



## SCHOOL BOARD MEETING REPORT

Board Meeting Date: 9/19/18 Superintendent: Dave Valenzuela

Administrator/Staff: JP Richards

Type of Item:  Informational  Action

**Please state your proposal briefly and clearly. What do you want the board to know, discuss, or decide?**

This request is to attend the National Human Resource Conference in Minneapolis. This conference aligns with our board goals as well as district initiatives. The conference breakout sessions are around maximizing human capitol, recruiting and retaining employees, employee practices, developing and creating better relationships with Unions, negotiations, etc. It is also geared towards new HR directors in giving them maximum tools to help them be successful. Travel dates will be October 8-12. The estimated cost of travel, hotel and the training will be \$2,200. This will be paid for out of Title funds and not out of the general budget.

**Provide history/background information on your proposal:**

This conference is paid for through Title money. This is an annual conference which brings top experts from around the nation to address the varying HR issues and talk about successful practices. There are also breakout sessions for each state to address specific things going on in each person's home state. I will be able to bring the information learned back to the district to help improve our HR practices, including hiring and retention, improving union/district relations, and maximizing the human capitol within our district.

**List the advantages of your proposal:**

Advantages of this would be to improve the skills of the HR director, bring back successful practices from around the nation, improve our recruiting and retention practices, be ahead of the some of the issues facing our state, and improving union/district relations.

**List possible disadvantages of your proposal:**

The training is out of state and will require travel.

**List possible alternatives that could also offer a solution to your proposal. Why were they not recommended?**

Not attending the conference. Many HR directors around the state highly recommend this conference, especially for first time HR Directors. There is only onf these conferences a year and it is held in different locations.

Superintendent's recommendation(s):

Approve: Yes  No