

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN * PAXTON * PRINCETON * RUTLAND * STERLING

Minutes

Regular Meeting, Monday, July 11, 2005
Executive Session – Part B

9:15 PM

Library

Central Tree Middle School, Rutland

Committee Members Present:

Alice Livdahl, Chair

Michael Sherman, Vice-Chair

Cynthia Ahearn

Cynthia Bazinet

Elizabeth Brennan

Charles Capparelli

Robert Carter

David Gibbs

Mark James

Mary Catherine Maher

Kelly Maxwell

Phillip Mighdoll

Judith Newton

John Nunnari

Norman Plourde

Kathleen Sweeney

Tammy Tod

Margaret Watson

Committee Members Absent:

Cheryl Rauh

Shirley Conrad

Chair Alice Livdahl called the meeting to order at 9:15 PM. Chair Livdahl and asked Members to refer to the draft of Dr. Thomas Pandiscio's contract which was distributed as part of Dr. Tutela's July 7, 2005 Superintendent's Report.

Chair Livdahl lead a discussion of issues raised by the draft contract. Questions were raised and comments made regarding the following contract sections:

Section 1-1: The renewal period should be for one year following June 30, 2006. There was also discussion of making the renewal

provision a separate contract term, which would incorporate conditions, standards, etc.

Section 1.3: Should specify “Educator’s license”.

Section 1.4: Should not specify “chief executive officer”. The Committee thought this wording is wrong and should also be fixed in the appended job description, because the chief executive officer of the Committee is the chairman.

Section 2-1.1: Objection to “on performance indicators and professional standards” as there was a feeling that it allowed Dr. Tutela to generate a huge list of indicators and allowed his staff to point out his effectiveness, which undercut the Committee’s ability to do any meaningful evaluation. Suggestion was made to strike this phrase and just say “a mutually agreeable performance evaluation document mutually agreed to by the Committee and the Superintendent” on or before November 15th. Timing concerns were also expressed.

Section 2-1.2: Suggestion was made to change the date to August 15th because of the problem we now have when the Committee changes over on the last week of May, which results in new members being completely left out of the process. Timing concerns were also expressed.

Section 2-1.3: Question by the Committee members: Does this exclude them from the public records in the minutes? Would they be available under a freedom of information request, with which we are constantly being served?

Section 2-2.1 Suggestion by Member Carter, change to “at least ninety days (90) days.” The Committee thought that it would be better to live with a interim superintendent that someone who did not want to continue to be our superintendent. The chair reminded the Committee that Dr. Pandiscio had also asked for a shorter notice time due to the shortness of his contract

Section 3.1 Committee Member Gibbs thought this provision was confusing, because it says “annual rate” and then provides for 26 payments even though the first period is not a year . They thought it could be interpreted that we are paying him the whole \$140,000 for the first eight months.

There was much discussion over whether Dr, Pandiscio should lead the collective bargaining with the teacher’s union this year due to the size of the contract, his relative lack of previous experience in this area and the other major issues, particularly the High School construction project, that will demand his time this year. Committee members questioned paying him an additional \$10,000 if he will not serve as the chief negotiator. There is some sentiment for leaving this as an issue to be decided later by saying “if it is mutually agreed that he will do the negotiating then he will be paid \$10,000.” No decision was made.

Review of the contract ended at Section 3.1 It was agreed by consensus that the Chair would discuss the Committee’s concerns with Attorney Naomi Stonberg and report back to the Committee, and that review of the contract would continue at the next executive session.

Motion: To adjourn.

(M. Sherman)

(S. Conrad)

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

John Nunnari
Norman Plourde
Kathleen Sweeney
Tammy Tod
Margaret Watson

Opposed:
None

(Motion passed unanimously)

Meeting adjourned at 10:05 PM

Alice Livdahl
Acting Secretary