

HRAC Meeting Minutes, Monday, May 3, 2021

The eighth meeting of the Human Resources Advisory Committee 2020-2021 (HRAC) met on Monday, May 3, 2021 from 6:00 p.m. to 8:00 p.m. Minutes compiled by Beth Eachus.

In attendance were:

Karen Keys-Gamarra, School Board Member Liaison
Sean McDonald, Interim Assistant Superintendent of FCPS Human Resources
Leonard Bumbaca, HRAC Chair, Community Representative from Mason District
Shareem Annan, Community Representative from Dranesville District
Patty Barbour, Community Representative from Springfield District
Anita Branch, Community Representative at-large
Mimi Dash, Community Representative from Providence District
Beth Eachus, Community Representative from Hunter Mill District
Elizabeth (Lisa) Griffin, Community Representative from Braddock District
Joyce Harris, Community Representative at-large
Tiffany Pryce, Community Representative from Lee District
Emily VanDerHoff, Community Representative at-large
Cheryl Larsen, Community Representative from Mount Vernon
Sara West, Student Representative
Tina Williams, FCFT President
Kimberly Adams, FEA President
David Swan, Chair of Support Services Employees Advisory Council (SSEAC)
Mie Devers, FCPS Human Resources
Adam Bowen, FCPS, IT
John McLaren, FCFT
Rich Hronik, Multimedia Engineer, FCPS

The meeting proceeded as follows:

The meeting was called to order by 6:00pm by HRAC Chairman Leonard Bumbaca.

6:00pm-6:05pm Welcome, Meeting Agenda and Scope Review: Chairman Bumbaca shared the HRAC charge and the May 2021 meeting agenda. He did state that this was our last official meeting and that our June meeting is a work session. He also share that the FCPS calendar meeting was Wednesday, May 5th and Anita Branch, Community Representative at-large, is our HRAC representative and Chair Bumbaca is our “backup”.

6:05pm-6:10pm Minutes of April Meeting: Chairman Bumbaca thanked Hunter Mill Representative Beth Eachus for compiling the minutes for our April 2021 meeting. One minor editorial change was identified.

Mimi Dash, Community Representative from Providence District made a motion that the April 2021 minutes be approved as edited and Anita Branch, Community Representative at-large seconded the motion. The motion passed unanimously.

Chairman Bumbaca again thanked Hunter Mill Representative Beth Eachus for compiling the meeting minutes as they inform our future work.

6:10pm-6:15pm Update and Perspective from School Board Members: School Board Member Karen Keys-Gamarra thanked Chair Bumbaca and the committee for all their insights and all their hard work. The School Board is focused on the FCPS budget, SR&R and other end of year items.

6:15pm-6:25pm Review of HRAC Charge and Chosen Tasks: Chair Bumbaca shared the HRAC charge and discussed how the committee focused on two areas: the Employee Bill of Rights - Portrait of a Workplace and Acquisition, Development, Employment and Retention of School-Based Minority Staff members. He discussed data needs related to the our two areas of focus. He also noted that the HRAC made a deliberate decision to not focus on the Return to School issues and concerns largely due to the continuously changing situation and the capacity of the committee.

Providence District Representative Mimi Dash then shared that she saw an opportunity for integration and shared focus across our two areas of focus. Representative Dash asked that HRAC draft a statement that respect is a critical part of both areas of focus.

6:25pm-6:55pm Employee Bill of Rights - Update and Amendments: Chair Bumbaca introduced the next item on the agenda and asked Chair Bumbaca communicated that the HRAC had received the following feedback from Legal: 1) our Employee Bill of Rights was too focused on implementation language, 2) some identified rights could be hyperextended resulting in unintended consequences and 3) there was a focus on prescriptive language vs descriptive language.

Chair Bumbaca also thanked David Swan, Chair of Support Services Employees Advisory Council (SSEAC), for his edits and input.

Chair Bumbaca shared a revised, more concise version. There are twelve rights listed in the update Employee Bill of Rights and specificity was added as well as caveats. Chair Bumbaca reminded the committee that this was a model and a working document. Chair Bumbaca also identified where the revised Employee Bill of Rights were tied back to current FCPS Policy and Regulations.

Chair Bumbaca opened up for discussion asked that this revised Employee Bill of Rights be approved by the HRAC as our working document to move forward for discussion.

Mimi Dash, Community Representative from Providence District made a motion that the HRAC adopt this revised Bill of Rights and Beth Eachus, Community Representative from Hunter Mill District, seconded the motion. The motion passed unanimously.

David Swan, Chair of Support Services Employees Advisory Council (SSEAC), stated that he believed that this skeletal document was less than what we needed and that we are missing equity of voice for all FCPS employees. David Swan, Chair of Support Services Employees Advisory Council (SSEAC) made a motion to amend the document to add a 13th Right which would focus on inclusion of all Employee Voices.

Tiffany Pryce, Community Representative from Lee District, asked if there was an opportunity to see a marked document that showed revisions. Chair Bumbaca shared the original Employee Bill of Rights for reference.

Hunter Mill Representative Beth Eachus stated that she believed the framework is a positive step that allows for flexibility and adaptability. Representative Eachus further stated that this was an opportunity for the Employee Bill of Rights to evolve as needed vs a prescriptive approach that could be limiting. She further said that as an example if something were to come up that was outside of the original document then there would be no response or support whereas this document allowed for the flexibility needed to be reflective of the evolving community of all FCPS employees.

Providence Representative Mimi Dash shared she was concerned that it was not focused not just on voice but rather an emphasis on representation. Representative Dash also stated that she did not believe that original document was prescriptive.

Providence Representative Mimi Dash and David Swan, Chair of Support Services Employees Advisory Council (SSEAC) both expressed concern that the revised document was not reflective or representative of all FCPS employee voices and suggested an amendment that a 13th Right be added: "13. The Right to Equitable Representation of all Employee groups in meaningful representative committees, task forces, etc."

Cheryl Larsen, Community Representative from Mount Vernon, questioned whether it needed to be a separately identified right. Representative Larsen suggested that instead language be added to Rights #8 and #10. Representative Larsen believed that the Employee Bill of Rights should be understood as reflective of all employees.

Chair Bumbaca agreed and asked that the word equitable be added to both #8 and #10.

Representative Dash stated that David Swan, Chair of Support Services Employees Advisory Council (SSEAC) had joined our committee to ensure that every groups in FCPS was represented.

Chair of SSEAC, David Swan, shared that it was critical part of our committee's mission to include minority groups and to ensure that it is equitable for all individual and equitable for all groups.

Kimberly Adams, FEA President, agreed and noted that not all employees have a strong enough voice in decision-making and that these rights listed in the Employee Bill of Rights should apply universally to all FCPS employees.

Chair of SSEAC, David Swan, withdrew his original amendment and amended his previously suggested amendment to reflect the changes we had discussed in Rights #8 and #10.

School Board Member Karen Keys-Gamarra agreed that the Employee Bill of Rights needed to be reflective of all voices.

Chair of SSEAC, David Swan, shared that groups within FCPS have unique problems that need to be understood and addressed.

Emily VanDerHoff, Community Representative at-large, asked if Right #8 was referencing legal representation or was it representation in committees, etc.

Chair Bumbaca then asked that the proposed amendment reflect that Right #10 include "for all employee groups. Representative Dash agreed with this recommended change.

Chair Bumbaca then asked for a motion to amend by substitution. David Swan, Chair of Support Services Employees Advisory Council (SSEAC) made a motion that we approve the revised and amended Employee Bill of Rights. Hunter Mill Representative Beth Eachus seconded the motion. The motion passed unanimously.

Chair Bumbaca said that he will forward the revised Employee Bill of Rights to the committee.

7:00pm-7:25pm Update on Questions regarding Return on Investment (ROI) for Recruitment Activities: Chair Bumbaca introduced the next item on the agenda.

Interim Assistant Superintendent of FCPS Human Resources Sean McDonald gave an overview how the Goal 3 Report measures Return on Investment for recruitment activities especially as it relates to minority serving institutions. Interim Assistant Superintendent McDonald discussed the challenges in accurate and precise measurement especially as it relates to job fairs and community events as potential candidates may not provide contact information.

Chair Bumbaca thanked FCPS Human Resources Sean McDonald and Mie Devers for participating in our meeting.

Patty Barbour, Community Representative from Springfield District, asked how do we know if FCPS participation at events are successful.

Interim Assistant Superintendent of FCPS Human Resources Sean McDonald stated that we do have aggregate data but we do not have data by event. Interim Assistant Superintendent McDonald said we do have a complete data set. He did share that our aggregate data included number of hires by university as an example.

Patty Barbour, Community Representative from Springfield District, then asked specifically about Pathways and Interim Assistant Superintendent of FCPS Human Resources Sean McDonald shared that data is in the Goal 3 report.

Tiffany Pryce, Community Representative from Lee District, stated that she was frustrated that the data was not there and asked if it were possible to create processes to collect and review data.

Interim Assistant Superintendent of FCPS Human Resources Sean McDonald shared that there are challenges with collecting data at an event because the events are fluid and there are a number of possible connection points and potential candidates do not always provide contact information.

Anita Branch, Community Representative at-large, shared that the Alfred Street HBCU college fair is for high students and that there is a disconnect as she did not see information being collected. She asked if this was possibly an opportunity to connect with HBCU college representatives as future FCPS employees. Representative Branch believed that there was a disconnect with the college fair as the target audience is high school students. Representative Branch also expressed concern that FCPS only have three recruiters as she did not think it sufficient.

Interim Assistant Superintendent of FCPS Human Resources Sean McDonald also shared that FCPS has only 3 recruiters in total for all of FCPS and that hiring was staffed separately. He thanked Representative Branch for bringing up this point.

School Board Member Karen Keys-Gamarra asked if we had a Teachers for Tomorrow program or something similar for college students. Interim Assistant Superintendent of FCPS Human Resources Sean McDonald shared that we do not currently but are trying to partner with universities on tuition discounts and possible scholarship opportunities.

School Board Member Karen Keys-Gamarra stated that was an important point that needed to be included in our HRAC report. She also shared that we need to do a better job at reaching diverse candidates.

Providence Representative Mimi Dash stated that were two main reasons why people accept positions: 1) salary 2) respect. Representative Dash shared that we need to identify what draws people to FCPS as we have been behind on both these reasons and what are the detriments to successful hiring of desirable candidates. Representative Dash further stated that she was shocked that FCPS only has three recruiters and that also shocked that FCPS does not have a recruiter that is solely focused on minority hires.

Interim Assistant Superintendent of FCPS Human Resources Sean McDonald shared that FCPS has only 3 full time recruiters but our recruiting does also utilize some administrators and teachers in our efforts.

Interim Assistant Superintendent of FCPS Human Resources Sean McDonald shared that FCPS has the following advantages: 1) considered a “lighthouse” school system both locally and across the nation, 2) strong leadership and 3) name recognition. He then shared that FCPS is negatively impacted by 1) salary and 2) cost of living in FCPS. He did add that the School Board had made huge investments in salary scale for teachers which has resulted in increased success in recruitment.

Interim Assistant Superintendent of FCPS Human Resources Sean McDonald shared that there is a perception of FCPS that: 1) FCPS is not a diverse school system, and 2) FCPS is not diverse in thinking or its students/staff. He suggested that we need to lift our message of equity, inclusion and diversity.

David Swan, Chair of Support Services Employees Advisory Council (SSEAC), shared that he was from a commercial background and 3 recruiters is not adequate when our people are everything. Chair of SEACC David Swan said that we need to look at the information as to why people do not come to FCPS, to better capture why our people leave, and we need to consider central hiring for some schools. He further stated that understanding ROI was critical but also acknowledged that we do not have all the data needed.

Tiffany Pryce, Community Representative from Lee District, asked School Board Member Karen Keys-Gamarra whether we could find a place in the FCPS budget to fund the efforts needed to support our goals.

School Board Member Karen Keys-Gamarra shared that she was not happy with FCPS recruiting results to date and wondered if it was due to a lack of investment. She furthered asked what successful investment looks like as it relates to recruiting.

Chair Bumbaca suggests that we made need to change our culture and change how we recruit and hire people.

7:25pm-7:55pm HRAC 2021 Draft Report: Chair Bumbaca introduced the next item on the agenda.

Chair Bumbaca shared that he needed to discuss our 2020-2021 HRAC report. Chair Bumbaca shared that it needed to be delivered to the School Board on May 25th. He then shared that we needed to have a final draft of our report to the FCPS School Board by May 20th. Chair Bumbaca outlined what needed to be in the HRAC report and said that an interim draft would be shared with the HRAC by May 14th for further edits and additions.

Hunter Mill Representative Beth Eachus shared that she would work closely with Chair Bumbaca on the presentation and ensure that our discussions as documented in our minutes would inform our HRAC report.

Representative At-Large Emily VanDerHoff noted it was important to reflect that if FCPS employees felt respected and appreciated then they could be our best recruiters. She shared that currently FCPS employees are not feeling respected.

David Swan, Chair of Support Services Employees Advisory Council (SSEAC), agreed and said that we need to focus on our current employees as well as share what FCPS does well (examples included benefits, EAP, etc). He shared that FCPS needs to focus on our employees first which is 90% of our budget. FCPS needs to execute and focus on our Caring Culture and our Premier Workforce.

Providence Representative Mimi Dash stated that she agreed and that she believed that she treated her students with more respect than she was shown as a professional.

Cheryl Larsen, Community Representative from Mount Vernon, agreed and shared that respect within the school building does make a huge difference. Chair Bumbaca stated that a great principal can make a huge difference.

Representative Joyce Harris agreed and shared that FCPS also has a great reputation and wonderful teachers but we need to focus on diversity - not just in hiring but also in how we treat our diverse students if we want them to come back to FCPS.

7:55-8:00pm June Work Session Planning and Wrap-up: Chairman Bumbaca thanked Hunter Mill Representative Beth Eachus for compiling the meeting minutes and they will be reviewed and discussed at the next meeting. Chair Bumbaca reviewed the report deadlines again. Chair Bumbaca thanked the committee for all your work and efforts.

School Board Member Karen Keys-Gamarra thanked Chair Bumbaca for his leadership and thanked the committee for all their support and time.

Chairman Bumbaca asked for a motion to adjourn. Joyce Harris, Community Representative at-large made a motion to adjourn and Anita Branch, Community Representative at-large seconded the motion. The motion was unanimous.

The next meeting of the HRAC meeting will be held virtually on Monday, June 14th from 6:00pm-8:00pm.