

# WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN \* PAXTON \* PRINCETON \* RUTLAND \* STERLING

## Minutes

Regular Meeting, Monday, August 8, 2005  
Executive Session: Part B

### Library

Central Tree Middle School, Rutland

#### *Committee Members Present:*

Alice Livdahl, Chair

Michael Sherman, Vice-Chair

Cynthia Ahearn

Charles Capparelli

Robert Carter

Shirley Conrad

David Gibbs

Mark James

Mary Catherine Maher

Kelly Maxwell

Philip Mighdoll

Judith Newton

John Nunnari

Norman Plourde

Kathleen Sweeney

Tammy Tod

Margaret Watson

#### *Committee Members Absent:*

Cynthia Bazinet

Elizabeth Brennan

Cheryl Rauh

Others present: District Counsel Leo McCabe and Dr. Thomas Pandiscio

Chair Alice Livdahl called Part B of the executive session to order at 9:15PM and reminded the Committee that it had been called “to conduct a strategy session in preparation for negotiations with non-union personnel and to negotiate with non-union personnel”. She explained that Dr. Pandiscio wished to address the School Committee concerning certain terms of the proposed contract under which he would serve as the District’s new superintendent. The Chair introduced Dr. Pandiscio, who identified the two areas of his concern: (1) the way his vacation days would be determined, and (2) the elimination of 90 days of the sick leave, which he had accrued as principal and wished to carry forward into the new contract.

Dr. Pandiscio stated that the vacation accrual provision was unreasonable in his opinion, because it would not allow a full vacation to be taken when he was likely to be free to take it.

Motion: To amend paragraph 4.2.1 of the proposed contract to combine the allotment of 27 days as principal and superintendent for the first year of the contract without accrual language.

Roll call vote:

In favor:

Alice Livdahl  
Michael Sherman  
Cynthia Ahearn  
Charles Capparelli  
Robert Carter  
Shirley Conrad  
David Gibbs  
Mark James  
Mary Catherine Maher  
Kelly Maxwell  
Philip Mighdoll  
Judith Newton  
John Nunnari  
Norman Plourde  
Kathleen Sweeney  
Tammy Tod  
Margaret Watson

Opposed:

None

The motion passed on a roll-call vote. The tally sheet has been lost.

Dr. Pandiscio explained to the Committee that he would not seek payment for any portion of the unused 90 days sick leave which would be carried forward, in the event he left the District due to non-renewal of his contract, his decision to seek another position, or for any other reason. He stated that he disagreed with giving up the right to these accrued sick days in exchange for having to rely on the discretion of the School Committee in the event of illness. He stated that it was customary for newly hired superintendents coming from another system to be granted an initial number of sick days and that disability benefits would not cover the first 90 days of illness. He reminded the Committee that he had an excellent history of never missing a day due to illness.

Motion: To amend paragraph 4.2.2 of the proposed contract to add back the 90 days of accrued sick leave, without any buy back and eliminating the language about the discretion of the School Committee,

Roll call vote:

In favor:

Alice Livdahl

Michael Sherman  
Cynthia Ahearn  
Charles Capparelli  
Robert Carter  
Shirley Conrad  
David Gibbs  
Mark James  
Mary Catherine Maher  
Kelly Maxwell  
Philip Mighdoll  
Judith Newton  
John Nunnari  
Norman Plourde  
Kathleen Sweeney  
Tammy Tod  
Margaret Watson

Opposed:  
None

The motion passed on a roll-call vote. The tally sheet has been lost.

Submitted by:  
Alice Livdahl