

DISTRICT PERSONNEL COMMITTEE MINUTES

September 25, 2014 3:30

CENTRAL OFFICE

1. Mr. Emmons welcomed all committee members and began the meeting by discussing the purpose and the goal of this committee. As a committee it is our task, to discuss ways to recognize, recruit and retain staff members in the Fleming County School District.
2. Mr. Emmons reviewed the minutes from the first committee meeting held on September 18th and asked if there were any items that needed to be corrected or added.
3. Today's meeting focused on further discussion of the development of a district recognition program for staff members. Mr. Emmons stated he wanted to take a draft proposal of the program to the work session prior to the next regular board of education meeting. The next regular scheduled meeting will be held on October 8th at Ward Elementary School.
4. After further discussion with committee members it was discussed to:
 - A. Recognize a STAR team at each board meeting. STAR (Staff & Teachers Achieving Results with Students) would consist of members nominated from each school who were recommended by their school's faculty. This would be both certified and classified staff.
 - B. Any number of staff could be nominated from each building, but the staff member with the highest number of nominations would be selected to represent their school as the district level STAR Team member for the month.
 - C. When nominating a staff member, a person would describe in detail on a card/nomination form how this staff member had demonstrated exceptional performance and commitment to the school district or to the education of students in the Fleming County.
 - D. Staff members who were not selected to the district All-STAR team for the month but had some nominations at the school level would be recognized by receiving the nomination cards their colleagues had written about them. Just the words of appreciation from a co-worker will go a long way on improving morale.
 - E. The All-STAR team's photos would be displayed in the Board of Education meeting room each month. This information would also be placed in the district newsletter and the local newspaper. The committee didn't feel having the staff members actually attend the board meeting would have a significant impact. Also, that number of people attending a board meeting each month could possibly slow down the flow of the meeting. The committee felt that if Mr. Emmons could announce their names and some of the examples on why they

were nominated would have a bigger impact than having the staff members attend the board meeting.

- F. Mr. Creasman coming to the school to congratulate the STAR team members. Just as a personal thank you from the Superintendent would have big impacts on staff.
- G. At the end of the school year have all of the staff who were selected as the monthly STAR representatives attend a special end of the year event and possibly select a teacher of the year during this event, possible examples of events (banquet, dinner, program)?????

5. The first All-STAR team will be recognized at the regular monthly board meeting on October 8th.

6. The committee began to brainstorming ideas to assist in recruitment new staff. Some possible ideas discussed:

- A. Getting paid twice a month. A first year employee at this district would not receive their first check until September 20th. A period of almost 2 months worked before getting their first pay check.
- B. Competitive salaries for both certified and classified. Bus drivers have the biggest discrepancy as compared to other districts.
- C. Number of personnel days. Fleming has 1 day per year. All district near us, have 2 and some have 3 personnel days for all employees.

Mr. Emmons stated all of these ideas have pluses and minuses and first must be researched to determine the overall impact on district finances. The significant change with salaries schedules has to be researched due to the already state mandated pay increases for the next few years.

Cost of additional personal days has to also be investigated.

7. Mr. Emmons told committee that he would discuss all items from this meeting with Mr. Creasman and Mr. Morgan. Also, Mr. Emmons would present this information at the weekly district meeting and possibly at the next board of education work session.

8. The next District Personnel Meeting was scheduled for October 28 at 3:30.