

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Executive Session

Thursday, December 12, 2013

Curriculum Center
District Central Office
1745 Main Street, Jefferson

Committee Members Present:

Lance Harris, Chair	Matthew Lindberg
Robert Imber, Vice-chair	Robert McCarthy
Scott Brown	Kenneth Mills
Thomas Curran	Christina Smith
Matthew Ehrenworth	Margaret Watson
Julianne Kelley	Charles Witkes
Sarah LaMountain	

Committee Members Absent:

Lisa Call	James Mason
William Clute	Tiffany Ralli
Stacey Jackson	Robert Remillard
Deidre Kosky	Erik Scheinfeldt

Administration Present:

Jeff Carlson, Director of Human Resources
Rebecca Petersen, Executive Secretary to the Superintendent

Chair Harris called the executive session of the School Committee to order at 9:45 PM.

Member Watson pointed out an error in the DRAFT minutes of the November 25, 2013 executive session I (vote tally on page 3). The DRAFT minutes will be corrected and approval will be on the agenda for the January 13, 2014 regular School Committee meeting.

Chair Harris provided members with a copy of the initial contract between WRSD and Dr. Thomas Pandiscio, which he suggested be used as a template when negotiating the contract with Superintendent-elect Darryll McCall (attachment 1). Chair Harris will name a three member Ad Hoc Subcommittee to Negotiate the Superintendent's Contract, which he will be one of the three members. In advance of the first meeting of that ad hoc subcommittee, Chair Harris is seeking input from the full School Committee about the terms of a contract to be negotiated with Dr. McCall. There was discussion about Dr. McCall acting as chief negotiator and what stipend would be paid in connection with such services.

Motion: To extend the meeting for twenty minutes, until 10:20 PM.

(M. Watson)
(R. Imber)

Roll call vote:

In favor:

Robert Imber
Scott Brown
Thomas Curran
Julianne Kelley
Sarah LaMountain
Matthew Lindberg
Robert McCarthy
Christina Smith
Margaret Watson
Charles Witkes

Opposed:

Matthew Ehrenworth
Kenneth Mills

Abstained:

Lance Harris

Motion passed 10-2-1.

The term of Dr. McCall's appointment was discussed. Following discussion, the consensus of the Committee would be to offer a two and a half year contract (February 1, 2014 to June 30, 2016), with a one year extension. Some discussion continued.

Motion: To offer Darryll McCall a contract term of two and a half years, February 1, 2014 to June 30, 2016, with a one year School Committee option to extend the contract to June 30, 2017.

(M. Ehrenworth)

(C. Witkes)

Roll call vote:

In favor:

Lance Harris
Robert Imber
Scott Brown
Thomas Curran
Matthew Ehrenworth
Julianne Kelley
Sarah LaMountain
Matthew Lindberg
Robert McCarthy
Kenneth Mills
Christina Smith
Margaret Watson
Charles Witkes

Opposed:

None

Motion passed unanimously.

Chair Harris will contact Attorney Naomi Stonberg with regard to Section 2-2 of attachment 1, Termination. Members had questions about good cause vs just cause.

Motion: To extend the meeting for twenty minutes, until 10:40 PM.

(M. Watson)

(R. Imber)

Roll call vote:

In favor:

Robert Imber
Scott Brown
Thomas Curran
Julianne Kelley
Sarah LaMountain
Matthew Lindberg
Robert McCarthy
Christina Smith
Margaret Watson
Charles Witkes

Opposed:

Matthew Ehrenworth
Kenneth Mills

Abstained:

Lance Harris

Motion passed 10-2-1.

The next section of attachment 1 to be considered was section 3-1 – Salary Considerations. Discussion ensued, resulting in consensus that Dr. McCall be offered a base salary of \$150,000, with an additional stipend (\$10,000) for serving as chief negotiator.

Motion: To set Dr. McCall's base salary at \$150,000, with an additional \$10,000 negotiation stipend.

(J. Kelley)

(R. Imber)

Member Smith suggested that salaries and/or stipends for negotiations paid to other superintendents be investigated and reviewed, and the School Committee make a decision about Dr. McCall's salary after considering that information. Discussion ensued.

10:32 PM Member Smith left the table.

More discussion continued.

10:33 PM Member Smith returned to the table.

Roll call vote:

In favor:

Lance Harris
Robert Imber
Scott Brown
Matthew Ehrenworth
Julianne Kelley
Sarah LaMountain
Matthew Lindberg
Robert McCarthy
Kenneth Mills
Christina Smith
Margaret Watson
Charles Witkes

Opposed:

Thomas Curran

Motion passed 12-1.

The next section of attachment 1 to be considered was section 3-2 Salary Increases. Member Witkes made the comment that perhaps there should be language in the contract that Superintendent salary increases should not exceed the highest percentage salary increase in District contracts with unions. Section 4-1 Vacation was next considered. Some members voiced the opinion that 27 vacation days seems excessive.

Motion: To reconsider the salary to be offered to Dr. McCall.

(T. Curran)
(S. LaMountain)

Motion: To extend the meeting for twenty minutes, until 11:00PM.

(M. Watson)
(T. Curran)

Roll call vote:

In favor:

Robert Imber
Scott Brown
Thomas Curran
Matthew Ehrenworth
Julianne Kelley
Sarah LaMountain
Matthew Lindberg
Robert McCarthy

Christina Smith
Margaret Watson
Charles Witkes

Opposed:
Kenneth Mills

Abstained:
Lance Harris

Motion passed 11-1-1.

Motion: To reconsider the salary to be offered to Dr. McCall.

(T. Curran)
(S. LaMountain)

Roll call vote:

In favor:
Thomas Curran
Sarah LaMountain
Kenneth Mills
Christina Smith

Opposed:
Robert Imber
Scott Brown
Julianne Kelley
Matthew Lindberg
Robert McCarthy
Margaret Watson
Charles Witkes

Abstained:
Lance Harris
Matthew Ehrenworth

Motion failed 4-7-2.

The next section of attachment 1 to be considered was section 2-2.1 Termination. There was discussion about the number of days Dr. McCall would be required to provide written notice of his intention to terminate the contract. Discussion about the 90 day requirement v a 180 day requirement ensued.

Motion: Dr. McCall be required to provide the School Committee with 180 notice of his intent to terminate his contract.

(J. Kelley)
(C. Witkes)

Roll call vote:

In favor:

Scott Brown
Thomas Curran
Matthew Ehrenworth
Julianne Kelley
Sarah LaMountain
Matthew Lindberg
Robert McCarthy
Christina Smith

Opposed:

Robert Imber
Kenneth Mills
Margaret Watson
Charles Witkes

Abstained:

Lance Harris

Motion passed 8-4-1.

Motion: To adjourn, not to return to public session.

(T. Curran)
(R. Imber)

Roll call vote:

In favor:

Lance Harris
Robert Imber
Scott Brown
Thomas Curran
Matthew Ehrenworth
Julianne Kelley
Sarah LaMountain
Matthew Lindberg
Robert McCarthy
Kenneth Mills
Christina Smith
Margaret Watson
Charles Witkes

Opposed:

None

Motion passed unanimously.

The executive session adjourned at 10:50 PM.

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Respectfully submitted,

Lance Harris
Chair

LH:rlp