

Memo to: Board of Trustees
Memo from: Derek Citty
Date: March 17, 2014
Re: Personnel Recommendation

For your approval administration recommends:

Sherry Taylor Director of Human Resources

Background information on the process:

The Board approved the addition of an HR Director at the January 20th Board meeting. The newly approved position was posted on January 22nd. We received 43 applications, 4 of which were internal candidates. Derek Citty, Lynn McKinney, and Earl Husfeld reviewed the applications independently and identified three external candidates to interview as previous HR experience was a preferred qualification for the position. A two hour interview process was used for each of the three candidates. Dr. Citty and Lynn McKinney conducted reference checks on the finalist, Sherry Taylor.

Background information on the candidate:

Ms. Taylor earned her Bachelor of Science in Education from Texas Tech University. In addition she is a certified teacher and holds multiple HR certifications.

She began her career in HR in 1991 at Merritt Hawkins & Associates (Irving) managing all areas of HR. In 1996 she moved to Jenkens and Gilchrist (Dallas) where she served as the Hiring Manager. In 2007 she became the HR Director for Weaver and Tidwell (Ft. Worth) where she again managed all areas of HR. Her final position in the public sector began in 2009 when she moved to Arthur Marshall (Las Colinas) as the HR Director.

Crowley ISD hired Ms. Taylor in 2011 where she has supervised a team of 7 employees and is responsible for all professional, paraprofessional, and substitute recruiting, management, credentialing, and onboarding, PDAS oversight and all appraisal assignments/annual evaluations, HR policy administration and regulation development. In addition she has full oversight of compensation and stipend development and administration, Leave administration, new teacher orientation, employee communications, separations, and grievance oversight.

Ms. Taylor's references described her in this manner:

Work-horse

Like the energizer bunny

Great legal knowledge and background

Does an incredible job of putting systems and processes in place to make us more efficient

Principals love her – she supports, teaches, takes care of business, and doesn't play favorites

Handles grievances, complaints, and other difficult situations in a calm, professional manner

Her leaving will be a devastating loss for our district