

Personnel Committee Meeting Monday, September 30, 2019

Meeting was called to order at 4pm by Dick Nitsch

Members Present: Meredith Sauer, Lisa Johnston

Additional Members: HR Director Joyce Greenwood-Aerts; Superintendent Mark Holzman

POWERPOINT PRESENTATION: (Informational) State, Regional and Local Teacher Staffing Trends / Data
Ms. Greenwood-Aerts shared a presentation to educate and provide information to help the committee understand teacher staffing trends and data. Key information included:

TEACHER Staffing Trends in the State of WI:

- Shortages across many disciplines / subject areas
- Increase in retirements (aging workforce)
- The number of individuals enrolled in University teacher educator programs has declined 35% over the past six years
- Increase in use of emergency credentialing / licensing has more than doubled in the past five years
 - Most common discipline using emergency credentialing: Pupil Services
- Experienced teachers in hard to fill positions are more mobile across district's
- Districts report fewer 'top tier' standout candidates for open positions

Ms. Greenwood-Aerts shared the most common strategies districts are utilizing to address teacher staffing issues. Information regarding teacher turnover demonstrated the MPSD is significantly less than the statewide average, and comparable with the turnover percentage within our region of the state.

Ms. Greenwood-Aerts then shared data specific to the MPSD as it relates to: turnover, hiring, teachers with emergency credentialing and teacher demographic information. The average years of service for all MPSD teachers is 11.8 compared to the state average of 12.6. In addition, the average age of all MPSD teachers is 42 compared to the state average of 43.3. Of no surprise, 46% of all teachers are millennials (currently age 24 - 46). For the year ending 2018-19, the average teacher salary (without benefits) was \$58,841 compared to a state average of \$55,000 (2016-17 data). Superintendent Holzman felt confident in reporting that the MPSD teacher salaries are higher than other schools in Manitowoc County.

Finally, Ms. Greenwood-Aerts shared research-based data on the factors that drive a high level of teacher engagement. The research also indicates that highly engaged teachers are directly related to student engagement which correlates to achievement and graduation rates. As a district we need to continue discussions on strategic approaches to recruit and retain teachers.

POLICY 3112 and 4112: Board-Staff Communications (new policy) (for professional and support staff)

Superintendent Holzman shared with the committee policy 3112 and 4112 as it relates to communication between staff and the Board. It is not uncommon for school districts to have such a policy and this policy aligns with the training provided during the recent board retreat. The purpose of the policy is to establish a protocol regarding employee communication for issues related to the performance of their job or responsibilities. The policy states that employees are expected to follow the chain of command. As stated in the policy, it is not meant to deny a staff member the right to appeal to the Board on important matters through established procedures (ie., employee complaint procedure/policy)

After some discussion, the committee recommended the following:

- Remove the language referencing 'failure to follow the policy may result in employee discipline'
- Define 'chain of command'
- Review similar policies from other school district's

Superintendent Holzman indicated Policy 3122 add 4112 will be revised based on the recommendations of the committee and brought back at the next Personnel Committee Meeting.

POLICY 9130: Public Requests, Suggestions, or Complaints (recommended changes to existing policy)

Superintendent Holzman shared and reviewed any suggested changes to the policy. The policy outlines the protocols to follow when a member of the public has a request, suggestion or complaint regarding a staff member, district operations/services, enrollment disputes, educational programming or instructional material. The committee supported the suggested revisions. Meredith Sauer made a motion, 2nd by Lisa Johnston to move policy 9130 forward to the full board for a 1st Read.

REVIEW OF SURVEY FROM NEW TEACHER WEEK: Informational

Ms. Greenwood-Aerts shared that 49 teachers/professionals attended New Teacher Week the week of August 19. This is the 3rd consecutive year we have surveyed those attending regarding not only their experience during new teacher week, but also their interview experience and reasons for joining the MPSD. We will use this information when planning for the 2020 New Teacher Week.

Overall the responses were very positive regarding New Teacher Week, their interview experience, and their experience thus far in the MPSD. 100% said: one month into the school year I feel I made the right decision to join the MPSD.

HEALTH INSURANCE UPDATE: Informational

Ms. Greenwood-Aerts provided the committee with an update regarding the change(s) in the MPSD Health Insurance Plan effective 1/1/20. Much work is taking place 'behind the scenes' with regard to all of the paperwork, documents, plan summaries, etc that need to be put in place due to the change in Third Party Administrators (from Anthem to UMR). Many meetings have already taken place primarily with our health insurance brokers and representatives from UMR. Employee (spouses welcome) informational meetings are scheduled for October 28 and 29. Updates included:

- Switch to UMR as the third party administrator
- Enhanced choices for in-network providers
- No change to the Manty Health and Wellness Clinic
- The addition of PT services at the Manty Clinic
- No plan design changes
- No change in pharmacy providers
- Slight increase in employee premiums
- No change in dental or vision plans or costs

TEACHER OVERLOADS: Informational

Ms. Greenwood-Aerts shared that similar to many districts, the MPSD uses teacher overloads when the number of sections / classes exceeds the normal, full time schedule of teachers in a specific content/subject area. When applicable, overloads are used at LHS and for Specials Teachers (ie, tech ed, art, music, PE, business ed, etc) . Ms. Greenwood-Aerts gave the example that at both Wilson and Washington the Tech Ed Teachers have an overload of .08 and .16 respectively. Often, overloads are used in lieu of hiring an individual for a very limited FTE level, or in lieu of cancelling a class. It is very difficult to hire / retain a teacher for a .1 or .2 FTE and generally speaking applicable teachers are willing to teach an overload. Teachers with overloads are compensated. They continue to have a prep period; however, are not assigned an extra duty. Each year the number of overloads vary. For the 2019-20 school year, we have a total of 11 teachers (out of 395) that have an overload.

The meeting adjourned at 5:50pm on a motion by Meredith Sauer and 2nd by Lisa Johnston