

Personnel Committee Meeting Minutes

May 9, 2019

The meeting was called to order by Personnel Committee Chair, Dick Nitsch at 4:45pm on May 9, 2019.

Other Committee Members Present: Lisa Johnston, Meredith Sauer

Additional Attendees: Joyce Greenwood-Aerts, Superintendent Holzman, Jason Bull, Lori Williams and Shawn Alfred

MATH COACHES

Ms. Greenwood-Aerts shared with the committee the request to add 2.0 FTE Math Coaches beginning in the 2019-20 school year as follows:

- 1.0 FTE at Jefferson Elementary School
- 1.0 FTE at Franklin Elementary School

Both buildings are Title-wide schools.

Ms. Lori Williams and Mr. Jason Bull shared the rationale including data that demonstrates a decline in the percentage of students at JE and FR who are proficient and/or advanced in Math scores. The implementation of Math coaches will be used to support elementary classroom teachers through coaching to ensure the highest level of instructional math practices and strategies having the greatest impact on student learning and achievement. These individuals will spend the majority of their work day in classrooms at either Jefferson or Franklin to provide coaching, training and support to teachers to ensure students are ready for middle school math and beyond. Mr. Shawn Alfred explained that the positions would be financed through the use of Title II dollars. If approved, the positions would be posted internally and externally and the candidates selected would receive a 185.5 teacher contract following the teacher salary schedule and aligning with any/all provisions of the Teacher Handbook. If approved, measures of success including short and long term goals would be established. A motion was made by Ms. Sauer, 2nd by Ms. Johnston to approve, and move forward to the full board, the addition of two full time Math Coaches beginning in the 2019-20 school year.

2019-20 DISTRICT WIDE STAFFING SUMMARY

Ms. Greenwood-Aerts reviewed the 2019-20 District Wide Staffing Summary with the committee. In summary, staffing additions for 2019-20 includes:

- 3.0 FTE increase in Elementary Classroom Teachers
- 4.7 FTE increase in Middle School Classroom Teachers
- No change in district wide Elective Teachers
- 4.0 FTE increase in Special Education Teachers

All other staff additions have previously been approved by the board (Dean of Students, EL Teachers, Student Support Leaders at FR, JE, WA).

Ms. Greenwood-Aerts also shared there are several staff reductions due mostly to the closing of one elementary building for 2019-20. In addition to dollars associated with staff reductions to meet the staffing additions, administration has re-allocated the necessary dollars within the 2019-20 budget to meet the increased staffing costs. The financial implication associated with the increase in staff will be reviewed during the May 13, 2019 Finance Committee.

Much of the staffing discussion focused on the area of music and Ms. Greenwood-Aerts and Superintendent Holzman addressed questions and provided clarification to committee members. Topics covered included:

- Explanation of the rationale for the 2.0 FTE reduction in district wide music
- Music teacher travel

- The number of different classes music teachers have to prepare for each day
- The flexibility in music teacher schedules as compared to other teachers in the MPSD
- Comfort level in teaching sections/classes in which they are certified; however, have not recently taught

Committee members indicated that after building / teaching assignments were communicated to all elective staff on April 26, they have received emails from music staff. Superintendent Holzman shared with the committee that these staff members have not approached their building principal, or any member of administration with questions/concerns, even though this the preferred protocol. Superintendent Holzman communicated that he contacted and met with the two Music Student Learning Liaisons (Department Heads) on May 6 for the purpose of answering / clarifying any questions or concerns of the music department.

A motion was made by Ms. Sauer, 2nd by Ms. Johnston to approve, and move forward to the full board, the preliminary district wide staffing plan for 2019-20.

The meeting was adjourned at 6:15pm on a motion by Ms. Sauer, and 2nd by Ms. Johnston.