

Rochester Board of Education
Board Governance Committee
March 20, 2014
Minutes

Attendance:

Chairwoman Campos and Commissioners Cruz, Commissioner Powell, and Vice President Elliott and Board Staff Shanai Lee.

The meeting was convened at 6:45 p.m.

Agenda Item I: Acceptance of Minutes

Motion to accept the minutes of the February 2014 Governance Committee meeting was made by Commissioner Cruz, seconded by Commissioner Powell. Adopted 3-0.

Agenda Item II: Discussion of Personnel Committee and Department of Human Capital Initiatives

The Committee received a presentation on the organizational structure and current goals and objectives of the Human Capital Initiatives department. Bethany Centrone, Chief of Human Capital Initiatives, delivered a presentation that highlighted the various offices of the department, staffing metrics, and current initiatives (i.e. risk assessment and diversity recruitment efforts). The Committee expressed interest in creating a formal pipeline for the District's recent graduates to enter into careers offered by the District.

Agenda Item III: Other

The Committee continued discussion on Vice President Elliott's proposal to reinstate the Human Resources Committee. As noted in previous communications to the Board, Vice President Elliott mentioned that she would like the Human Resources Committee to be charged with the following:

- Reviewing issues related to diversity including:
 - Guiding the development, review and authorization of personnel policies and procedures to increase recruitment and support of the District's racial and cultural diverse staff;
 - Monitoring the District's recruitment and retention human capital management practices and strategies; and
 - Reviewing recruitment and retention data detailing the demographics of District applicants and hires.
- Monitoring the administration of the District's compensation philosophy and programs for all staff;
- Reviewing and approving strategies for attracting, developing and motivating all staff;
- Reviewing, considering and approving collective bargaining agreements including economic provisions and other elements necessary to permit the implementation of the terms of these agreements.

The next meeting of the Committee is scheduled for Thursday, April 17th following the Finance and Policy Committees.

Meeting adjourned at 7:45 p.m.