

**THE GLOUCESTER PUBLIC SCHOOLS**

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

**Personnel Subcommittee Meeting Minutes**

Tuesday, January 31, 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  
CFO Tom Markham

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**I. CALL TO ORDER**

Chairperson Teixeira called the meeting to order at 4:45 p.m. and stated the mission of the Gloucester Public Schools.

**II. REPORTS/DELIBERATIONS/DISCUSSIONS**

**Salary for Special Education Position** – Dr. Safier provided the subcommittee with a salary comparison spreadsheet, which shows salaries for Directors of Special Education (DSE) and Directors of Student Pupil Services (DSPS). The average DSE salary for Beverly, Danvers, Manchester/Essex and Salem is \$113,750. For all districts that reported a Director of Special Education, the average is \$101,446. With the towns of North Reading, Reading and Stoneham included, and the average is \$111,870. The state average for all districts that reported a DSPS is \$106,304.

There was a discussion about the number of support staff and the percentage of special needs students in the above towns and whether that relates to the DSE's salary.

Dr. Safier did not have specific information about that but stated that Gloucester is low when it comes to the number of administrative staff.

Dr. Safier indicated that with an anticipated 1 percent increase for FY12, we are looking at a salary of \$103,500 for the Director of Special Education. He recommended a salary range for the new DSE of \$103,000 to \$113,000.

Finally, Dr. Safier stated that the posting for the position closed yesterday and that he has received close to a dozen applications. Preliminary interviews will be held during the week of February 27th, with final interviews possibly being held the third week of March. Mr. Gross stated that the personality and temperament of the candidate should be an important criteria in the hiring of a new DSE.

**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 Director of Special Education be set between \$102,000 and \$112,000.

**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 31, 2012 at 4:58 p.m.

*Maria Puglisi*  
*Recording Secretary*