

Personnel Committee Meeting Minutes

November 27, 2018

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

- Review of Support Staff salaries and benefit payments
The committee reviewed the salaries and benefit contributions of each support staff member. The committee asked Mrs. Scully to prepare for the next meeting what the cost would be if we capped the benefit cost for support staff members to 19% .

The committee also looked at the starting salaries for the general office 10 and 12 month positions. It was determined that each of these positions will have a \$2,400 pay increase. Any current staff making under this will get the increase plus their percentage increase in the 2019-20 school year. All other starting salaries for support staff were reviewed and the committee felt that they were both equitable and competitive.
- Support Staff - health waiver moving forward
The committee has decided to reduce the health waiver for all support staff to \$4,000 in the 2019-20 school year to align with the waiver reduction in the teacher's contract.
- Summer Schedule
Dr. Repici reviewed the proposal to move away from our current flex time summer schedule and replace it with a 4 day work week. This 4 day work week would mean that all buildings would be closed on Fridays for 6 weeks in the summer.

The committee reviewed a request from the AV techs and Mr. Smith to be moved to 12 month employees. After looking into the amount of days and the cost, it was determined to move them to 10 month and 20 day employees. Mrs. Scully will communicate this to them and the business office.
- Registrar/Summer School Position
The committee reviewed job description for this position.
- Update on Specific Personnel Issues
The committee was updated on a recent personnel issue that has resulted in suspension with pay.
- Administrative restructuring
Dr. Repici reviewed with the board some recommendations for restructuring the central office positions and shifting some duties.