

HRAC Minutes- October 4, 2021

The first meeting of the Human Resources Advisory Committee (HRAC) 2021-2022 met on Monday, October 4, 2021 from 6:06 p.m. to 8:07 p.m. Minutes were compiled by Sean McDonald.

In attendance were:

Kimberly Adams, President, Fairfax Education Association
Shareem Annan, Community Representative, Dranesville District
Patty Barbour, Community Representative, Springfield District
Anita Branch, Community Representative, At-Large (Omeish)
Leonard Bumbaca, Community Representative, Mason District
Mimi Dash, Community Representative, Providence District
Brian DeQuittner, President, Fairfax Support Professionals Association
Beth Eachus, HRAC Chair and Community Representative, Hunter Mill District
Leslie Houston, President Elect, Fairfax Education Association
Cheryl Larsen, Community Representative, Mount Vernon District
Sean McDonald, Interim Assistant Superintendent, Human Resources
John McLaren, Director Member Relations, Fairfax County Federation of Teachers
Janet O'Lare, Community Representative, At-Large (Sizemore Heizer)
Tiffany Pryce, Community Representative, Lee District
Jay Siva, Student Representative
David Swan, Chair, Support Employees Association

Absent

Megan McLaughlin, School Board Liaison
Elizabeth Griffin, Braddock District
Anthony Harris, President- Fairfax Alliance of Black School Educators (FABSE)
Joyce Harris, At-Large (Keys-Gamarra)

The meeting proceeded as follows:

The meeting was called to order by Assistant Superintendent Sean McDonald.

Introductions: Members of the committee made introductions.

Review of Agenda: Agenda overview provided by Sean McDonald.

Nominations and Selection of Committee Chairperson(s): Sean McDonald called for nominations for committee chair. Nominations were as follows: Beth Eachus (nominated by Leonard Bumbaca and second by Mimi Dash); Tiffany Pryce (nominated by Patty Barbour and second by Kimberly Adams; Tiffany Pryce declined nomination); Leonard Bumbaca (nominated by Tiffany Pryce; no second as Leonard Bumbaca declined nomination); Dave Swan (nominated by Patty Barbour and second by Brian DeQuittner; Dave Swan declined nomination).

Beth Eachus selected as committee chair by unanimous consent.

Sean McDonald shared that Megan McLaughlin is the School Board Liaison to the HRAC for 2021-2022. Ms. McLaughlin was unable to attend this evening's meeting but looks forward to joining at future meetings.

Operating Conditions:

Discussion about meeting minutes. Sean McDonald agreed to take meeting minutes for the October 4 meeting; however, he indicated that this responsibility would shift to a committee member at the next regular meeting.

Sean McDonald provided committee with an overview of FCPS Policy 1710-Advisory Committees and School Community Groups, Citizens Advisory Committees to the School Board. Emphasis was placed on Sections IV-Standing Citizen Advisory Committees to the School Board; VI.-Authority and Responsibility of Citizen Advisory Committees A. – committee serves in an advisory capacity to the school board, B. – webpage will be made and maintained by the staff in Human Resources (minutes-date, time, location, attendance a record of any connections, summary of discussion on matters) and X-Conflicts of Interest.

Sean McDonald provided committee with an overview of the Virginia Freedom of Information Act (FOIA). Discussed the implications of FOIA as it relates to committee work. Very little exempted under FOIA; anything discussed as a public body can be subject to a FOIA request, and this does include email correspondence. Anything emailed about HRAC business can be subject to a FOIA request. A committee member asked if it was possible to establish FCPS email accounts for HRAC work.

Beth Eachus led a discussion about the committee's charge. Committee asked for clarification around the HRAC charge compared with the MSAOC charge, as there appeared to be overlap last year.

A committee member asked about low substitute fill rates. Sean McDonald provided an update to include: lower fill rates when compared with previous years; approximately 5,000 substitutes in the pool but only about 30% engaging in work assignments; presented an update to the school board, to include a recommendation for a pay rate increase.

Committee Norms: Beth Eachus lead a discussion around committee norms. Previous year's committee norms reviewed. Additional norms suggested for inclusion: Be mindful of use of talk time/give others an opportunity to speak; keep comments brief/make succinct statements. Beth Eachus will provide a norms document for the committee at the next meeting.

Agenda Setting: Beth Eachus led a discussion with the committee around areas of focus for the next meeting and meetings for the balance of the school year. Topics suggested for inclusion: update on Assistant Superintendent, HR search; update on work related to the Employee Bill of Rights (EBOR); update on the collective bargaining work; explore intersection of collective bargaining and EBOR; recruitment/retention updates (specific updates around 22 schools previously identified as having no black teachers); focus on providing a rewarding work environment; update on Employee Engagement Survey (timing, advise when to put back into place, alternatives for current school year); examine impacts of recruitment, hiring, retention practices on employees; and explore what things make people feel good about coming to work.

Adjournment: Motion to adjourn by Cheryl Larsen and second by Brian DeQuittner. The committee unanimously approved the motion to adjourn.