

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Monday, October 17, 2016

Executive Session

Media Center  
Wachusett Regional High School  
1401 Main Street, Holden

*Wachusett Regional School District Committee*

|                          |                 |
|--------------------------|-----------------|
| Kenneth Mills, Chair     | Robert McCarthy |
| Robert Imber, Vice-chair | Steve Porter    |
| Scott Brown              | Barbara Renzoni |
| Susan Hitchcock          | Michael Rivers  |
| Stacey Jackson           | Asima Silva     |
| Sarah LaMountain         | Christina Smith |
| Matthew Lavoie           | Megan Weeks     |
| Linda Long-Bellil        | Adam Young      |

*Committee Members Absent:*

|                   |                  |
|-------------------|------------------|
| Thomas Curran     | Lauren Maldonado |
| Michael Dennis    | Jon Edward Novak |
| Harriet Fradellos | Charles Witkes   |

*Committee Members Participating Remotely:*

None

*Administration Present:*

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

Chair Mills called the executive session of the School Committee to order at 10:03 PM. He outlined meetings he and Vice-chair Imber have had with Superintendent McCall and he also reported on meetings and executive sessions of the Management Subcommittee when a contract extension for Superintendent McCall has been discussed. Chair Mills explained that the full School Committee had already voted to extend Superintendent McCall's current contract until June 30, 2018. Members were provided with a contract proposal for the period July 1, 2017 through June 30, 2020 with language suggestions provided by Attorney Joseph Bartulis (attachment 1). Members were also provided with a summary of proposed changes to the contract between the WRSD and Superintendent McCall and information about superintendent compensation in other area districts (attachments 2 & 3). Members were also provided with an article from the Commonwealth Magazine entitled *Musical chairs* (attachment 4). Chair Mills reviewed the proposed changes and explained how the proposals came about. He explained that Superintendent McCall had requested an increase in vacation days, from his current 20 days annually. Chair Mills explained that in Superintendent McCall's current contract

his available sick time is limited to 120 days, whereas other Wachusett employees have a 180 cap on sick time. Superintendent McCall has requested that the cap for accruing sick days be increased to 180, and that his available sick days be raised to 150 days, taking into consideration sick time he accrued during his tenure as a WRSD employee, with annual accrual of 15 sick days per year to the 180 day cap. Chair Mills continued his review of the proposed contract. Discussion of Article 3-1 Salary Considerations ensued.

Motion: To extend the meeting for 30 minutes, until 11:00 PM.

(R. Imber)

(A. Young)

Roll call vote:

*In favor:*

Kenneth Mills  
Scott Brown  
Susan Hitchcock  
Stacey Jackson  
Sarah LaMountain  
Matthew Lavoie  
Linda Long-Bellil  
Robert McCarthy  
Jon Edward Novak  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Christina Smith  
Megan Weeks  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

Discussion continued, with many members participating in the discussion. Chair Mills explained to those present that he and Vice-chair Imber are looking for direction from the School Committee on how to proceed with contract negotiations with Superintendent McCall. Member Young made the suggestion to incorporate the following changes into a new contract with Superintendent McCall: (a) 2% salary increase, plus another 2% salary increase if annual evaluation of the Superintendent is proficient; (b) increase vacation days by five (5), to 25 annual vacation days. Members Jackson and Long-Bellil suggested the salary increase upon proficient evaluation be 1%, rather than 2%, but that the annual salary increase would be 2.5%, rather than 2%. Discussion ensued with members indicating support of the 2.5% plus 1% salary increase proposal. Chair Mills thanked all members for this input and reported he would bring a draft employment contract, with the agreed upon edits, to Superintendent McCall for his consideration. Chair Mills is hoping to have an agreed upon contract to bring before the full School Committee, in executive session, in November and, if the full School Committee is in support of an Employment Agreement Between the Wachusett Regional School District and Dr. Darryll McCall Superintendent of Schools for the term July 1, 2017 through June 30, 2020, the

Committee would return to open session at the November meeting and vote in open session to approve the Employment Agreement. For clarification purposes, Chair Mills took a “straw poll” asking if anyone present objected to the Chair bringing the contract proposal, as discussed and edited during this executive session, to Superintendent McCall for consideration. No members objected.

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

(R. McCarthy)

(B. Renzoni)

Roll call vote:

*In favor:*

Kenneth Mills  
Scott Brown  
Susan Hitchcock  
Stacey Jackson  
Sarah LaMountain  
Matthew Lavoie  
Linda Long-Bellil  
Robert McCarthy  
Jon Edward Novak  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Christina Smith  
Megan Weeks  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

The executive session adjourned at 11:00 PM.

Respectfully submitted,

Kenneth Mills, Chair  
Wachusett Regional School District Committee

KM:rlp