
HUMAN RESOURCES COMMITTEE MEETING
MONDAY, JULY 20, 2026
NHS NORTH BOARD ROOM

A meeting of the Human Resources Committee was held at NHS North on Monday, July 20, 2026. Ms. Giglio called the meeting to order at 5:40 pm.

Present: Ms. Giglio, Ms. Raymond, Ms. Lewis, and Ms. Lopez

Also Present: Channel 99 Videographer, Dr. Andrade, Mr. Bowse

HR Update

- Mr. Bowse provides an HR update on job openings, including teacher positions, school psychologists, speech language pathologists, behavior techs, food service openings, and more.
- Ms. Giglio inquires about the two school psychologists, confirming they are district employees.
- Dr. Andrade asks about the number of special educators among the 23 teachers, and Mr. Bowse clarifies that 14.5 are intensive needs.
- Ms. Lewis asks about the time to fill positions, and Mr. Bowse mentions the applicant tracking system can provide that data.
- Ms. Raymond asks about the plan for recruitment if positions remain unfilled, and Mr. Bowse explains the challenges with elementary positions.

Personnel Recommendations and Certification Acronyms

- Ms. Giglio questions the certification acronyms, and Mr. Bowse explains the changes in licensing pathways and clarifies the acronyms: EEL (Experienced Educator License), BEL (Beginning Educator License), INT (Intern Authorization License), and SOE (Statement of Eligibility).
- Ms. Lewis asks a clarifying question about renominations vs. nominations. Mr. Bowse offers to explain renominations after the meeting.

Ms. Lewis moved, seconded by Ms. Giglio, to approve the Personnel Recommendations dated 7-20-26. Motion passes 3-0.

Head Teacher Job Description

- Mr. Bowse explains the focus on the high school level and the need to update job descriptions, outlining length of service for head teachers and the evaluation process.
- Ms. Raymond asks about the current practice and the involvement of the teachers' union in the evaluation process.
- Dr. Andrade explains the need for feedback from the board of education on the evaluation process.
- Ms. Lewis asks about the performance evaluation for head teachers and the possibility of teachers evaluating their head teachers. Mr. Bowse explains that only Administrators can evaluate, but they may ask for feedback from teachers.
- Mr. Bowse further explains the five main criteria for evaluating head teachers: effective instructional leadership, communication, timely completion of responsibilities, professionalism, and positive contribution to school culture.
- Ms. Giglio and Ms. Raymond discuss the length of service for head teachers, with Ms. Giglio supporting evaluation and Mr. Bowse open to different term lengths.
- Mr. Bowse will work on the head teacher evaluation and bring back the feedback to the next HR committee for further discussion.

Ms. Giglio moved, seconded by Ms. Lewis, to adjourn at 6:01 pm. Motion passes 3-0.

Submitted by Tara C. Kinsella