



## **Personnel Committee Minutes**

**Location:** Board Room in the Admin Building

**Date:** 9/18/2024

**Time:** 6:00 p.m.

### **I. Call to order**

Mrs. Linda West called to order the regular meeting of the Personnel/Curriculum Committee Meeting at 6:02 p.m. on 9/18/2024 in the board room.

### **II. Attendance**

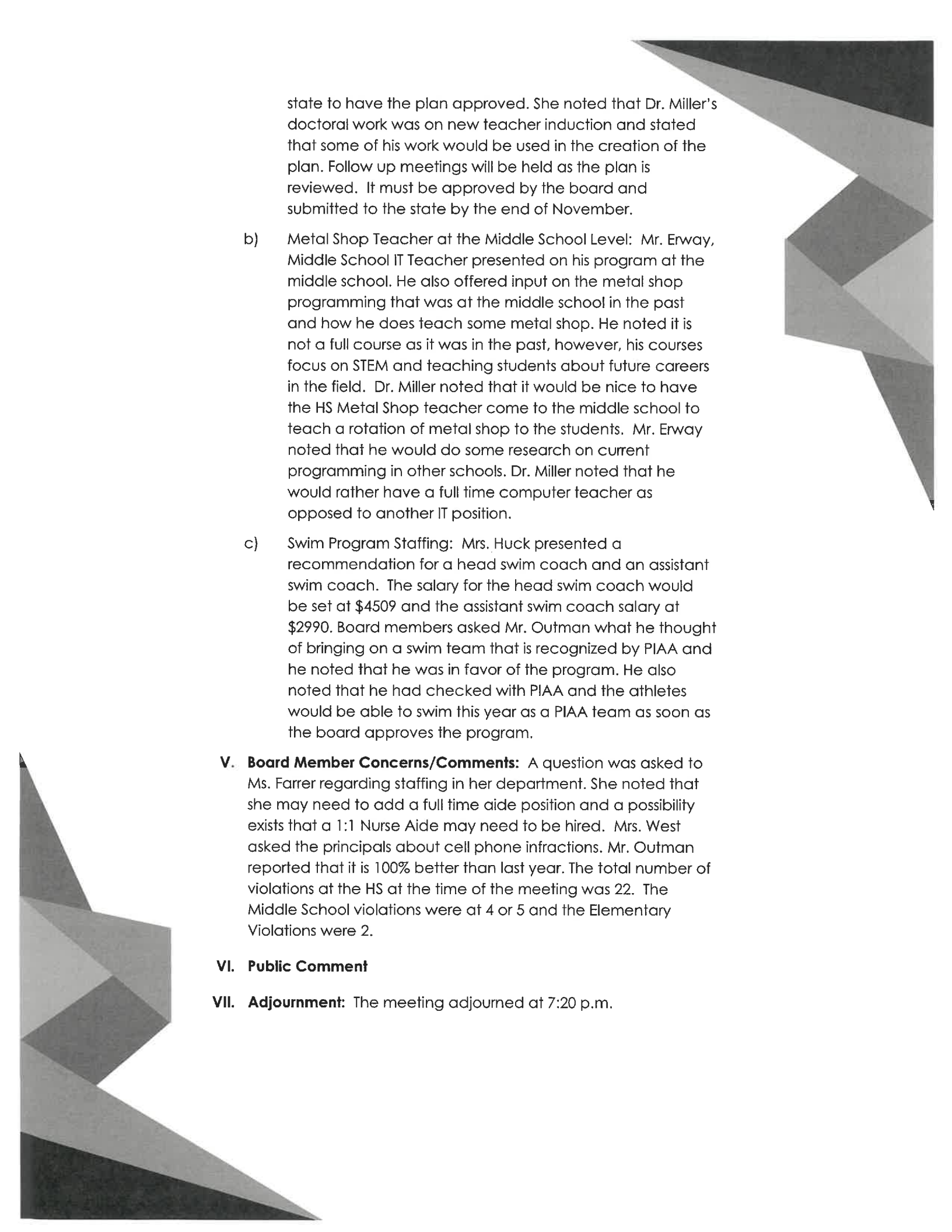
Attendee Names: Linda West, Maegan McConnell, Eric Baldwin, Jerry Curreri, Ben Miller, Tom Reese, Matt Erway, Karen Farrer, Rick Warren, Todd Outman, and Alanna Huck

### **III. Old Business**

- a) Review of staff needed for the maintenance department: Mr. Warren presented the current number of custodians and maintenance employees in his department. He noted that custodial positions are usually filled, however, substitute coverage is an issue. Mrs. Huck spoke to a conversation that she had with ESS in hopes they could perhaps find custodial subs as they are the company that is used by the district for other substitute positions. Discussion ensued regarding the need for an additional maintenance person, specifically one with HVAC Experience. Mr. Warren will present further information on what the district spends in preventative maintenance contracts vs having another full time employee in the department.

### **IV. New Business**

- a) New Teacher Induction Plan Review: Mrs. Huck presented the current new teacher induction plan to those present for review. She explained the process for submission to the



state to have the plan approved. She noted that Dr. Miller's doctoral work was on new teacher induction and stated that some of his work would be used in the creation of the plan. Follow up meetings will be held as the plan is reviewed. It must be approved by the board and submitted to the state by the end of November.

- b) Metal Shop Teacher at the Middle School Level: Mr. Erway, Middle School IT Teacher presented on his program at the middle school. He also offered input on the metal shop programming that was at the middle school in the past and how he does teach some metal shop. He noted it is not a full course as it was in the past, however, his courses focus on STEM and teaching students about future careers in the field. Dr. Miller noted that it would be nice to have the HS Metal Shop teacher come to the middle school to teach a rotation of metal shop to the students. Mr. Erway noted that he would do some research on current programming in other schools. Dr. Miller noted that he would rather have a full time computer teacher as opposed to another IT position.
- c) Swim Program Staffing: Mrs. Huck presented a recommendation for a head swim coach and an assistant swim coach. The salary for the head swim coach would be set at \$4509 and the assistant swim coach salary at \$2990. Board members asked Mr. Outman what he thought of bringing on a swim team that is recognized by PIAA and he noted that he was in favor of the program. He also noted that he had checked with PIAA and the athletes would be able to swim this year as a PIAA team as soon as the board approves the program.

**V. Board Member Concerns/Comments:** A question was asked to Ms. Farrer regarding staffing in her department. She noted that she may need to add a full time aide position and a possibility exists that a 1:1 Nurse Aide may need to be hired. Mrs. West asked the principals about cell phone infractions. Mr. Outman reported that it is 100% better than last year. The total number of violations at the HS at the time of the meeting was 22. The Middle School violations were at 4 or 5 and the Elementary Violations were 2.

**VI. Public Comment**

**VII. Adjournment:** The meeting adjourned at 7:20 p.m.