HRAC Minutes

Monday, February 5, 2024

**Gatehouse Administrative Building Room #5055**

5:45 p.m. to 7:30 p.m.

**HRAC Charge:**  HRAC will make recommendations to improve practices used by FCPS leadership at school and district levels from the lens of professional/business acumen, data integrity, diversity and inclusion to improve FCPS’s national and international competitive standing as it relates to compensation.

**HRAC Norms:** Punctual\*Prepared\*Participatory\*Positive\*Productive\*Present\*Speak Up

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| **Time** | **Topic** | **Facilitator** |
| 5:30 p.m. | Welcome* Call to Order
* January 2024 Meeting Notes (Vote)
 | HRAC Co-ChairLaverne Henson |
| 5:45 – 7:15 p.m. | * Breakout Assignments
 | HRAC Co-Chair Laverne Henson |
| 7:30 p.m. | * Call for Motion to Adjourn
 | Leonard BumbacaHRAC Co-Chair |

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| Committee Members | Represents |
| Dr. Sherry Agnew Scott | Asst. Superintendent for Human Resources |
| Mr. llryong Moon | School Board Liaison |
| Anita Guyther-Branch | At Large Representative- Mr. Moon |
| Leonard Bumbaca | Mason District |
| Mimi Dash  | Providence District |
| Nishia Cairo | Dranesville District |
| Laverne Henson |  At Large Representative  |
| Chris Lewis | School Board Asst to Mr. Moon |
| Janet O’Lare | At Large Representative -Rachna Sizemore Heizer |
| Dionne McGlothin | Sully District |
| Haile Russom | Franconia District |
| Angela Thompson | Mount Vernon District |
| Stephanie Paduano | Hunter District |
| Visitors | **Represents** |
| JeanMarie Nagel | Fairfax Federation of Teachers |
| Krista Simkins | Director, Office of Talent Acquisition |

Laverne Henson, Co-Chair called HRAC meeting to order at 5:35pm

Jan 22 meeting minutes were approved pending administrative name corrections.

**Introductions:** Dr Sherry Scott introduced Ms Krista Simkins Director of Talent & Acquisition. She mentioned how proud she is of her team and acknowledged all the hard work they have been doing to make things better in that department.

**Office of Talent Acquisition – Job Fair Presentation**

* Ms Krista Simkins provided the committee with a brief presentation of all the things her department has been doing to improve. HR Talent & Acquisition under her management recently hosted her first job fair. The Title 1, focus job fair was a success, with a diverse group from various states and municipalities, such as Virginia, Maryland, District of Columbia, Chicago, New York and South Carolina.
* During the job fair, FCPS was able to offer 162 candidates a position out of 515 registered, 87 schools were represented and 400 attendees. Some of the sufficient changes from previous job included
	+ Dr Reed beginning with welcome message,
	+ Utilizing QR codes
	+ providing a presentation about Title 1 made a huge impact.
* Ms. Simkin shared photos and stated the atmosphere was very positive; a constant flow of potential future employees. Due to on-the-spot hiring, background checks were not completed.
* Dr Sherry Scott mentioned that another job fair will take place on February 24th and our committee volunteered to help with the job fair. Stacey Davis will provide the committee a signup opportunity.
* Multiple questions regarding Instructional Assistants (IAs) positions were asked. Ms. Simkins and others confirmed that a better relationship is being built with IA’s.
* Red Rover was praised and stamped as easy to use.
* Trans fare is being managed by HR Talent & Acquisition Department; they are making improvements to make progress.
* Lastly, Ms. Krista Simkins raved about how proud she is of her team and she also mentioned that she now has 5 team members.
* Mr. IIryong Moon reiterated the fact that he will ensure HRAC concerns are filtered through the schoolboard. He highlighted the fact that the charge for this group is to provide advice to the school board. He will ensure the voices are heard and he will take the information back to his colleagues.

**Committee Breakout Sessions**

* The committee was assigned to subcommittees and required to select a lead. Secondly the subcommittee were required to provide clarifying questions for HR on issues impacting:
	+ CCA1. Classification Compensation Advocacy focus on a diverse workforce
	+ CS2 Compensation/Competitive Standing using data analytic
	+ BOR3 Bill of Rights policy and communication minimizing barriers
* The subcommittee were assigned. BOR focus name changed to Employee Rights and Responsibilities.

**CCA1 Classification and Compensation Advocacy – (Diverse Workforce)**

**Subcommittee Lead** - Janet O'Lare, Rachna Sizemore Heizer At- Large Rep.

Angela Thompson, Mount Vernon District

Dionne McGlothin, Sully District

Amira Bouhsane, Student Representative

**CCS2 Compensation and Competitive Standings – (Data Analytic)**

**Subcommittee Lead** - Haile Russom, Franconia District

Anita Guyther-Branch, lIryong Moon, At Large Rep.

Idanishia Cairo, Dransville District

JeanMarie Nagle, Fairfax Teachers Ass.

**EER3 Employee Rights and Responsibilities – (Clogged Processes/Barriers)**

**Subcommittee Lead**- Mimi Dash

Stephanie Paduano - Hunter Mill District

Lawerence Webb, -

Subcommittees Questions and Concerns for HR were presented by the leads, awaiting responses from HR at next meeting scheduled for March 11, 2024

* **CA1- Classification Advocacy**

1) What factors are considered when classifying a position?

2) What have other countries "given up" in order to have higher compensation?

3) How can we include quality staff development as a part of our compensation?

4) What are the specific policies & regulations you want us to review?

5) What is equity as it relates to salary competitiveness?

**CCS2- Compensation Competitive Standing (Data Analytics)**

1) Locations where new teachers are from (salaries from their origin)

2) Salaries from VA Counties

3) Salaries from closest states (DMV area)

4) Hiring Bonuses? Incentives?  (Title I, STEM. Specified)

**ER&R- Employee Rights & Responsibilities (Diverse Workforce)**

1. Name Change from BOR to Employee Rights & Responsibilities
	* Portrait of a workplace (TBD).
	* 2019- 2020 fst sub (Fact Finding)
	* 2020-2021 revised/ unanimously endorsed based on legal school board feedback
	* Reg 4410.6

Purpose of the ERR is enhance school safety & create a fair & equitable school environment

2) Universal handbook should have bill of rights?

3) Is purpose of addressing the BOR to shift the focus from what will teachers do for FCPS to what can FCPS do for the teachers.

* Ms Laverne Hensonstated a lot of information was presented which entailed multiple positive changes. Last years, HRAC annual report was presented (see attached) by Ms Stacey. Dr Sherry Scott stated that the school board did give feedback on last year’s report. The committee pledged to move forward so we can create a positive impact.
* Ms Mimi Dash would still like to propose that benefits be moved back to HR.

Wrap Up/Call to Motion to Adjourn: 7:50p.m.

HRAC next meeting March 11, 2024, 5:30 -7:30. Gatehouse Administration Center Room 5055