

APPROVED



## MCCPS Board of Trustees

### Minutes

#### Personnel Committee Meeting

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**Date and Time**

Monday February 7, 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

17 Lime Street

Marblehead, Massachusetts

01945

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**Committee Members Present**

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

**Committee Members Absent**

John Steinberg

**Guests Present**

Molly Wright (remote), William Rockwell (remote)

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**I. Opening Items**

A.

### **Call the Meeting to Order**

Artie Sullivan called a meeting of the Personnel Committee of MCCPS Board of Trustees to order on Monday Feb 7, 2022 at 7:01 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. Can we make a motion to accept this Executive Order for this meeting of the Personnel Committee, on February 7, 2022.

Peter Cheney seconded the motion.

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

### **D. Approve Minutes**

Vote postponed to next meeting

## **II. Old Business**

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

Committee reviewed draft document of survey statements that John Steinberg shared.

Edits made:

Use either HOS or Head of School to be consistent

Add three separate statements: grade level, department level, school level

33 statements with rating scales

The faculty will be doing 3 surveys and this one will be coming out first.

Peter Cohen will send along the edits on the draft of the survey statements and ask John to do a second draft before we send it to the BoT.

### **B. Discussion of Salary Comparison**

Peter and Artie presented the four sending district wages comparison chart of teachers with Bachelor's degrees averages and Master's degrees averages, then compared to a second MCCPS salary document from FY '20 '21 '22. (See attached charts.) Peter explained the attempts over the last two years to bring compensations up to be competitive with nearby districts. This information will be shared with FinCom and then presented to the BoT at the next meeting, as was requested.

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

Peter Cohen reached out to some other Charter Schools and those that have tenure also have unions. Most schools give out one year employment agreements and MCCPS in the past has given 2 year agreements instead.

**D. Personnel Committee Membership & Schedule**

**E. POLICY REVIEW**

**III. Action Items**

**A. Review Action Items from Meeting**

Next meeting date: March 14, 2020

**IV. Closing Items**

**A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:11 PM.

Respectfully Submitted,  
Katie Sullivan

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**Documents used during the meeting**

- 2022 MCCPS teacher satisfaction survey.docx
- Distrct Payscales, FY22.pdf
- Salary Study FY20-FY22.pdf