

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Monday, April 2, 2012

Superintendent's Conference Room – District Office

7:00 p.m.

Members Present

Melissa Teixeira, Chairperson
Tony Gross, Vice Chairperson
Jonathan Pope

Administration Present

Dr. Richard Safier, Superintendent

I. CALL TO ORDER

Chairperson Teixeira called the meeting to order at 7:04 p.m. and stated the mission of the Gloucester Public Schools.

II. REPORTS/DELIBERATIONS/DISCUSSIONS

- A. Salary for High School Principal Position** – Dr. Safier provided the subcommittee with a salary comparison chart showing salaries for North Shore high school principals ranging from \$108,070 in Stoneham to \$150,000 in Salem. He recommended a salary range for the new high school principal of \$100,000 to \$112,000. There was a discussion about benefits.

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

VOTED: 3 in favor zero opposed, to recommend to the full School Committee that the salary range for the high school principal be set between \$100,000 and \$112,000.

Dr. Safier stated that the job description is aligned with the new evaluation standards and that in the absence of an outstanding candidate who meets those qualifications, he recommends reaching out to MASS to hire an interim principal who has extensive experience and can provide us with an adequate needs assessment. Dr. Safier indicated that we may be in a position to make an appointment by early June for a July 1st start date.

- B. Superintendent Evaluation** – Chairperson Teixeira indicated that the School Committee must start the evaluation process no later than June 30th. She stated that superintendent goals were established by each of the subcommittees back in August, and those goals will be used in the new evaluation process. Chairperson Teixeira provided the subcommittee with a document describing how the open meeting law affects the superintendent evaluation process.

The subcommittee reviewed the draft “Evaluation of the Superintendent of Schools: Standards and Indicators,” and Mr. Pope reported on the past practice of evaluating the superintendent. A discussion was held on how the evaluation would be accomplished.

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

VOTED: 3 in favor zero opposed, to recommend to the full School Committee that the draft “Evaluation of the Superintendent of Schools: Standards and Indicators” as presented be used as the template for the evaluation of the superintendent for this year.

With respect to the new evaluation process, Dr. Safier noted that a discussion of the superintendent’s goals must begin by June 15th. He indicated that everything will be in place somewhere between June 15th and September 1st.

- C. Social Networking Policy** – Draft policies from MASS and MASC were reviewed by the subcommittee. Dr. Safier recommended the MASS version because it sets forth the issues and concerns regarding communication between staff and students. However, he recommended replacing the word “ignorance” with the word “unawareness.” The subcommittee also agreed to replace the word “teachers” with “staff.” There was a discussion about whether the policy would extend to volunteers, as well. Finally, a discussion was held on cell phone and Facebook communication between staff and students and adding language regarding 51A.

III. ADJOURNMENT

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

VOTED: 3 in favor zero opposed, to adjourn the Personnel Subcommittee Meeting of April 2, 2012 at 8:03 p.m.

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

Maria Puglisi, Recording Secretary