

Certified Personnel Policies Committee Meeting  
Minutes  
Monday, December 19, 2022

Call to Order: 1:32 pm

In Attendance: McNulty, Watson, Burgess, Carreiro, Robinson, R. Austin, M.D. Austin, Rowlett, Dupins

I. Approval of Agenda and Minutes

- A. Minutes Nov 28
- B. Minutes Dec 7
- C. Agenda for Dec 19

*Motion for 11/28 & 12/7 minutes approval: Burgess 2nd: R. Austin, without opposition*

*Motion for Agenda approval: Carreiro 2nd: Watson, without opposition*

II. Old Business

A. Bonus/Salary

1. Board Decisions

- a) Last Tuesday (Dec the Board sent the bonus back and asked for us to focus on a salary schedule and restructuring.
- b) Board will not accept a bonus
- c) Inquired if CPPC polled the teachers

2. Rowlett Presentation of comparisons

- a) 3% including and not including over 1% last year
- b) Better for financially for district to wait until next year.
- c) McNulty clarification - If there is not a back pay for the year there is no vote to be given to the teachers.

3. Steps and Ranges to be looked at:

- a) Range 1 (BA) Steps 12-17\*
- b) Range 2 (BA+12) Steps 9-17\*
- c) Range 3 (BA+24) Steps 7-17\*
- d) Range 4 (Masters) Steps 4-17\*
- e) Range 5 (MA+15) Steps 2-17\*
- f) Range 6 (MA+30) Steps 1-17
- g) Range 7 (MA+45) Steps 1-17
- h) \* indicates different from projections from Ms. Rowlett

4. Carreiro Presentation of comparisons to 4%, 3%, and restructure suggestion of step and range formula

- a) Rowlett to confirm numbers with current data for after winter break
- b) Conversation of raise 22-23 and the restructure for 23-24

III. Adjournment - 2:50 pm

- A. Next Meeting: Wed. Jan 4 1:00 pm

*Motion: Watson 2nd: Carreiro, without opposition*