

ISD Committee Meeting

December 14, 2023

9:30 a.m.

MSBO, Lansing and Zoom

Handouts will be posted on the [ISD Committee](#) webpage

Officers: **Shay Anderson**, Chairperson, Clare-Gladwin RESD
Christopher Lamer, Vice Chairperson, Ottawa Area ISD
Scott Kemmer-Slater, Secretary, Gratiot-Isabella RESD
TBD, Officer of Special Projects,
Kerri Harrie, Officer-Elect, West Shore ESD
Kevin Kolb, Past-Chairperson, Gratiot-Isabella RESD

AGENDA

- I. Shay Anderson, Chairperson called the meeting to order at 9:30 a.m.
- II. Members/Guests in attendance: Shay Anderson, Chris Lamer, Scott Kemmer-Slater, Kevin Kolb, Brian Marcel, Becky Hills, Scott Little-MSBO, Bob Dwan-MSBO
- III. Approval of November 16, 2023 Meeting Minutes. Chris Lamer made the motion, Brian Marcel supported - approved unanimously.
- IV. Job Market and Hiring New Staff – *Dione Peña, Vice-President and Todd Surline, President, Hiring Solutions LLC*
 - 35 year old human resources hiring firm
 - Involved with Michigan State University - Todd teaches two classes at MSU
 - 250 clients, 43 educational agencies
 - Mark Dobias, associate retired superintendent from Allegan
 - Research projects
 - Agenda
 - Labor Market Overview
 - Current Trends

- Strategic Recruitment Discussion
- Finance and HR integrate with each other
- Labor Market
 - Current environment - Michigan
 - Graph: Time and percentage
 - More jobs available than candidates - Never happened before
 - Perspective
 - Pretty close to full employment
 - Current trends
 - Shifting demographics
 - Mobile society - higher turnover
 - Remote/hybrid models
 - Talent shortages
 - Lack of qualified candidates
 - Compensation with other organizations
 - Economic instability
 - Limited resources/downsizing
 - Reduced employee loyalty
 - "Job hopping" no longer a stigma
 - Talent shortage mitigation
 - Fit job to candidates not candidates to job
 - Hire for attitude, train for skills
 - Wage inflation - WorldatWork data
 - Double what it was prior to the pandemic
 - Average salary increases for educational institutions (Michigan)
 - 4.2% (2023 projected)
 - 3.9% (2022 actual)
 - 2.7% (2021 actual)
 - Types of job seekers
 - Active job seekers
 - Passive job seekers
 - Current strategy
 - What do you do to attract applicants?
 - What are your most common openings?
 - What are the most difficult positions to fill?
- Strategic Recruitment
 - Step 1: The Plan
 - Determine accountability for the strategy
 - Define roles and responsibilities
 - Action #1.1: Define the strategic goals
 - Factors to consider
 - How many vacancies - now and future
 - Available employment types
 - Percentage of filled vacancies - internal
 - Annual turnover rate?
 - Trends
 - Career level targets
 - Focus on best qualified or minimally qualified?

- Action #1.2: Develop and finalize the recruitment budget
 - LinkedIn or Insight
 - We will do that for you
 - Visiting college campuses
 - Community
- Step 2: Source
 - Action #2.1: Select the right sourcing technologies
 - Recruiting events
 - Asking current employees
 - Networking with other school districts
 - Employee referral bonuses
 - Associations (ex. MSBO)
 - Veterans administration
 - Local to you job boards
 - Social media
 - 73% of millennials found jobs through social media
 - LinkedIn #1 - 90% of job seekers are using it
 - Being able to apply for a job using smart phone or device
 - 41% want to see employee testimonials
 - 68% of millennials visit company's social media to evaluate an employer's brand
 - Action #2.2: Continually monitor the effectiveness of sourcing channels
 - Key strategic metrics to track
 - Leading metrics
 - Lagging metrics
- Step 3: Attract
 - Action #3.1: Promote the employer brand
 - Shortage of skills still biggest challenge
 - Employer branding forecast to take biggest slice
 - What is an employee value proposition (EVP)?
 - Balance of rewards and benefits received by employees
 - What do your employees say?
 - Prospective employees asking what is in it for me?
 - Example - Lansing of Board of Water and Light
- Step 4: Engage
 - Shifting from administratively oriented process to centered around candidate experience
 - 75% of candidates will tell friends and family about a bad experience
 - 25% will post to social media
 - Responding within 24 hours
 - Remember the candidates is assessing the district

- Action #4.1: Continuously monitoring the candidate experience
 - Communicate
 - Be transparent
 - Treat candidates like human beings
 - Collect, analyze, and visualize data
- Action #4.2: Understand applicant pain points
 - Continued desire for remote or hybrid work options
 - No salary range on job posting
 - Application redundancies
 - Being ghosted
- Promoting diversity
 - Consider diversity of talent sources
 - Outreach to universities and organizations with high populations of underrepresented groups
 - Examples of universities and organizations
- Question: What are your thoughts on culture add versus culture fit? Culture add - bring in candidates that have different background than current culture - Example Healthcare background in a business office environment.
 - Answer: Involve others in the process - Diverse group of people as part of the hiring process. Recognizing and overcoming cultural biases and how they can affect the hiring process.
- Clare-Gladwin RESD has reached out to Hiring Solutions to do a market analysis
- Available to answer questions

V. Legislative Update – *Lisa Hansknecht, Oakland Schools*

- Federal level
 - Government budget expires February 2, 2024
 - CDC released action guide for promoting mental health and well-being in schools
 - Proposed updated Head Start rules
 - Biggest change is to staff compensation and benefits
 - Public comments are due January 19, 2024
 - Inclusion of children with disabilities in early childhood programs
 - New federal school safety legislation (H.R. 6613)
 - Establishes school safety development centers to help schools conduct assessments of their safety
 - New centers would be under the state education agencies in states that apply
- State level
 - Statutory amendment to additional forgiven time and professional development

- Prevents State Superintendent from penalizing districts for use of PD days for pupil instruction when waiving additional 3 days
- MDE will implement the change and adjust retroactively as appropriate
- Control of the Michigan House
 - Shouse is in a 54-54 tie. Two seat empty
 - Most likely no change in leadership
 - Unlikely anything will pass the House until the two seats are filled
- January/February
 - House and Senate reconvene January 10th
 - CREC will be Friday, January 12th
 - Governor's State of the State - 2nd half of January
 - Governor's Proposed Executive Budget - early February
 - Effective date of acts with immediate effect will be February 13th
- New Laws and "Almost Laws"
 - Supplemental budgets still have not been signed
 - Educator and administrator evaluations - has been signed
 - New arbitration piece if educators or administrators want to appeal
- Legislation Still Hanging Around
 - Currently in House
 - Currently in Senate
 - There will be a reluctance for the Senate to pass anything without the House being able to pass anything
- Question: What is the Mandated Alternative Energy Sources by 2025 (P.A. 235)?
 - Answer: The idea is pushing everyone to have a renewable energy credit recovery portfolio. There was concern that it would make all districts that are part of the alternative providers choice program would be pushed out as there is no way of them meeting the new standards. It is my understanding that concern has been addressed and it is not an issue.
- Question: Question from the meeting chat.
 - Answer: The ORS piece is a mess. MASA is the lead on it and working on a strategy and has a group of the state's best attorneys on this. Still more questions than answers. The decision talks about non-union positions that are two or less positions or three or more. But what makes up a unit? There are still a lot of questions about who this applies to. I recommend reaching out to your attorneys and MASA since they are the lead on this.

VI. MSBO Update – *Jason Helsen and Bob Dwan, MSBO*

- Had a great turnout Group Solution for Payroll
 - Received great ideas from participants on future discussions
- Group Solutions for HR end of February

- Group Solutions for Facilities end of February
- Financial Strategies scheduled for January 15-16, 2024
 - Agenda already out there
 - Online with recorded sessions
- Leadership Institute applications are due Friday, December 15, 2023
 - Calendar basis
 - First session in February 2024
- Joint Committee with ISD and School Finance Committees following the CREC on Friday, January 12, 2024
- State Aid
 - Section 29(7) - Declining enrollment categorical is prorated. Getting about 75.6% of the amount. This is due to the appropriated amount.
 - Section 147a(2) and 147e are paid quarterly and are not on December's state aid payment.
 - Section 31aa application due date has been extended to January 7, 2024.
 - Section 27I (educator compensation payment) is expected to be paid through your January 2024 state aid payment.
 - Tune in tomorrow at the School Finance Committee meeting for an update from MDE on the Section 27k Student Loan Repayment funding.
- An update on the question to Lisa on the ORS lawsuit.
 - MSBO has become involved
 - The latest rendition or interpretation really seems to center around a lot of our membership. If you are not in a group or classification and your position has three or less, you may not have a normal salary schedule. There has been a lot of interpretation on what that means. MSBO has reached out to the ORS to see what they have been doing on this.
 - We will probably know more in January 2024.

VII. Old Business/Roundtable

- Shay Anderson - Next ISD Committee meeting is supposed to be GSRP/Early Childhood. They are planning it but have a lot of vacancies. Want me to reach out to them in January for confirmation.

VIII. Adjournment - Adjourned at 11:09 AM by Shay Anderson.

Next meeting: Thursday, February 15, 2024, MSBO, Lansing and Zoom