

**PERSONNEL / CONTRACT NEGOTIATIONS SUBCOMMITTEE
MEETING**

MINUTES

Monday, June 11, 2012

Kickemuit Middle School

Present

Subcommittee: John Saviano, Chair, Diana Campbell (6:30) and Paul Silva

Council 94 Negotiation Team: Karen Lynch

School Committee and Administration: Melinda Thies

John Saviano called the meeting to order at 6:09 PM.

Superintendent's Personnel Recommendations (S2012-23)

The Superintendent explained there were no major changes in department chair appointments. The new contract allows limited job-sharing; there is only one which is with the Colt Andrews nurses; it works well.

The switch from the job fair process to internal postings has gone fairly smoothly; only two other districts have also begun this process, South Kingstown and Barrington.

Department Chairs now teach 3 classes, except the Health/PE Chair who teaches 5 with no teacher leader; all chairs receive the same stipend. Teacher leaders used to teach 5 classes, and now teach 4; the rest of their time is spent doing other things of an instructional nature.

Council 94 Negotiations

The teams meet again tomorrow.

Administrators' Contracts

Melinda will prepare a spreadsheet of her recommendations. Melinda has prepared a model to equalize disparities that exist; base salaries will be equalized with additional compensation for larger schools and more responsibilities. At this time, until the evaluation system is fully implemented, there is no distinction for more successful performances.

Contracts will be for one year with a roll over option which provides security. Melinda feels administrators should be compensated after having had salary freezes; with the many openings occurring in the state, all our administrators are being recruited by other districts. Karen feels the roll over should be a School Committee decision. Melinda favors equity, fairness and evidence-based compensation. The state has established standards for administrators which is problematic until the evaluation system is fully implemented in 2014.

Adjournment

MOTION: At 6:35 PM Paul Silva motioned to adjourn; John Saviano seconded. The motion passed unanimously.

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