

APPROVED



## MCCPS Board of Trustees

### Minutes

#### Personnel Committee Meeting

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##### **Date and Time**

Monday January 10, 2022 at 7:00 PM

##### **Location**

Personnel Committee Meetings

Join Zoom Meeting

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

Meeting ID: 914 6251 4433

Passcode: MCCPSper

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##### **Committee Members Present**

Artie Sullivan (remote), Jen Stoddard (remote), Katie Sullivan (remote), Peter Cheney (remote)

##### **Committee Members Absent**

John Steinberg

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#### **I. Opening Items**

##### **A. Call the Meeting to Order**

Artie Sullivan called a meeting of the Personnel Committee Committee of MCCPS Board of Trustees to order on Monday Jan 10, 2022 at 7:04 PM.

##### **B.**

## **Record Attendance and Guests**

### **C. Accept Remote Participation**

Katie Sullivan made a motion to 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. to accept this Executive Order for this meeting of the Personnel Committee, on January 10, 2022.

Peter Cheney seconded the motion.

The committee **VOTED** to approve the motion.

### **D. Approve Minutes**

Postponed to next meeting since John was not here and other members were not at last meeting to approve minutes.

## **II. Old Business**

### **A. Discussion of internal survey instrument**

Postponed to next meeting since John was not here to present.

### **B. Personnel Committee Membership & Schedule**

Personnel meeting day will change to second Monday of each month.

Parents are needed to join this committee. With fewer events on campus, meeting parents is less likely but Artie, Peter and others will try to recruit.

### **C. POLICY REVIEW**

## **III. New Business**

### **A. Discussion of Faculty Tenure Program**

At the last Board meeting there was discussion of the possibility of Faculty Tenure which arose from the discussion of the HOS contract renewal, as a way to help with teacher retention and a feeling of security. It conveys respect as well; tenured teachers have fewer evaluations; it sends a message to the teacher that their Admin. knows they can do this job. Peter asked members what our experience was with tenure in previous schools. Research needs to be gathered from other charter and area public schools. This committee is tasked with that.

Looking for: Advantages to Admin vs. Faculty. Should there be more criteria than "3 years and a day?" i.e presentation at a conference.

6A:11-6.2 Streamline Tenure: Charter Schools Administrative Code requires 5 consecutive years of effective employment

Peter Cohen will send an email out to the Charter School leadership to inquire what they do.

**B. Discussion of Salary Comparison**

Similar to Faculty Tenure question, the Board asked for 10 year comparison of "step and sequences" of sending districts and Charter schools.

**IV. Action Items**

**A. Review Action Items from Meeting**

Next meeting: Monday, Feb. 7, 2022

**V. Closing Items**

**A. Adjourn Meeting**

Peter Cheney made a motion to adjourn.

Katie Sullivan seconded the motion.

The committee **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 PM.

Respectfully Submitted,

Katie Sullivan

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**Documents used during the meeting**

*None*