



PERSONNEL COMMITTEE MEETING MINUTES

Friday, March 4, 2022

8am - Meeting was Virtual

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

Administration Present: Director of HR Joyce Greenwood-Aerts, Superintendent Mark Holzman

Other Board Members Present: Kathy Willis and Lisa Johnston

The meeting was called to order at 8:05am by Kerry Trask

2022-23 School Calendar: Ms. Greenwood-Aerts shared the highlight of the 2022-23 draft School Calendar. She reminded the committee that based on feedback from administration and the MEA, there were two calendar options originally drafted.

- A more traditional calendar model, and
- A calendar that provided additional days off during the school year to address the many challenges staff and students are experiencing primarily as a result of the pandemic

In January the personnel committee supported the idea of surveying all staff and families regarding the two options. Based on the results of the survey, one draft calendar would be brought forward to the committee and subsequently the full board. A total of 1500 staff and families responded to the survey. 65% of staff and 74% of families support the more traditional calendar model. Therefore, the 2022-23 draft calendar represents a more traditional model.

Highlights of the 2022-23 School Calendar:

- 185.5 teacher/professional faculty days
- 176 student days
- First day of School: Monday, August 29
 - Transition Day for K-2, Grade 6, Grade 9 and any new students to the MPSD
- Spring Break: week of March 20
- There will be five staff development days during the 2022-23 school year
- Last day of school: June 8
- LHS Graduation: June 9 2023

Meredith Sauer made a motion 2nd by Stacey Soeldner to move forward to the full board the draft 2022-23 calendar for board action. This will occur at the March 22, 2022 board meeting.

Exit Interviews: Ms. Greenwood-Aerts provided an update on the status of Exit Interviews for staff who resign or retire from the MPSD. The HR department had been generating a google form / exit interview for the past three years; however, there was discussion on piloting the use of an outside vendor to conduct the exit interviews. Some committee members felt we may get a better response rate (currently getting 60 - 65% completion rate) and staff may be more transparent in their feedback if the survey is completed by an outside vendor.

Ms. Greenwood-Aerts shared that she has met with School Perceptions and the process for conducting exit interviews has been established. HR will notify (shared spreadsheet) School Perceptions when an employee resigns or retires. School Perceptions will then send the exit survey to the employees home email. If the employee does not respond, two reminder emails will be sent. The cost to use School Perceptions will be \$2000 - \$2200 annually. Although results/data can be viewed at any time, the aggregate reports, data, etc. will be generated for all responses in September. The one year time frame that will be used is September through August.

Middle School Core Teachers with Single Licenses: The board approved middle school model along with declining enrollment resulting in fewer sections of grade 7 and grade 8 has resulted in conversations surrounding the Middle School Model moving toward two person teams versus four person teams. Note: since the board approved the middle school model in spring 2018, grade 6 has had two person teams for the past three school years. Two person teams in grade 7 and 8 would mean the applicable teachers would teach two subject areas: Math / Science or ELA / Social Studies. However, we currently have core teachers at WI and WA with a single license.

- 8 out of 20 core teacher at WI have a single license
 - 1 of these 8 teachers was hired for the 2021-22 school year with the understanding they would need to obtain a 2nd licensure
- 5 out of 22 core teachers at WA have a single license
 - 3 of these 5 teachers were hired for the 2021-22 school year with the understanding they would need to obtain a 2nd licensure

During the summer of 2021 a comprehensive plan was developed to help and support those middle school core teachers with single licenses to obtain a 2nd license. The plan consists of the various options available to obtain the 2nd license along with the financial support provided by the district. The board, at the February 22, 2022 board meeting did approve the financial support proposed by the district for those core middle school teachers who choose to obtain a 2nd license.

Board members continue to hear feedback from several core middle school teachers whose preference is not to obtain a 2nd license for a variety of reasons. This includes teachers who are indicating they are seeking other jobs and would leave the MPSD. Committee Chair Kerry Trask shared that he specifically received feedback from five middle school teachers and there continues to be much emotion surrounding the topic of obtaining a 2nd license. The primary issue from the teachers perspective is their concern to teach a 2nd subject when they have been teaching the same subject area (in some situations for 15+ years) and have become very skilled in teaching the one subject area.

Superintendent Holzman did share some perspective on the issue

1. There are benefits for students as it relates to two person teaching teams
 - a. Two teachers would teach a group of 45 - 50 students
 - b. Four teachers would teach a group of 90 - 100 students
- Smaller groups of students per teaching team promote relationship building, stronger connections with students, ability to have more 1:1 time with students, ability to better manage student behavior, etc.
2. Collaboration opportunities are enhanced with two person teams

3. We need to ask ourselves: Are we focusing on what is best for students? Or is this an adult issue?
4. Generally speaking middle schools across the state have core teachers teaching more than one subject. This concept of middle school core teachers teaching multiple subjects is not uncommon.
5. After the board approved the middle school model in spring of 2019, the district has focused on hiring middle school core teachers with K-8 or 1-8 licenses whenever possible so they are able to teach two subjects. When this has not been possible, the teacher prior to hire, is made aware of the need to obtain a 2nd license.

Committee Chair Kerry Trask proposed that due to the level of emotion involved with those teachers whose preference is not to teach two subjects / obtain a 2nd license, the next step would be for Administration to meet with the middle school core teachers to listen, answer questions and collectively brainstorm solutions. Superintendent Holzman agreed to schedule a meeting with the Middle School Core Teachers as a next step.

The meeting adjourned at 8:55am on a motion by Stacey Soeldner and 2nd by Meredith Sauer.

Respectfully submitted
Joyce Greenwood-Aerts
Director of Human Resources