



PUBLIC PERSONNEL COMMITTEE MEETING MINUTES

November 5, 2025
Virtual Meeting - 8:30 a.m.

Committee Members: Chair: Justina Ryan
Pamela Cassidy, Linda Rad, David Rizza (abs.), Beth Fiore (alt.)

Administration: Dr. Jonathan Hart, Superintendent
Jason Bohm, Business Administrator

Agenda

1. Staffing Updates

The committee discussed staffing. There have been no changes at RMS, HBS, or TBS. At WHS, we had one resignation; a temporary replacement is currently covering the position until it is filled.

Regarding short-term and FMLA coverage, we have staff in place to fill those needs and are maintaining good stability overall. In transportation, we currently have one open position and are training three new bus drivers.

2. Preschool Plan and Staff 2025-2026

The committee discussed the preschool plan, anticipated classes, and personnel for the upcoming school year.

3. Strategic Planning Proposals

We reviewed three proposals from firms to assist in developing our strategic plan. We decided to invite representatives from the School Boards Association and Judith Wilson to present to the full board before making a final decision.

4. Sub Job Fair Statistics

The substitute fair went well. We received eight applications and had five walk-in participants, making the event a success.

5. Enrollment

The committee discussed current enrollment trends. Dr. Hart noted that incoming class sizes are balanced with outgoing class sizes. Enrollment has increased slightly in Kindergarten, and with new housing developments emerging on both sides of town, we anticipate further growth.

Class sizes remain small, which is positive; however, if additional classrooms or teachers become necessary, we may face some budget constraints. Dr. Hart will provide staffing recommendations and any proposed reallocations in January or February.

6. Trends in Contract Negotiations (article as FYI only)

Dr. Hart referenced an article in *School Board Magazine* regarding trends in contract negotiations. The article notes that salary increases are averaging 3.5%, and teacher contracts are increasingly being negotiated for five years instead of the previous three-year term.

7. Personnel Matters

The committee discussed 3 personnel matters.

Agenda items: hiring staff, substitutes, Transportation Supervisor stipend, other leave approval

Next meeting December 8th at 8:30am