

THE GLOUCESTER PUBLIC SCHOOLS

Our mission is for all students to be successful, engaged, lifelong learners.

Personnel Subcommittee Meeting Minutes

Tuesday, January 22, 2019

District Office Conference Room

2 Blackburn Drive, Gloucester, MA 01930

5:00 p.m.

Members Present

Melissa Teixeira Prince, Chairperson

Michelle Sweet, Vice Chairperson

Tony Gross, Member

Administration Present

Dr. Richard Safier, Superintendent

I. CALL TO ORDER – Chairperson Prince called the meeting to order at 5:00 p.m.

II. REPORTS/DELIBERATIONS/DISCUSSION

- A. Minimum Wage** – Chairperson Prince stated that as of January 1st the minimum wage increased to \$12.00 per hour. She noted that the district does not have to pay minimum wage but that it has been past practice to do so.

Dr. Safier reported that crossing guards, bus monitors and noon supervisors are making \$11.96 per hour for 2018-19. Bringing the crossing guards up to minimum wage would cost the district an additional \$138.33 per year; the bus monitors would cost an additional \$335.87 per year; and the noon supervisors would cost an additional \$529.49 per year.

In addition, Dr. Safier reported that food service substitutes are making \$11.00 per hour for 2018-19 and the recommendation is to pay them minimum wage because it is quite difficult to find substitutes for food service. This would cost the district an additional \$863.64 per year. The overall impact to move all of these groups to minimum wage would be \$1,867.33. Dr. Safier believes it is an appropriate goodwill gesture to pay these employees minimum wage.

Ms. Sweet noted that the contracts for these groups expired on June 30, 2018, and there was a discussion about paying minimum wage retroactive to January 1, 2019. Chairperson Prince suggested that the full committee discuss in Executive Session contract negotiations with the crossing guards, bus monitors, noon supervisors and food service substitutes, including how the minimum wage impacts these groups.

- B. Staff Absence Report** – Dr. Safier reviewed and the committee discussed the staff absence report for the 2017-18 school year, showing teacher sick days by school and day of the week. Chairperson Prince requested a report showing absences on

professional development days, more data on the 37 teachers who had more than 10 sick days last year, and substitute costs for sick time.

Dr. Safier reported that the Department of Education allegedly has data indicating how much face time each student has lost as a result of teacher absences. He stated that Gregg Bach has been working on verifying those numbers. Once he is confident that the numbers are valid, he will present the data to the committee.

- C. Request for Increase in Salary** – Dr. Safier reported that IT Director Grant Harris would like to raise Brenden Henry’s salary. This matter was tabled because Mr. Harris was not present to provide justification for the raise.

- D. Assistant Principal Salary Range** – Dr. Safier reviewed and the committee discussed the salary comparison spreadsheet. Chairperson Prince requested comparable information from Peabody, Manchester and Rockport, as well as other communities with the same number of students as Gloucester. She also stated that she would like to see a list of administrative contracts and when they are expiring at the next subcommittee meeting.

Finally, Dr. Safier distributed and reviewed a spreadsheet comparing central office administrative salaries in several districts.

The next meeting was scheduled for Monday, February 11, 2019 at 4:30 p.m.

III. ACTION – None.

IV. ADJOURNMENT – On a motion by Mr. Gross, seconded by Ms. Sweet, it was unanimously

VOTED: 3 in favor, 0 opposed to adjourn the Personnel Subcommittee Meeting of January 22, 2019 at 5:51 p.m.

All reference documents and reports are filed in the Superintendent’s office.

*Maria Puglisi
Recording Secretary*