

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Monday, November 28, 2016

**Executive Session II**

Media Center  
Wachusett Regional High School  
1401 Main Street, Holden

*Wachusett Regional School District Committee*

Kenneth Mills, Chair	Lauren Maldonado
Robert Imber, Vice-chair	Robert McCarthy
Scott Brown	Jon Edward Novak
Thomas Curran	Steve Porter
Michael Dennis	Barbara Renzoni
Susan Hitchcock	Michael Rivers
Harriet Fradellos	Asima Silva
Stacey Jackson	Megan Weeks
Matthew Lavoie	Charles Witkes
Linda Long-Bellil	Adam Young

*Committee Members Absent:*

Sarah LaMountain	Christina Smith
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*Committee Members Participating Remotely:*

None

*Administration Present:*

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

Chair Mills called executive session II of the School Committee to order at 9:36 PM. Chair Mills explained that Attorney Joseph Bartulis was the gentleman present at the evening's first executive session.

Chair Mills gave a brief overview of discussions that took place during the October 17, 2016 executive session and the results of the "straw poll" Chair Mills took during that executive session. Chair Mills reviewed briefly the proposed Employment Agreement between the Wachusett Regional School District and Dr. Darryll McCall Superintendent of Schools (attachment 1). Chair Mills called members' attention to the revised/updated job description for the Superintendent of Schools (attachment 2). Chair Mills explained the proposed agreement and the revised/updated job description had been reviewed by District Counsel Joseph Bartulis. Chair Mills then opened the floor to discussion of the proposed employment agreement and updated job description. When questions were raised about Article 3-1, Salary Considerations, Chair Mills explained how the School Committee had come to consensus, in executive session on October 17, 2016, about the 2.5% salary increase with an additional 1% per Agreement year if the Superintendent

achieves an average overall rating of Proficient on his annual evaluation. Vice-chair Imber was able to provide the Committee with some salary history about when Superintendent McCall was first appointed Superintendent of Schools. Many members had questions about the proposed Employment Agreement, which caused Member Brown to ask why the School Committee is back to re-debating the proposed contract with Superintendent McCall, in light of the fact those present at the October 17, 2016 executive session were in agreement with contract details discussed and reviewed at that executive session. More questions were asked. Chair Mills took the time to review the proposed contract with Superintendent McCall, highlighting changes in the language contained in Article 1-1 (Term), Article 4-1 (Vacation), Article 4-2 (Other Leaves).

Motion: To extend the meeting for 30 minutes, until 10:30 PM.

(L. Long-Bellil)  
(S. Jackson)

Roll call vote:

*In favor:*

Kenneth Mills  
Robert Imber  
Scott Brown  
Thomas Curran  
Michael Dennis  
Harriet Fradellos  
Susan Hitchcock  
Stacey Jackson  
Matthew Lavoie  
Linda Long-Bellil  
Lauren Maldonado  
Robert McCarthy  
Jon Edward Novak  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

Discussion continued. In answer to Member Novak's question about who is responsible for evaluating building principals, Chair Mills referenced Policy 5222 *Evaluation of Principals*.

Upon review of the job description for the Superintendent of Schools, suggestion was made that under Job Responsibilities, a 7.c be added, to read: "Oversees the safety and security of the District." A second suggestion was made that "Deputy Superintendent" be

added under the heading “Evaluates.” Discussion of the employment agreement and the revised job description continued, with most members of the Committee participating in the dialogue. Chair Mills explained the process to approve a contract with Superintendent McCall, which would have the full School Committee return to open session after this executive session and the full School Committee would be asked to make a motion to approve the employment contract with Dr. Darryll McCall, action to be taken in open session. Chair Mills further explained that there would be the opportunity to discuss the contract proposal in open session. Discussion continued. Member Rivers asked if Superintendent McCall could be invited into the executive session to discuss the two proposed changes to the job description. Chair Mills reported Superintendent McCall could be invited into the executive session by majority vote of the School Committee. Member Renzoni asked that the record show that during the Superintendent’s annual evaluation review, action in connection to the District Strategic Plan needs to be tied to the Superintendent’s performance and evaluation. Member Jackson did caution the Committee about holding Superintendent McCall responsible for completion of tasks that the District’s finances may prohibit.

10:24 PM Member Brown left the table.

Motion: To invite Superintendent Darryll McCall into the executive session to discuss proposed changes to the Executive Staff Job Description, Superintendent of Schools to include: Addition of 7.c under Job Responsibilities, to read: “Oversees the safety and security of the District” and addition of “Deputy Superintendent” as a position evaluated by the Superintendent of Schools, but not for the purpose of re-opening the proposed Employment Agreement between the Wachusett Regional School District and Dr. Darryll McCall Superintendent of Schools.

(R. Imber)  
(S. Jackson)

10:28 PM Member Brown returned to the table.

Some discussion of the motion ensued.

Motion: To extend the meeting for 15 minutes, until 10:45 PM.

(A. Silva)  
(R. McCarthy)

Roll call vote:

*In favor:*

Kenneth Mills  
Robert Imber  
Scott Brown  
Thomas Curran  
Michael Dennis  
Harriet Fradellos  
Susan Hitchcock  
Stacey Jackson  
Matthew Lavoie  
Linda Long-Bellil  
Lauren Maldonado

Robert McCarthy  
Jon Edward Novak  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

Roll call vote on main motion:

*In favor:*

Kenneth Mills  
Robert Imber  
Scott Brown  
Thomas Curran  
Michael Dennis  
Harriet Fradellos  
Susan Hitchcock  
Stacey Jackson  
Matthew Lavoie  
Linda Long-Bellil  
Lauren Maldonado  
Robert McCarthy  
Jon Edward Novak  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

10:31 PM Superintendent McCall was invited to join the executive session.

Chair Mills explained to Superintendent McCall the purpose for inviting him into the executive session was to discuss components of the revised job description for the Superintendent of Schools. At Chair Mills' inquiry, Superintendent McCall approved the addition of a third bullet under Job Responsibilities, Support Operations to read: 7.c "Oversees the safety and security of the District." At Chair Mills' inquiry,

Superintendent McCall approved the addition of “Deputy Superintendent” as a position evaluated by the Superintendent of Schools.

Chair Mills asked Superintendent McCall to confirm he, as Superintendent, is responsible for evaluation of building principals, as outlined in Policy 5222 *Evaluation of Principals*. Superintendent McCall confirmed he is responsible for evaluating the building principals.

10:33 PM Superintendent McCall left the executive session.

Member Novak asked if he is allowed to make a motion to modify language in the proposed Employment Agreement between the Wachusett Regional School District and Dr. Darryll McCall Superintendent of Schools, which Chair Mills confirmed he is allowed to do.

Motion: To modify language in proposed Employment Agreement between the Wachusett Regional School District and Dr. Darryll McCall Superintendent of Schools, Article 3-1 Salary Considerations, to read:

For the period commencing July 1, 2017, the Superintendent will be paid at the annual rate of \$177,676, or \$179,409 **based upon School Committee evaluation of the Superintendent’s achievement of annual goals connected to the Strategic Action Plan** ~~if he achieves an average overall rating of Proficient~~ for the 2016-2017 school year. In subsequent years of this Agreement and the one year extension, if applicable, his salary will be increased two and one half percent (2.5%) per Agreement year, with an additional 1% per Agreement year if the Superintendent achieves an average overall rating of “Proficient” for the school year ending immediately prior to the start of the next year of the Agreement.

(J. E. Novak)

(A Silva)

Discussion of the motion and the amended contract language ensued.

Motion: To extend the meeting for 15 minutes, until 11:00 PM.

(A. Young)

(S. Jackson)

Roll call vote:

*In favor:*

Robert Imber

Scott Brown

Thomas Curran

Harriet Fradellos

Stacey Jackson

Matthew Lavoie

Linda Long-Bellil

Lauren Maldonado

Jon Edward Novak

Steve Porter

Michael Rivers

Asima Silva

Megan Weeks  
Charles Witkes  
Adam Young

*Opposed:*

Michael Dennis  
Susan Hitchcock  
Robert McCarthy  
Barbara Renzoni

*Abstained:*

Kenneth Mills

The motion was approved 15-4-1.

Discussion continued.

Motion: To call the question.

Roll call vote:

*In favor:*

Kenneth Mills  
Robert Imber  
Scott Brown  
Thomas Curran  
Michael Dennis  
Harriet Fradellos  
Susan Hitchcock  
Stacey Jackson  
Matthew Lavoie  
Linda Long-Bellil  
Lauren Maldonado  
Robert McCarthy  
Jon Edward Novak  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

Roll call vote on main motion:

*In favor:*

Jon Edward Novak

*Opposed:*

Robert Imber  
Scott Brown  
Thomas Curran  
Michael Dennis  
Harriet Fradellos  
Susan Hitchcock  
Stacey Jackson  
Matthew Lavoie  
Linda Long-Bellil  
Lauren Maldonado  
Robert McCarthy  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes  
Adam Young

*Abstained:*

Kenneth Mills

The motion failed 1-18-1.

Motion: To adjourn executive session I, to return to public session.

(A. Young)

(S. Jackson)

Roll call vote:

*In favor:*

Robert Imber  
Scott Brown  
Thomas Curran  
Michael Dennis  
Harriet Fradellos  
Susan Hitchcock  
Stacey Jackson  
Linda Long-Bellil  
Lauren Maldonado  
Robert McCarthy  
Jon Edward Novak  
Steve Porter  
Barbara Renzoni  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes  
Adam Young

*Opposed:*  
Matthew Lavoie

*Abstained:*  
Kenneth Mills

The motion was approved 18-1-1.

The executive session adjourned at 10:45 PM.

Respectfully submitted,

Kenneth Mills, Chair  
Wachusett Regional School District Committee

KM:rlp