



PERSONNEL COMMITTEE MEETING MINUTES

January 24, 2022

Committee Members Present: Kerry Trask, Meredith Sauer, Stacey Soeldner

Others Present: Board Member Lisa Johnston, Director of Human Resources Joyce Greenwood-Aerts and Superintendent Mark Holzman.

The meeting was called to order at 3pm by Kerry Trask. The meeting was recorded for the purpose of posting on the MPSD website.

1. Middle School Dual Licensure

- Committee would like to bring closure to this topic
- Committee Chair Kerry Trask and HR Director Joyce Greenwood-Aerts reiterated that applicable core teachers at the middle school with a single licensure may voluntarily choose to obtain a 2nd license which will allow them to teach two core subject areas
 - Declining enrollment and the number of core teachers needed moving forward will impact the middle school core teacher staffing model
- The district wishes to provide financial support to those middle school core teachers who voluntarily choose to obtain a license to teach a second subject area
- Written plan developed
 - District would pay for the cost of the Praxis exam or applicable coursework
 - District would provide a \$2000 one time stipend for those teachers who obtain the 2nd license
- Meredith Sauer made a motion, 2nd by Kerry Trask to approve the district providing the applicable financial resources to those MS core teachers who voluntarily choose to obtain a 2nd license. The motion passed two to one.
 - This item will be brought forward to the full board for a vote on February 8.

2. 2022-23 School Calendar

- Joyce Greenwood-Aerts shared that discussions continue regarding the 2022-23 school calendar
- Two calendar options have been drafted:
 - Traditional calendar option, and
 - A calendar that provides additional days off during the school year to address the challenges we are seeing with staff and students. These include:
 - Increase in staff/student mental health issues
 - Increase in student behavior issues
 - Staff / student stamina
 - Re-learning socialization skills; social/emotional skills

- The number of students who are in-school for the first time or did not attend regularly in the 2020-21 school year
- Draft calendars (2) have already been shared with: Principals, Board President, and the MEA for feedback
- Joyce Greenwood-Aerts is requesting that the committee support the idea of surveying all staff and families regarding the calendar options. The results of the survey feedback will then be used to finalize the 2022-23 school calendar that would be brought forward to the Personnel Committee then the Board in March
- Members of the committee were very supportive of moving forward with the next step of surveying staff and family members and subsequently using that feedback to bring forth a 2022-23 calendar to the committee and the board in March.

3. Staff Safety

Committee Chair Kerry Trask had requested the committee talk about Staff Safety specifically as it relates to employees sustaining injuries due to student interactions. Ms.

Greenwood-Aerts did share that the district is seeing an increase in the number of employee injuries resulting from students. Although the district does not want any employees to incur an injury as a result of a student, this is unfortunately a trend in school districts across our state and nation. The research points to a variety of factors primarily related to COVID for the increase in staff injuries resulting from interactions with students. In January, the district provided training to the majority of staff on the topic of Verbal Intervention. We also continue to focus on the importance of relationship building to minimize escalation of student behavior. There are also discussions that take place after a staff member is injured to discuss what happened, how it happened, what could have been done differently or better, what steps should we take to avoid a similar incident moving forward, etc. Also, if the incident involves seclusion or restraint a report is completed and submitted to the Pupil Services Department.

4. Paraprofessional Salary Schedule

Ms. Greenwood-Aerts shared with the committee that discussions are already taking place to review and evaluate the current Paraprofessional Salary Schedule. We are doing our due diligence in reviewing other district comparable salary data and local market competitiveness. The district certainly wants to pay all employees a fair and competitive wage for the work they are performing. The district is not immune to the labor shortage that exists and that will likely continue as it relates to the recruitment and retention of staff. There is also the consideration of the budget impact and we continue to hear there will be 'no new money' for the 2022-23 school year. Ms. Greenwood-Aerts and Superintendent Holzman will continue to keep the committee informed on this topic.

Respectfully submitted
Joyce Greenwood-Aerts
Director of Human Resources