



MCCPS Board of Trustees

Personnel Committee Meeting

Published on February 2, 2022 at 5:17 PM EST

Date and Time

Monday February 7, 2022 at 7:00 PM EST

Location

Personnel Committee Meetings

Join Zoom Meeting

<https://zoom.us/j/91462514433?pwd=RVA4VnBHeWo2TE4vTW1DTzRKd3Jhdz09>

Meeting ID: 914 6251 4433

Passcode: MCCPSper

17 Lime Street

Marblehead, Massachusetts

01945

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
Opening Items			
A. Call the Meeting to Order		Artie Sullivan	2 m
B. Record Attendance and Guests		Katie Sullivan	1 m
C. Accept Remote Participation	Vote	Artie Sullivan	2 m
In light of the ongoing COVID-19 coronavirus outbreak, Governor Baker issued an emergency Order on March 12, 2020, allowing public bodies greater flexibility in utilizing technology in the conduct of meetings under the Open Meeting Law. Can we make a motion to accept this Executive Order for this meeting of the Personnel Committee, on February 7, 2022.			
D. Approve Minutes	Approve Minutes	Katie Sullivan	5 m

	Purpose	Presenter	Time
II. Old Business			7:10 PM
Personnel Committee			
A. Discussion of internal survey instrument	Discuss	John Steinberg	20 m
B. Discussion of Salary Comparison from Dec-21 Board meeting	Discuss	Artie Sullivan	10 m
C. Discussion of Faculty Tenure Program From discussion ad Dec-21 Board meeting	Discuss	Artie Sullivan	10 m
D. Personnel Committee Membership & Schedule	Discuss	Artie Sullivan	2 m
Review the committee membership needs of the Personnel Committee. Identify potential candidates for membership on the committee and the upcoming schedule.			
E. POLICY REVIEW	Discuss	Artie Sullivan	5 m
CONTINUE DISCUSSIONS OF POLICY REVIEW AS PERTAIN TO SCOPE OF PERSONNEL COMMITTEE			
1. Links to Personnel Policies			
1. Marblehead - https://www.marbleheadschoools.org/district/mps-policy-manual			
1. Scroll down to section G - Personnel			
2. Salem Personnel - https://www.salemk12.org/cms/One.aspx?portalId=268138&pageId=537199			
III. New Business			
IV. Action Items			7:57 PM
A. Review Action Items from Meeting	FYI	Katie Sullivan	5 m
Review Action Items form meeting, including who is responsible, item to be completed and time frame for status report or completion.			
V. Closing Items			8:02 PM
A. Adjourn Meeting	Vote	Artie Sullivan	5 m

Coversheet

Discussion of internal survey instrument

Section: II. Old Business
Item: A. Discussion of internal survey instrument
Purpose: Discuss
Submitted by:
Related Material: 2022 MCCPS teacher satisfaction survey.docx

2022 MCCPS teacher satisfaction survey potential questions

Scale

Strongly agree	7
Agree	6
Agree somewhat	5
Natural	4
Disagree somewhat	3
Disagree	2
Strongly disagree	1

Statements from previous surveys

~~There is a lack of trust and respect at MCCPS.~~

~~Overall I feel uncomfortable providing input and offering constructive feedback to the Head of School.~~

~~The Head of School does not foster an environment in which I can reach my fullest potential as a teacher/staff professional.~~

~~The Head of School fails to treat me with respect and dignity.~~

~~I do not feel the Head of School supports me when there are parental/student concerns.~~

~~The Head of School is not available to me.~~

I am comfortable offering constructive feedback and providing input to the Head of School.

The Head of School provides useful and effective feedback about my performance.

The Head of School works to build a positive work environment for the faculty and staff.

Teachers are empowered to make decisions that affect the school, when appropriate.

The teachers are empowered to make decisions that affect the classroom, when appropriate.

When I have concerns, the Head of School listens to me and is helpful in addressing the problem.

I trust the Head of School to deal with me fairly.

The Head of School develops a culture in which faculty/staff is reflective about their practice.

I have sufficient access to the Head of School.

Collaboration is important to the Head of School.

I can count on the Head of School to support me if I want to try something new.

The Head of School treats me with respect and dignity.

The Head of School supports innovative approaches to instruction.

The Head of School assures that plans for the safety and needs of the students are developed and executed.

I believe in the goals and objectives of this school.

New questions based on teacher feedback

The HoS is dependable and predictable in word and action

The Hos treats teachers as leaders

The HoS has honest discussions with me about contract renewal and the MCCPS pay scale.

The Head of School supports me when there are parental/student concerns.

Other questions from University of Kansas survey than we might ask

Working conditions in this school are good.

The workload is adequately balanced among the faculty members of this school.

I am satisfied with the amount of work I am expected to do.

The social contact between students and faculty is friendly.

Faculty members are friendly to one another.

I am currently involved in making decisions at the building level that affect my teaching.

I am able to make all of the important decisions about how and what I teach.

I have a great deal of control over the teaching method I use and the curriculum I teach.

I have input into the decisions that affect me directly in this school.

I generally get excellent ideas from fellow staff members.

Other questions

There is effective communication during crisis.

Crises at the school are due to unforeseeable events, not poor planning.

Coversheet

Discussion of Salary Comparison

Section: II. Old Business
Item: B. Discussion of Salary Comparison
Purpose: Discuss
Submitted by:
Related Material: Distrct Payscales, FY22.pdf
Salary Study FY20-FY22.pdf

Marblehead	Swampscott	Salem	Lynn	AVG B	Marblehead	Swampscott	Salem	Lynn	AVG M
\$50,126.00	\$48,274.00	\$49,502.00	\$47,579.00	\$48,451.67	\$55,664.00	\$52,509.00	\$52,354.00	\$51,628.00	\$53,038.75
\$52,426.00	\$51,062.00	\$51,618.00	\$49,983.00	\$50,887.67	\$58,128.00	\$55,415.00	\$54,471.00	\$54,031.00	\$55,511.25
\$54,861.00	\$53,850.00	\$53,234.00	\$52,376.00	\$53,153.33	\$60,862.00	\$58,319.00	\$56,588.00	\$56,433.00	\$58,050.50
\$57,200.00	\$56,545.00	\$55,845.00	\$54,783.00	\$55,724.33	\$63,515.00	\$61,137.00	\$58,696.00	\$58,832.00	\$60,545.00
\$59,596.00	\$59,117.00	\$57,959.00	\$57,185.00	\$58,087.00	\$66,181.00	\$63,830.00	\$60,807.00	\$61,234.00	\$63,013.00
\$62,016.00	\$61,992.00	\$60,073.00	\$59,082.00	\$60,382.33	\$68,808.00	\$66,737.00	\$62,936.00	\$63,135.00	\$65,404.00
\$64,644.00	\$65,625.00	\$62,187.00	\$61,490.00	\$63,100.67	\$71,407.00	\$69,639.00	\$65,047.00	\$65,537.00	\$67,907.50
\$67,787.00		\$64,830.00	\$63,887.00	\$64,358.50	\$74,290.00	\$72,543.00	\$67,823.00	\$67,935.00	\$70,647.75
\$73,539.00		\$67,471.00	\$66,283.00	\$66,877.00	\$77,503.00	\$76,518.00	\$70,599.00	\$70,335.00	\$73,738.75
		\$70,113.00	\$68,685.00	\$69,399.00	\$80,660.00	\$78,531.00	\$73,375.00	\$72,740.00	\$76,326.50
		\$72,755.00	\$71,084.00	\$71,919.50	\$87,256.00	\$83,359.00	\$76,151.00	\$75,139.00	\$80,476.25
		\$75,396.00		\$75,396.00			\$78,925.00		\$78,925.00
		\$76,695.00		\$76,695.00			\$80,287.00		\$80,287.00
				\$62,648.62					\$67,990.10

Position	FY20	FY21	FY22	\$ Increase 20 to 22	% Increase 20-22	
Head of School	\$125,000.00	\$127,500.00	\$130,000.00	\$5,000.00	4.00%	This color = Change in Employee
Director of Student Services	\$66,965.00	\$92,500.00	\$95,000.00	\$28,035.00	41.87%	
Principal	\$77,861.00	\$85,000.00	\$90,000.00	\$12,139.00	15.59%	
Business Manager	\$75,728.00	\$77,000.00	\$80,000.00	\$4,272.00	5.64%	
School Nurse	\$53,321.00	\$55,000.00	\$65,000.00	\$11,679.00	21.90%	Average salary Bachelors
Food Services Director	\$46,920.00	\$50,000.00	\$55,000.00	\$8,080.00	17.22%	
Director of Facilities	\$32,000.00	\$40,000.00	\$50,000.00	\$18,000.00	56.25%	
Office Manager	\$48,460.00	\$60,000.00	\$40,000.00	-\$8,460.00	-17.46%	
Admissions Coordinator	\$20,500.00	\$30,000.00	\$40,000.00	\$19,500.00	95.12%	
Maintenance Crew	\$30,000.00	\$30,000.00	\$25,000.00	-\$5,000.00	-16.67%	
School Psychologist	N/A	N/A	\$65,000.00			
Speech Language Pathologist	\$60,343.00	\$61,000.00	\$62,000.00	\$1,657.00	2.75%	
School Counselor	\$54,060.00	\$55,201.00	\$59,000.00	\$4,940.00	9.14%	
Occupational Therapist (Part Time)	\$25,000.00	\$25,000.00	\$30,000.00	\$5,000.00	20.00%	
Music Teacher	\$71,374.00	\$72,000.00	\$73,000.00	\$1,626.00	2.28%	DISTRICT
8th Grade Humanities (Chair)	\$66,998.00	\$67,000.00	\$68,680.00	\$1,682.00	2.51%	Average Salary Masters
8th Grade Math/Science (Chair)	\$64,355.00	\$67,000.00	\$68,680.00	\$4,325.00	6.72%	\$67,990.00
Inclusion Teacher	\$60,000.00	\$64,000.00	\$65,000.00	\$5,000.00	8.33%	DISTRICT
Reading Specialist	\$60,343.00	\$61,000.00	\$62,500.00	\$2,157.00	3.57%	\$62,649.00
Art Teacher	\$59,160.00	\$60,000.00	\$60,600.00	\$1,440.00	2.43%	
5th Grade Humanities	\$54,000.00	\$55,000.00	\$60,000.00	\$6,000.00	11.11%	MCCPS
6th Grade Math/Science	\$52,020.00	\$53,000.00	\$60,000.00	\$7,980.00	15.34%	Average Salary Masters
Special Education - Severe Needs	N/A	N/A	\$58,000.00			
4th Grade Math/Science	\$55,020.00	\$56,000.00	\$57,000.00	\$1,980.00	3.60%	DISTRICT
4th Grade Humanities	\$58,000.00	\$59,000.00	\$55,000.00	-\$3,000.00	-5.17%	Average salary Bachelors
PE Teacher, Athletics Coordinator	\$35,000.00	\$40,000.00	\$55,000.00	\$20,000.00	57.14%	
French Teacher	\$52,020.00	\$53,000.00	\$55,000.00	\$2,980.00	5.73%	
7th Grade Math/Science	\$52,020.00	\$53,000.00	\$54,000.00	\$1,980.00	3.81%	
7th Grade Humanities	\$57,000.00	\$58,000.00	\$54,000.00	-\$3,000.00	-5.26%	
Spanish Teacher	\$36,000.00	\$40,000.00	\$50,000.00	\$14,000.00	38.89%	
6th Grade Humanities	\$37,500.00	\$40,000.00	\$50,000.00	\$12,500.00	33.33%	
Reading Tutor (Part Time)	\$15,000.00	\$15,000.00	\$18,000.00	\$3,000.00	20.00%	

Position	FY20	FY21	FY22	\$ Increase 20 to 22	% Increase 20-22
Inclusion Teacher	N/A	N/A	\$50,000.00		
Inclusion Teacher	N/A	N/A	\$50,000.00		
Inclusion Teacher	N/A	N/A	\$50,000.00		
Inclusion Teacher	N/A	\$40,000.00	\$48,000.00		
Learning Specialist	\$23,500.00	\$30,000.00	\$36,000.00	\$12,500.00	53.19%
Learning Specialist	\$30,750.00	\$31,500.00	\$32,000.00	\$1,250.00	4.07%
Learning Specialist	\$20,500.00	\$30,000.00	\$32,000.00	\$11,500.00	56.10%
Learning Specialist	N/A	N/A	\$36,000.00		
Learning Specialist	N/A	N/A	\$32,000.00		
Learning Specialist	N/A	N/A	\$30,000.00		
Learning Specialist	N/A	N/A	\$30,000.00		
Total Teachers	\$885,810.00	\$913,000.00	\$1,024,460.00	\$138,650.00	15.65%
Total Learning Specialists	\$74,750.00	\$91,500.00	\$100,000.00	\$25,250.00	33.78%
Total Social/Emotional	\$139,403.00	\$141,201.00	\$151,000.00	\$11,597.00	8.32%
Total Support	\$231,201.00	\$265,000.00	\$275,000.00	\$43,799.00	18.94%
Total Admin	\$345,554.00	\$382,000.00	\$395,000.00	\$49,446.00	14.31%