

Diversity Recruitment Committee
Minutes
May 16, 2017

Members Present: Deann McManus, Tabitha Harmon, Alisha Rutherford, Christopher Dukes, Mary Lu Davis, Jim Suber, Tim Hunter, Pam Arrington

Welcome

Dr. Hunter welcomed the committee and thanked them for their participation.

Superintendent's Comments-Mr. Suber commented on a recent publication that he received from the National Alliance of Black School Educators in which made they reported that las that 2% of African American males go into the education field. He also discussed the alarming reduction in the number of teachers entering the field and remaining in the field as reported in the 2016 Supply and Demand Survey produced by CERRA. He mentioned that we do not have a final budget from the legislature for next school year. He did say that it appeared that step increases for teachers would be included in next year's budget. Mr. Suber expressed his appreciation to the members for their willingness to serve om this committee.

College/University Day Results: Ms. Arrington reported that we hired a special Ed teacher from the College of Charleston Recruitment Fair. She reported that she met and spoke with an African American male graduate from Lander. She called Mr. Wicker and he came to the fair to meet the candidate. We offered him a teaching position at Newberry Elementary but he turned us down for another offer. The committee discussed the Recruitment and Retention money that several districts received from the state. Our district did not receive the money because our poverty level did not meet the threshold. Because of the money, several districts are able to give sign on bonuses, which puts our District at a disadvantage.

Hiring Data Results to Date: We have hired 22% minorities to date which is closely aligned at to the numbers that we have hired in the past. These numbers do not include the three International teachers that we have hired. They do not have social security numbers and have not been placed on payroll. When they are in the report the numbers will increase. Ms. Arrington discussed AppliTrack and the ability to determine the number of minority applicants that we receive. The percentages of African American candidates at the Elementary level is 21.4%, Middle level is 22.7% and High School level is 21%. She reminded the committee that not all of those applicants are certified or qualified.

New Business-

- Ms. Arrington discussed the use of AppliTrack and that it is working well for applicants and principals.

- The committee discussed the difficulty the importance of community involvement of our schools
- The committed discussed ways of getting our message out the community.

With no further business, the meeting was adjourned.