

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

**Executive Session Part II**

Monday, September 8, 2008

Cafeteria

Davis Hill Elementary School

*Committee Members Present:*

Margaret Watson, Chair	Robert Imber
John Nunnari, Vice-chair	Stacey Jackson
Cynthia Bazinet	Mark James
Robert Carter	Duncan Leith
Colleen Cipro	Michael Pantos
Shirley Conrad	Robert Pelczarski
Melinda Coyle	Norman Plourde
Steven Hammond	Joseph Sova

*Committee Members Absent:*

Thomas Ackerman	Marcie Zaharee
Michael Sherman	

*Administration Present:*

Rebecca Petersen, Executive Secretary to the Superintendent

Chair Watson called part II of the executive session of the School Committee to order at 9:32 PM.

Ad Hoc Subcommittee to Negotiate the Superintendent's Contract Chair Bazinet reported on the August 26, 2008 meeting of that subcommittee, reporting to the Committee the amicable mood of the meeting. Ad Hoc Subcommittee Chair Bazinet listed salary numbers discussed at that meeting:

\$ 154,500	current salary
\$ 17,000	negotiating stipend
\$ 4,800	market adjustment
<u>\$ 5,400</u>	car allowance
\$181,700	

Ad Hoc Subcommittee Chair Bazinet reported other details worked out by the subcommittee:

- Raises would be merit-based and capped at 3%
- The contract would be for five years (7/1/2008-6/30/2013)
- The Superintendent's current contract would be voided
- New base salary would begin 7/1/2008

There was discussion of the method(s) used to evaluate the Superintendent. In the past, Superintendent Pandiscio submitted academic goals to the Education Subcommittee in the fall. Chair Watson noted, and asked that the record reflect, that Superintendent Pandiscio has not been evaluated on goals he submitted for 2007-2008. Chair Watson reminded the School Committee, or informed those who were not aware, that Superintendent Pandiscio has not received a salary increase for FY09.

Ad Hoc Subcommittee Chair Bazinet informed the Committee that by Superintendent Pandiscio serving as the chief negotiator when bargaining with the District's eight unions, the District has saved a significant amount of money in attorney fees (when compared to fees paid by the prior administration). She also commented that during Superintendent Pandiscio's tenure, grievances brought forward by the unions have almost been eliminated.

Ad Hoc Subcommittee Chair Bazinet explained that in September of this year Superintendent Pandiscio will provide goals to the Education Subcommittee. In the spring of 2009 achievement of those goals will be reviewed and assessed and any salary adjustment, effective July 1, 2009, would be based on the Superintendent's achievement of his goals. Members voiced their opinions that the Superintendent's day-to-day performance of the duties of his job should be a part of his evaluation and should have an impact his on salary increases. A member gave his opinion that the full School Committee should be involved in setting the Superintendent's goals.

9:57 PM Member Plourde left the meeting.

It was commented that the Committee should be cautious when releasing details of a new contract to the media, in light of the current economic climate.

10:00 PM Member Jackson left the meeting.

A member's opinion is that there is a disconnect if a pay raise is only connected to educational goals.

Ad Hoc Subcommittee Chair Bazinet asked the full Committee for some direction as to how to proceed.

10:03 PM Member Bazinet left the meeting.

It was agreed that the points of contention are around goals and the evaluation process.

Chair Watson, in Ad Hoc Subcommittee Chair Bazinet's absence, once again asked the full Committee for some direction.

Motion: To extend the executive session for ten minutes, until 10:16 PM.

(M. Coyle)

(S. Conrad)

Roll call vote:

In favor:

Margaret Watson  
John Nunnari  
Robert Carter  
Colleen Cipro  
Shirley Conrad  
Melinda Coyle  
Steven Hammond  
Robert Imber  
Duncan Leith  
Michael Pantos  
Robert Pelczarski  
Joseph Sova

Opposed:

Mark James

(Motion passed 12-1)

Chair Watson explained that the Ad Hoc Subcommittee to Negotiate the Superintendent's Contract is seeking School Committee endorsement of the work they have accomplished to date.

Motion: That Superintendent Thomas Pandiscio's pay raise be tied in some manner to the satisfactory performance of his job and achievement of his yearly goals.

(S. Conrad)

(R. Carter)

Member Carter asked for a comparison of superintendent's salaries, so School Committee members can be prepared if they need to defend the Superintendent's future salary.

Member James suggested five concrete questions be asked of the Superintendent, three of the five questions being educational questions.

At the request of Chair Watson, the motion was re-read.

Roll call vote:

In favor:

John Nunnari  
Robert Carter  
Colleen Cipro  
Shirley Conrad  
Steven Hammond  
Robert Imber  
Mark James  
Duncan Leith  
Michael Pantos  
Robert Pelczarski

Joseph Sova

Opposed:  
Melinda Coyle

Abstained:  
Margaret Watson

(Motion passed 11-1-1)

Motion: To adjourn.

(D. Leith)  
(S. Hammond)

Roll call vote:

In favor:

Margaret Watson  
John Nunnari  
Robert Carter  
Colleen Cipro  
Shirley Conrad  
Melinda Coyle  
Steven Hammond  
Robert Imber  
Mark James  
Duncan Leith  
Michael Pantos  
Robert Pelczarski  
Joseph Sova

Opposed:  
None

(Motion passed 13-0)

The meeting adjourned at 10:18 PM.

Respectfully submitted,

Margaret Watson, Chair

MW:rlp