



Athlos Jefferson Parish

Minutes

February Staff Recruitment & Retention Task Force Meeting

Date and Time

Thursday February 29, 2024 at 5:00 PM

Location

Athlos Academy of Jefferson Parish

[979 Behrman Hwy, Terrytown, LA 70056](#)

Committee Members Present

J. Holmes, V. McCoy

Committee Members Absent

None

Guests Present

C. Dillon, C. Fisher-Rollins, C. Martin, K. Murray (remote), T. Tate (remote)

I. Opening Items**A. Record Attendance****B. Call the Meeting to Order**

V. McCoy called a meeting of the Staff Recruitment & Retention Task Force Committee of Athlos Jefferson Parish to order on Thursday Feb 29, 2024 at 5:01 PM.

II. Staff Recruitment & Retention Task Force**A. Committee Structure**

Ms. Tate shared the committee structure, members, plan for meeting frequency and where to find the goals.

B. Task Force Goals

Task Force members reviewed and revised the draft task force goals and deadlines. They were updated in Board on Track.

C. Recruitment Plan - Current Projects

Ms. Tate presented the draft Teacher salary schedule for 24-25 and the support staff base pay schedule.

Discussion took place around where to place teaching staff that did not have a bachelor's degree, what qualified for certified pay, how long a time frame staff had to obtain their certification, and options for interim pay ranges for those in the process of obtaining a degree/certification.

Task force members asked staff to pull for the next meeting a breakdown of current teachers' certification and programs they are enrolled in.

Discussion then led to other incentive pay such as tuition reimbursement and support in taking the Praxis test.

Task Force recommendations on the Teacher Salary Schedule were to:

- Add a column for non-certified master's degree or higher.
- Change the steps to have an increase every year.
- Add step increases for non-certified staff at an increase of roughly 1/2 of the certified increase.

No edits were suggested to the support staff base pay schedule. It was determined to wait on bringing it to a board vote until the final budget draft was complete.

III. Other Business

A. Task Force Meeting Times

Task force members determined the ongoing meeting time through the end of May would be the third Thursday of each month from 5:30-6:30 pm. The Task Force is expected to conclude its work by the end of May.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:06 PM.

Respectfully Submitted,
V. McCoy