was unanimously approved.

Public Expression

None

Ms. Jackson welcomes Mildred Council to the Human Resources Committee Meeting and introduced Glen Buck- Human Resources Personnel Director.

Old Business

7.208-Dismissal of Classified Employees

Ms. Jackson asks Rob Sonnenberg to elaborate on the revised policy – 7.208 – Dismissal of Classified Employees. He stated that the Policy Committee wants the language strengthen in reference to suspension with pay. After a length discussion, Ms. Jackson along with Rob Sonnenberg and Glen Buck will revise the policy section on suspension with pay using the suggested language of the HR Committee. Sean Kenny motion after the language revision has been made

send the policy to the Policy Committee for review. The motion was second by Barbara Owens and unanimously approved.

New Business

Employee Compensation

The Committee was presented information on employee compensation policy pertaining to salary decrease due to decrease of students and number of teachers which will affect administrators pay. Dr. Emory explained the process of administrator's salary schedule based on number of students at the school. Mr. Kenny motion and Ms. Council second that things remain as status quo. The motion was unanimously approved.

Incentives/Open Contracts

Ms. Jackson shared information on recruiting for hard to fill positions at Pitt County Schools. She asks the committee for permission to offer open contracts to candidates for these hard to fill positions especially with the Exceptional Children Program. Mr. Peaden motion that Pitt County Schools offer open contract for hard to fill positions. Mr. Kenny seconds the motion and it was unanimously approved. Mr. Peaden motion that Pitt County Schools pay incentives as needed for hard to fill positions. Mr. Kenny seconds the motion and it was unanimously approved.

Review of Nonrenewal Procedures

Ms. Jackson shared, for information purposes the documentation review checklist for nonrenewal. Ms. Jackson and Dr. Emory will come to the HR Committee for approval of recommendation of employee's nonrenewal.

Comments

None

There being no further business for discussion, the meeting was adjourned at 5:05 p.m. The next Human Resources meeting is scheduled for Tuesday, April 24, 2012 in the third-floor boardroom at 4:00 p.m.

Committee Chairperson