



MicroSociety Academy Charter School
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HR/Governance Committee Meeting Minutes
Thursday February 24, 2022

Meeting called to order at 12:31 p.m.

Present (on Zoom): Barbara, Dr. John, Cathy, Sharad, Tom D., and Amy

Amy presented the proposed updated Covid framework (Response to Covid-19 March 2022), as well as updated DHHS and Dept. of Ed. guidance regarding Covid policies, including technical advisory regarding face coverings dated Feb 23, 2022. Committee reviewed the language of the updated Covid framework and made adjustments to comply with technical advisory.

Sharad made a motion that the committee approve the updated Covid framework. Cathy seconds. All YESs, no NOs. Motion passes.

Amy will seek Executive Committee approval of the updated Covid framework so that updated policies will apply starting on March 7 (return from February break), followed by full Board approval at the March 9 meeting.

Committee discussed the asymptomatic testing program. Very few positive Covid tests from this program since the beginning of the year. Most positive Covid cases identified in school have been from testing of symptomatic students. Asymptomatic testing program takes 1-2 hours each week and takes students and staff away from instructional time.

Dr. John makes a motion to discontinue use of asymptomatic testing program. Cathy seconds. All YESs, no NOs. Motion passes. Testing of symptomatic students will continue.

Amy summarized proposed employee benefit plan changes for 2022/2023. Committee discussed proposed changes and made adjustments to recommendations to align employer contributions to dental and health plans.

Summary of proposed changes for 2022/2023:

- Increase paid sick days to 12 (up from 10)
- Offer 2 health plans next year (current plan and a higher deductible plan)
- Increase employer portion of dental plan premiums (75% of single person premium/65% of 2 person premium/55% of family premium, which will be a change from 50% employer contribution for all)

Sharad left the meeting at 1 p.m.

Cathy made a motion that the committee approve the proposed changes to employee benefits and submit them to the full Board with recommendation to approve. Dr. John seconds. All YESs, no NOs. Motion passes.

Committee suggests that Amy seek more information regarding possible changes to the short term disability plan for consideration in the following year. As of now, the short term disability plan is optional and employees can only elect to join at time of employment. Unclear if the employer were to start paying additional % of the cost of that plan would existing employees be able to change their election and start to participate. Need more details regarding increases in the employer's portion of the cost of that plan to understand potential financial impacts to school and potential benefits to employees.

Amy summarized new staff positions for next year. Will need 3 new teachers for upper school program expansion. Also proposes adding a second assistant director to assist Ex Director with all administrative duties including, but not limited to, teacher mentoring, student discipline, parent communication, staff evaluations, administrative coverage, busing and special ed/student services. Divide duties between 2 Assistant Directors by upper and lower school. Also have 2 current staff resignations for next year, so those positions need to be filled as well.

Dr. John motions to approve the proposed new staff positions, upon the condition that any staff hired for the upper school program be hired on an anticipatory basis, subject to final determination later this spring, given the uncertainty of upper school building search. Cathy seconds. All YESs, no NOs. Motion passes.

Meeting adjourned at 1:30 p.m.