



NASHOBA Regional School Committee

Personnel Subcommittee Minutes

January 10, 2023

7:30 pm

Meeting Remotely via Zoom

Join Zoom Meeting

<https://us02web.zoom.us/j/88240068965>

Meeting ID: 882 4006 8965

I. **Call to Order** Meeting was called to order at 7:31 by Mr. Horesh.

Members in Attendance: Amy Cohen and Mike Horesh.

Guests in Attendance: Superintendent Downing.

II. **Approval of Meeting Minutes**

MOTION: Ms. Cohen moved to approve the December 19, 2022 meeting minutes. Seconded by Mr. Horesh. **Voted 2-0 AND PASSED.**

III. **Unfinished Business**

- Update on proposed salary range for Director of Innovation and Digital Learning (DIDL) position. Mr. Downing explained that the new position will be within the salary range of a Curriculum Director: \$101,251 - \$115,731 (Mr. Horesh shared the salary ranges which were approved by the SC on 1/26/2022 and are posted with meeting materials on that date.) The Curriculum Director role was previously at 2.6 FTE with up to 3 employees in the role; it will now be 3.0 FTE with 3 employees (the DIDL position will be 1 FTE). The Curricula directors report to the Assistant Superintendent of Schools. Ms. Cohen asked questions about whether the DIDL would also be responsible for instructional methodologies and not just digital learning. Mr. Horesh recommended that we amend the summary sheet showing salary to reflect that there are multiple curriculum directors.

Ms. Vivirito joined the meeting at 7:35 pm.

Ms. Vivirito stated that she supports this position as long as it flattens the leadership curve and reduces the evaluation burden for other supervisors. Ms. Vivirito also wondered if this position will be created at the expense of teachers in the classroom? Mr. Downing stated that the primary role of the DIDL will be lifting the roles of teachers in instructional technology; evaluations are on the table within the team. Ms. Vivirito asked that other SC members had inquired about how a candidate's experience with best practices in diversity, equity and inclusion will be assessed. Supt. Downing responded that his team is seeking someone who has a good understanding of different cultures and that they will rely on references to find out each candidate's experience in this area.

- Vote on Approval of Director of Digital Learning position :

MOTION: Ms. Cohen moved that the PSC endorse the creation of the Director of Innovation and Digital Learning position, as recommended by Superintendent Downing. Seconded by MS. Vivirito. **Voted 3-0 AND PASSED.**

Superintendent Downing left the meeting at 8:15 pm.

- Update on editing of SC manual - Mr. Horesh reported that the Communication and Policy subcommittees agreed to take on the revisions to the SC manual. Mr. Horesh will meet with chairs of both committees to develop a plan and report back to the PSC.
- The PSC finalized the slide deck for the February Formative Evaluation presentation.

Future Agenda Items:

IV. No items were discussed.

V. **Adjourn**

Ms. Vivirito moved to adjourn at 9:00 pm. Seconded by Ms. Cohen **VOTED 3-0 and Passed.**