

Personnel Committee Meeting - May 2, 2018 5:00 pm

Committee Members Present: Pat Wilson, Kevin Bucceroni, Jill Dawson, Joyce Ellis

1. Facilities Maintenance: *The committee discussed the recent resignations in the maintenance department and the options for filling these positions. It was decided that in the area of outside grounds we will move forward with using an outside company to take care of the area around the 4 buildings to include - mulching, trimming of shrubs, 20-22 lawn cuts, irrigation work, and fertilization, etc. This will relieve the current facilities maintenance employees from that work so that they can concentrate on our athletic fields. We will monitor this closely to be sure that the other work can get completed with the staff that we currently have in place. Additionally, Mr. Newsham will remain at TC until a new foreman is hired to start July 1.*
2. Support Staff Raises who are at the maximum salary: *The committee reviewed the 2015-18 minimum and maximum salaries. It was decided that we will raise all of the minimums by 2.00%. In order to make it equitable for those hired at the minimum salary for the 2017-18 school year, they will receive their percentage increase plus an additional \$500 for the 2018-19 school year. The maximum salary will increase by 2.75%. Those employees that reach the maximum moving forward will receive a raise each year at 2%. Additionally, the committee requested to review that minimum salaries again in the fall to look into establishing new minimum salaries for those in our lowest paid positions.*
3. Non-Renewals: *The committee reviewed the specific reasons for the non-renewal of two teachers and 1 aide.*
4. Special Education Department: *Dr. Repici and Mrs. Scully reviewed the changes within the Special Education department relevant to the resignation of Mr. Cappuccio. It was communicated to the board that we will be hiring a third special education supervisor. These supervisors will be assigned to the buildings. Both the principal and Mr. Szuchy and Mrs. Scully will oversee this position. A discussion ensued about the management of Out of District tuition students. We will keep the district case manager and out of district oversight may occur by one of the supervisors. Dr. Repici explained how the other tasks Mr. Cappuccio oversees will be divided out amongst the other central office administrators. Dr. Repici also asked the committee to support the shift of adding Twilight Alternative Program Supervision to the current Supervisor of Special Projects. There was concern that the other administrators may be taking on too much and the committee asked for a report on how this is going by mid-year of next school year. We will review the effectiveness of this at that point.*
5. Exit interview with maintenance department: *Mrs. Scully shared with the committee some concerns that were brought her attention while conducting recent exit interviews. It was reported that the department feels that they have too many bosses. They also feel like everyone knows a board member and uses this as a crutch. Additionally, some maintenance employees have relatives in the department and this can be troublesome when supervising these employees.*
6. Salaries on postings: *At the request of a board member, Dr. Repici brought up the possibility of adding salaries or salary ranges to job postings. The committee did not feel this was necessary as extremely few other districts do this. They felt that if someone had questions about the potential salary they could call and get them answered.*

Respectfully Submitted,

