



**East Greenwich School Committee
Personnel Sub Committee**

Minutes

Date: 2/5/25

Time: 9:30 am

Place: EGPS Central Administration Offices, 111 Peirce Street, East Greenwich, RI
and
via Zoom

Subcommittee Attendees: Kevin Wright, Chair; Tim Munoz, School Committee; Briana Moody, HR Coordinator, Maggie Baker, Director of Finance, Administration and Operations; Brian Ricca, Superintendent

1. Welcome

Mr. Wright called the meeting to order at 9:31 am and thanked everyone for attending

2. Review of and potential action on recommending amendments to the personnel sub-committee charge

Mr. Wright noted that he wanted to discuss changes to the sub-committee charge, particularly to incorporate members of the community as members of the sub-committee. He further stated that he did not want to make substantive changes at this point but to make changes to ensure there were broader voices on the sub-committee

Mr. Munoz noted that he would make additional changes to the charge and agreed that the changes to the charge to ensure it is more inclusive are important. He noted personnel responsibilities changed significantly in 2021 based on state changes. He noted the need for School Committee insight into on the ground administrative decisions

Dr. Ricca agreed on the need for assistance in aligning with the broader market



Ms. Moody noted that competitiveness of salary bands is considered locally

Dr. Ricca noted that EG is neither the highest nor the lowest in salaries across the state and the importance of community member involvement to understand the challenges faced by administrators and the market

Mr. Wright noted that he was seeking to change just the membership of the subcommittee at the moment

Mr. Munoz asked if that meant a two step process with additional changes to the charge coming after the addition of those additional members and Mr. Wright agreed that it was important to include additional members before making additional changes

Members agreed that it was important to hold on other changes before those additional individuals could be added to the sub-committee

Dr. Ricca also noted that it was important in the next step to ensure that there are a strong set of job descriptions and salary bands aligned with the school budget

Mr Munoz noted that School Committees shouldn't be defining outside of the central office, and many are governed by CBAs

Dr. Ricca further emphasized the potential impact of reductions in state aid and aligning to budget as well as with staffing needs

Ms. Baker noted the importance of alignment of the community in understanding the challenges faced

Mr. Munoz and Ms. Baker noted the variety of requirements instituted by external bodies and the needs of staff and the School Committee to work within that

Mr Munoz noted the pressures faced by principals and assistant principals and the need for a dean of students to allow principals to focus more on the academic needs

Mr. Munoz recommended that the number of school committee members be up to two rather than three and Mr. Wright concurred



Mr. Munoz asked if we should specify that members be from a key external body such as a PTG president or SIT member. Mr Wright noted that those would be included in community members

Ms. Baker asked if there could be flexible or rotating language around building administrators noting the importance of other voices around the district. Mr. Wright noted that district staff could always provide additional information

Dr. Ricca noted many staff are already on many committees. Mr. Wright was unsure on allowability of rotating membership.

Mr. Munoz the need to have SEAC on each committee. It was agreed to have the Director of Student Services or their designee serve as an ex-officio member of the sub-committee

The meeting was adjourned upon motion by Mr. Munoz and seconded by Ms. Moody. Members unanimously approved.

Minutes submitted by Kevin Wright, Personnel Subcommittee Chair