

Personnel Committee Meeting Minutes

Friday, December 7, 2018

Noon

Meeting was called to order at Noon by Keith Shaw

Members Present: Lisa Johnston, Richard Nitsch, Keith Shaw

Additional Members: Joyce Greenwood-Aerts, Mark Holzman, Joanne Metzen

2018 Special Education Report / Statistics

Ms. Joanne Metzen, Director of Pupil Services, reviewed the report outlining a variety of information and data related to special education students and staff. A few of the highlights include:

- 857 students receive special education services. This includes 29 parochial students.
- 857 students equates to 16.6% as compared to the state average of 13.8%
- Elementary special education teacher to student ratio is 1:10.3 (excludes speech and language)
- Secondary special education teacher to student ratio is 1:13.5 (excludes speech and language)
- Total special education paraprofessionals district wide: 72 FTE's
- Average caseloads of the special education teachers, if utilizing level 2 as a reference point, are at or slightly below the state average size caseloads
- Data is valuable and meaningful, yet we recognize there are many factors, unique situations, levels of severity, etc that are part of the big picture
- Jackson has the only self-contained program for EBD in the district
- Stangel has the only self-contained program for severe ID in the district

Ms. Metzen communicated that she could speculate the reasons why the MPSD has a higher percentage of students with IEP's in comparison with the state average. She shared that it is difficult to over identify students needing IEP's because of the very specific criteria established by the state to meet the qualifications. Ms. Metzen shared that the district's philosophy regarding the service delivery model is: 1) inclusiveness minded, 2) least restrictive environment, and 3) developing plans with the goal of achieving the highest level of student success possible.

Dean of Students

Ms. Greenwood-Aerts presented a proposal to the board for a Dean of Students position at Lincoln High School. With the addition of approximately 375 incoming 9th graders in 2019-20 the rationale for such position is:

- To allow the current administration the time necessary to support the approximately 18 - 19 new teachers at LHS
- To support student relationships
 - Champion efforts and initiatives that remove barriers to learning
 - Continue efforts to actively engage students in learning, enhance positive social behavior/interaction, and increase students self-motivation
 - Ensure students are provided opportunities to achieve at high levels academically, socially and emotionally
 - Provide support to administration and school counselors in dealing with truancy, attendance issues, behavior issues, discipline, etc.

Ms. Greenwood-Aerts communicated that although this individual will work collaboratively with LHS administration, the Dean of Students is not an administrator position. The position provides an opportunity for an individual who has a strong passion for this type of work to be in a leadership role. This individual will not supervise or evaluate staff. The position will fall within the teacher salary schedule, have a 195 day contract,

and follow the provisions of the teacher handbook. Dollars reallocated from the reduction of one elementary building principal due to grade alignment will be utilized to support the Dean of Students position. Dick Nitsch made a motion and 2nd by Keith Shaw to move forward to the full board the approval of a Dean of Students position at LHS for 2019-20 school year.

The meeting was adjourned at 1:25pm on a motion by Keith Shaw and 2nd by Lisa Johnston.