

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Tuesday, January 24, 2012

Superintendent's Office

4:45 p.m.

Members Present

Melissa Teixeira, Chairperson
Tony Gross, Vice Chairperson
Jonathan Pope

Administration Present

Dr. Richard Safier, Superintendent
Assistant Superintendent Brian Tarr

I. CALL TO ORDER

Chairperson Teixeira called the meeting to order at 4:47 p.m. and stated the mission of the Gloucester Public Schools.

II. REPORTS/DELIBERATIONS/DISCUSSIONS

Salary for Assistant Superintendent Position – The DESE Advisory on School Governance states that the School Committee sets the compensation of the assistant superintendent. Chairperson Teixeira stated that the purpose of the meeting is to assist in that process. Dr. Safier stated that he would like the salary set by approximately January 28, 2012. He expects the request for the search committee to go out by January 27th, and organizational meetings would begin the week of February 13th.

Dr. Safier provided the subcommittee with the job description for the Assistant Superintendent for Curriculum, Instruction and Assessment and noted that this position is responsible for securing grants of \$3.1 million. He also provided the MASS annual superintendent survey, the average of which is \$126,510 for the assistant, as well as comparisons of North Shore assistant superintendent salaries, the average of which is \$119,056.

Dr. Safier indicated that, currently, our assistant superintendent's position for teaching and learning with an anticipated 1 percent increase is \$112,904 for FY12, and the highest paid principal is at about \$109,000. He recommends a salary for the new assistant superintendent of \$112,904 for next year.

Dr. Safier stated that \$11,709 of the total salary for the assistant superintendent is paid for out of the Title I grant. However, if the newly hired assistant superintendent does not have experience with Title I, for \$6,000 Dr. Trubisz would agree to act as a consultant for Title I for one year. She would also provide a tutorial and mentor the new assistant superintendent, should he or she choose, for that one year, and then that person would take on the full responsibilities of Title I. If the candidate prefers the option of having

Dr. Trubisz act as a consultant, then his or her salary would be \$106,904 and Dr. Trubisz would get \$6,000, and the following year the salary would be reinstated to \$112,904 if the candidate takes on the Title I responsibilities in the second year.

Dr. Safier provided a copy of Dr. Trubisz's contract, and there was a discussion about benefits and how they would differ if the candidate comes from within the district as opposed to outside the district.

Finally, Dr. Safier stated that the position has been posted and that the deadline for applicants is January 30th. He has received about a half dozen applications but expects to receive more.

III. ACTION

After discussion, on a motion by Mr. Pope, seconded by Mr. Gross, it was unanimously

VOTED: To recommend to the full School Committee that the salary range for the Assistant Superintendent be set between \$110,000 and \$120,000.

IV. EXECUTIVE SESSION – None

V. ADJOURNMENT

On a motion by Mr. Pope, seconded by Mr. Gross, it was unanimously

VOTED: To adjourn the Personnel Subcommittee Meeting of January 24, 2012 at 5:27 p.m.

Maria Puglisi
Recording Secretary