

Salem Public Schools – Salem School Committee
PERSONNEL SUBCOMMITTEE
Meeting Minutes
February 15, 2023

On February 15, 2023 the Personnel Subcommittee held its regular meeting in person at 29 Highland Ave., Rm. 227, Salem, MA.

Members In Attendance: Mr. Manny Cruz, Ms. Mary Manning, Dr. Kristin Pangallo

Others In Attendance: Superintendent Dr. Stephen Zrike and Dr. Jill Conrad

Call of Meeting to Order

The meeting is called to order at 5:05pm and Mr. Cruz takes a roll call.

Mr. Cruz Present (virtually)

Ms. Manning Present

Dr. Pangallo Present

MOU with STU regarding school calendar

Dr. Zrike notes there is confusing language in the contract relating to when Labor Day falls. If Labor Day falls after September 4th, the school year needs to start before Labor Day. The challenge is that some teachers in the union would like school to start after Labor Day. Ms. Ann Berman is supportive of the new school year calendar however she has received push back from other teachers in regards to the school calendar.

Dr. Zrike notes Ms. Berman plans to propose a new language that is more clear in regarding starting school after or before Labor Day. Ms. Berman plans to rewrite the language to clarify. Dr. Zrike would like to vote on this calendar no later than February 27, 2023.

Mr. Cruz notes because it is silent, is this a managerial right for the School Committee to decide the start date?

Ms. Manning notes if it mentions after the September 4th then everything after the 4th is implied.

Dr. Pangallo notes if after September 4th then the school year has to start after Labor Day.

Mr. Cruz notes the language states in any year when Labor Day occurs after September 4th in all schools unless otherwise negotiated prior to or after due to the execution of this agreement, the school year for students shall begin the Tuesday before Labor Day. In those years the work year for all teachers will begin with PD two Tuesdays before Labor Day and schools shall be closed the Friday of both weeks and on Labor Day.

Dr. Zrike is open to discussing this with Ms. Berman but with that being said, the calendar approval will be presented to the School Committee on February 27, 2023.

Dr. Pangallo recommended needing a legal standpoint regarding the MOU.

Dr. Zrike confirms Ms. Berman herself does like the calendar but believes in the spirit of the language, school should start after Labor Day.

Mr. Cruz asks Dr. Zrike if the attorney for Salem Public Schools, Mr. Colby Brunt, confirmed it is a managerial right?

Dr. Zrike notes the attorney agrees the language is not great and should be revised.

Mr. Cruz asks if we need to meet to see a finalized MOU on this agenda? If the timeline is February 27th, it has to be done next week prior to this date. Mr. Cruz confirms we should meet with Ms. Berman for an Executive Session on Wednesday, February 22nd.

Psychologist payscale

Dr. Jill Conrad notes the salary schedule regarding the CAGS degree. This is something in the Northeast and terminology that is used. An educational specialist degree known as the CAGS. Two issues related are that the school psychologist graduating with this degree vs others who have this degree. How do they fit on our salary schedule? Pay scale determination from a school psychologist. In other words, it is much more than a masters. If they have the ed specialist degree then what is the payscale? The number of credits does not add up to the credits. Value in the fact where they have the degree. This has value but a different kind of value. When it comes to these psychologists when they have this degree should we recognize it as a masters plus more. How difficult is it to recruit? Salem State University still offers the Cags. UMASS Amherst switched the CAGS program to the Ed specialist program.

Dr. Zrike notes both degrees are recognized. The masters + is based on the credits. Rethinking our pay scales should be discussed during our negotiations.

Dr. Pangallo notes people whose master's degree goes beyond the credits and sitting in the master's column should be addressed for all.

Mr. Cruz notes the psychologist payscale is similar to the nursing payscale and right now we are looking to explore the compensations for credentials and credits.

Nursing payscale

Dr. Conrad has learned some nurses have a Masters and a certification but it is not credit based, this is an exam they take. Whether or not for nurses who continue their education but rather specialized courses, some nurses have put together a proposal for courses to credits. Proposal from nurses to convert contact hours to credits.

Mr. Cruz notes if the union brings this proposal we want to understand the impact on the rest of the units as a whole. The perspective of the rest of the unit is just as important because they may be similarly situated.

Dr. Pangallo notes she would like Ms. Jane Morrissey to give her feedback on the nursing payscale as well.

Mr. Cruz notes this is on the union and we need to ask Ms. Berman to bring more staff forward. We need to know how to be a competitive district against the other district.

Good health letter regarding hiring requirement

Dr. Conrad notes the good health letter regarding hiring requirements has become problematic. Dr. Conrad notes that the Policy does state all school personnel must submit a statement of good health verifying their ability to perform duties required in their job description from a primary health care provider within 90 days of hire.

Mr. Cruz notes that this does seem like a Policy and Personnel issue so this future meeting may need to be co posted. This future meeting should be co posted so there are two members of the Policy subcommittee present as well as two members of the Personnel subcommittee present. Mr. Cruz notes the urgency of this meeting to be scheduled.

Mr. Cruz requested a motion to adjourn the meeting at 6:01pm. Dr. Pangallo made the motion. The motion was seconded by Mr. Cruz. A roll call vote was made.

Ms. Manning Yes

Dr. Pangallo Yes

Mr. Cruz Yes

Motion carries 2-0.

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & Superintendent