

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN * PAXTON * PRINCETON * RUTLAND * STERLING

Minutes

Special Meeting, Thursday, June 30, 2005

Executive Session

5:30 PM

Library

Central Tree Middle School, Rutland

Committee Members Present:

Alice Livdahl, Chair	Mark James
Michael Sherman, Vice-Chair	Mary Catherine Maher
Cynthia Ahearn	Kelly Maxwell
Cynthia Bazinet	Philip Mighdoll
Elizabeth Brennan	Judith Newton
Charles Capparelli	Norman Plourde
Robert Carter	Kathleen Sweeney (<i>arrived 5:40PM</i>)
Shirley Conrad (<i>arrived 5:40PM</i>)	Margaret Watson
David Gibbs	

Committee Members Absent:

John Nunnari
Cheryl Rauh

Chair Alice Livdahl called the meeting to order at 5:35 PM. Chair Livdahl introduced Attorney Naomi Stonberg and asked Vice-chair Sherman to take minutes.

Motion: To enter into executive session to conduct a strategy session in preparation for negotiations with non-union personnel and to negotiate with non-union personnel.

(M. James)
(C. Capparelli)

Roll call vote:
In favor:

Alice Livdahl
Michael Sherman
Cynthia Ahearn
Cynthia Bazinet
Elizabeth Brennan
Charles Capparelli
Robert Carter
Mark James
Mary Catherine Maher
Kelly Maxwell
Phillip Mighdoll
Judith Newton
Norman Plourde
Margaret Watson

Opposed:
David Gibbs

Motion: To limit the meeting to information gathering only.

(P. Mighdoll)
(E. Brennan)

Member Mighdoll explained that the concept was that the School Committee should not take any vote on specific terms of Dr. Pandiscio's contract this evening. Chair Livdahl stated that she had hoped that the School Committee could determine the compensation and length of the contract tonight, as Dr. Tutela was unwilling to advertise for a new principal for WRHS without agreement on these basic terms. Member Mighdoll stated his concerns that the process was moving too rapidly and there had not been sufficient time to study the relevant materials. The motion was discussed and debated.

Motion: To move the question.

(K. Maxwell)
(M. Sherman)

Roll call vote:
In favor:
Alice Livdahl

Michael Sherman
Cynthia Ahearn
Cynthia Bazinet
David Gibbs
Mark James
Mary Catherine Maher
Kelly Maxwell
Judith Newton
Norman Plourde
Margaret Watson

Opposed:

Elizabeth Brennan
Charles Capparelli
Robert Carter
Phillip Mighdoll
Kathleen Sweeney

Abstain:

Shirley Conrad

Motion passed.

Vote on Phil Mighdoll's motion:

Roll call vote:

In favor:

Elizabeth Brennan
Charles Capparelli
Robert Carter
Phillip Mighdoll
Judith Newton
Norman Plourde
Kathleen Sweeney

Opposed:

Alice Livdahl
Michael Sherman
Cynthia Ahearn
Cynthia Bazinet

Shirley Conrad
David Gibbs
Mark James
Mary Catherine Maher
Kelly Maxwell
Margaret Watson

Motion failed.

Attorney Stonberg lead a discussion of the elements of a superintendent's contract following an outline that she had prepared, which was distributed to the School Committee. She spoke particularly of termination issues explaining the difference between the "good cause" and "just cause" standards. Members questioned her about many items including the superintendent's role in collective bargaining, vacation and benefit issues and term lengths. Attorney Stonberg also reviewed the requests of Dr. Pandiscio with the committee. A discussion of compensation followed in which members pointed out that the range proposed by the search committee was \$150,000 to \$175,000. Others noted that the range had been set high to attract the most experienced. A discussion occurred concerning merit increases (favored by Attorney Stonberg) and percentage increases (not favored by Attorney Stonberg due to upcoming collective bargaining issues). Additional compensation for the superintendent's negotiation in collective bargaining was discusses.

Motion: That Dr. Pandiscio's base salary be set at \$135,000.

(M. Sherman)
(K. Maxwell)

Discussion followed.

Motion for friendly amendment: That the base compensation be increased to \$140,000.

(M. James)

The amendment was accepted by Members Sherman and Maxwell.

Roll call vote:

In favor:

Alice Livdahl

Michael Sherman
Cynthia Ahearn
Cynthia Bazinet
Elizabeth Brennan
Charles Capparelli
Robert Carter
Shirley Conrad
David Gibbs
Mark James
Mary Catherine Maher
Kelly Maxwell
Judith Newton
Norman Plourde
Kathleen Sweeney
Margaret Watson

Opposed:

Phillip Mighdoll

Motion passed.

Motion: That the term of Dr. Pandiscio's contract be from October 1, 2005 to June 30, 2007.

(D. Gibbs)

(K. Maxwell)

Questions were asked regarding the starting date and Attorney Stonberg advised the School Committee that Dr. Tutela should be involved in any discussion of an earlier starting date.

Roll call vote:

In favor:

Alice Livdahl
Michael Sherman
Cynthia Ahearn
Cynthia Bazinet
Elizabeth Brennan
Charles Capparelli
Robert Carter
David Gibbs

Mark James
Mary Catherine Maher
Kelly Maxwell
Phillip Mighdoll
Judith Newton
Norman Plourde
Kathleen Sweeney
Margaret Watson

Opposed:
None

Motion passed unanimously.

Motion: To exit executive session.

(P. Mighdoll)

The motion failed for lack of a second.

A five minute recess was taken, while Chair Livdahl called Dr. Pandiscio and Dr. Tutela to inform them of actions taken. After the brief recess, she announced that Dr, Pandiscio would accept the base compensation of \$140,000 and the term.

Motion: To direct Attorney Stonberg to prepare and initial draft of a superintendent's contract for Dr. Pandiscio for the committee to consider on at its meeting on July 11, 2005.

(M. Sherman)

(D. Gibbs)

Roll call vote:

In favor:

Alice Livdahl
Michael Sherman
Cynthia Ahearn
Cynthia Bazinet
Elizabeth Brennan
Charles Capparelli
Robert Carter
Shirley Conrad

David Gibbs
Mark James
Mary Catherine Maher
Kelly Maxwell
Phillip Mighdoll
Judith Newton
Norman Plourde
Kathleen Sweeney
Margaret Watson

Opposed:
None

Motion passed unanimously.

Motion: To exit executive session.

(C. Capparelli)
(P. Mighdoll)

Roll call vote:
In favor:

Alice Livdahl
Michael Sherman
Cynthia Ahearn
Cynthia Bazinet
Elizabeth Brennan
Charles Capparelli
Robert Carter
Shirley Conrad
David Gibbs
Mark James
Mary Catherine Maher
Kelly Maxwell
Phillip Mighdoll
Judith Newton
Norman Plourde
Kathleen Sweeney
Margaret Watson

Opposed:

None

Motion passed unanimously.

Motion: To adjourn.

(D. Gibbs)

(E. Brennan)

Voice vote passed unanimously.

Michael Sherman

Acting Secretary