Amended HRAC Minutes

Monday, May 6, 2024

**Gatehouse Administrative Building Room #5055**

5:30 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

|  |  |
| --- | --- |
| Committee Members | Represents |
| Marty Smith | Chief of Staff / Acting HR |
| Mr. llryong Moon | School Board Liaison |
| Anita Guyther-Branch | At Large Representative- Mr. Moon |
| Leonard Bumbaca | Mason District |
| Idanishia Cairo | Dranesville District |
| Mimi Dash  | Providence District |
| Laverne Henson |  At Large Representative – Ryan McElveen  |
| Stephanie Paduano | Hunter District |
| Haile Russom | Franconia District |
| Angela Thompson | Mount Vernon District |
|  | **Visitors** | **Represents** |
|  | Chris Lewis | School Board Aide to Mr. Moon |
|  | Krista Simkins | HR Director, Office of Talent Acquisition |
|  | Sandra Hardeman | HR Office of Executive Director  |
|  | Lydia Martinez | HR Director, Office of Labor Relations |
|  | Terry Kellogg | Asst Director, Office of Benefits Services |
|  | Lisa Edmonds | Director, Office of Benefits Services |
|  | Franklin Jones | Director, Office of Employee Relations (OER) |
|  | Jeanmarie Nagle | Fairfax County Federation of Teachers  |
|  | Emily VanDerhoff | Fairfax County Federation of Teachers |

**Welcome and Called to Order:** 5:32pm- HRAC Co-Chair Laverne Henson called meeting to order.

**March/ April Meeting Minutes:** March and April minutes were approved with corrections.

**Human Resource Update**: Mr. Marty Smith, Chief of Staff updated the status of Dr. Agnew Scott departure and arrival of Mr. William Solomon, on June 3, 2024. Mr. Smith discussed the following areas of concern:

* Branding, recruitment, best business practices; and teachers concerns with student achievement and professional development.
* Areas that do not fall under HR scope must be can be detailed in the strategic plan to address cross functional items. Invitations are welcomed to inviting others to the table to discuss cross functional issues.
* Re-branding human capital into a one stop shopping system which touches multiple important items will keep people at the table.
* Collective bargaining will need to be considered.
* Mimi highlighted the fact that HR under Dr Agnew has turned around into a positive experience.

**Benefits Services Update**: Director of Benefits, Lisa Edmonds and Terry Kellogg provide updates and responses to HRAC read-ahead questions:

* Mimi Dash stated benefits is a critical component of HR even though it was moved from HR.  Recommend Benefits have an advisory committee. Marty Smith indicated collective bargaining could have a potential impact.
* Terry Kellogg- Once collective bargaining is put into place, we should have a better understanding of where Benefits fit in with the committees.
* Leonard Bumbaca asked how we address the challenges that impact HR for retention for those areas that HR has no control over.  How do we come up with an integrated approach? What eyes are on this?  Retention.  Where do we send people if they are asking about benefits?
* Lisa Edmonds/ Terry – Spend most of their time collaborating with other directors in in keeping the lines of communication open.  Benefits and Office of Talent Acquisition work hand and hand with each other on onboarding.
* Benefits accept feedback and wiling to communicate about improvements.
* Benefits is using a similar system as “Guardian”.  Monitor trends in the calls that come through.  Metrics are internal (no formal metrics.
* Alex is getting positive reviews. The website, print materials, only have one staff member that handles this.

**Misc.**

* llryong Moon redirected committee to focus on the charge of the committee.
* Mr Marty Smith- The board was provided a differential cost for employees a few years ago.
* Stephanie- Process management projects are they going to continue? Mr Marty Smith- yes
* Leonard discussed deferred compensation and how FCPS are putting themselves at a disadvantage if they do a comparison of compensation. FCPS should consider changing the way they communicate compensation.
* WAIBE online has some information. No apples-to-apples comparison because it’s complex.
* Metrics for open enrollment is in place currently.
* Laverne Henson- Is there a communications strategy?
* Mimi Dash- Its hard-to-find benefits on the website.
* Marty Smith -OCR will be upgrading our website to better communicate.
* Marty Smith- awaiting final board approval for Sick leave, staffers will get compensation for sick leave.

**HR Subcommittee Breakout:**

Laverne Henson-

* Requested the committee to conduct a review of the governance manuals – due the end of May.
* End of year Report-
	+ Give a problem with solution.
	+ What are we going to do about it?
	+ Provide data with your information.

* Subcommittee was allowed time to discuss their objectives/ analysis, provide two priorities for the committee to vote on as a part of the final report.

**Action items due for next meeting**

* Subcommittees will brief out their subcommittee report for final approval.

**Key HRAC Dates**

5/24/2024 Co-Chair Receive Subcommittee recommendation

5/24 –6/3/2024 Co-Chairs Consolidate Reports, adjudicate comments and committee signature.

6/3-6/10 HRAC SB Liaison & HR Lead Review

6/13/2024 Post HRAC Report in Board Docs

6/20/2024 Co-Chair Presentation to School board 7pm

**Wrap Up/Call for Motion to Adjourn @ 7:50pm**

**Next meeting**

Date: Jun 3, 2024

 Time: 5:30 -7:30.

Location: Gatehouse Administration Center Room 5055