

LNSU/LNMUUSD PERSONNEL COMMITTEE MEETING  
TUESDAY, MAY 29, 2018  
GMTCC COMMUNITY EDUCATION CENTER

Board members present: Katie Orost, David Whitcomb, Jan Sander (by phone), Bill Sander (by phone), Sue Hamlyn-Prescott (by phone)

Others: Catherine Gallagher, Charleen McFarlane, Brian Schaffer, Diane Reilly, Jennifer Stevens

**Note: All votes taken are unanimous unless otherwise noted.**

1. *Call to Order, Approval of Agenda and Public Comment*

K. Orost called the meeting to order at 3:08.

**D. Whitcomb moved to approve the agenda, J. Sander seconded and the motion was passed.**

2. *Approve New LNMUUSD/LNSU Board Member from Johnson*

K. Orost said there were two applicants for the position. One applied on time and one applied after the deadline. The Johnson selectboard recommended appointing Eve Gagne, who applied on time, but also wanted the personnel committee to consider the other applicant, Lucia Green-Weiskel, an adjunct professor at Johnson State College who has a daughter entering kindergarten in the fall. Eve Gagne was previously on the high school board. K. Orost feels the personnel committee should appoint E. Gagne and encourage L. Green-Weiskel to run on the ballot in March. The person who is appointed will only serve until March.

J. Sander asked why K. Orost prefers E. Gagne. K. Orost said E. Gagne turned in her paperwork on time and she used to serve on the high school board. C. Gallagher said she agrees with K. Orost. We hold people to standards regarding when they submit their applications. E. Gagne had her letter in the first day we posted the vacancy. She knows the PreK-12 system. She has a child who is in high school now. The other applicant can run in March if she desires. J. Sander said she agrees on getting paperwork in on time.

**J. Sander moved to appoint Eve Gagne as an LNMUUSD/LNSU board member, seconded by B. Sander, and the motion was passed.**

3. *Approve LNMUUSD PBL Coach New Hire*

C. Gallagher said Lori Lisai applied for the PBL Coach position. The position serves grades 7-12 and ultimately will probably serve elementary students as well. L. Lisai is known to us and is very skilled. It was the unanimous decision of the hiring committee to move her forward.

**B. Sander moved and D. Whitcomb seconded to approve hiring Lori Lisai for the PBL Coach position.**

C. McFarlane said L. Lisai would be at M45, Step 2, making \$68,111. The person she is replacing made \$39,545. C. Gallagher said the person who is leaving just served the high school but L. Lisai will serve the high school, middle school and tech center. B. Schaffer

and C. Gallagher pointed out that L. Lisai will continue to be paid the same amount in this new position that she is currently being paid as a teacher.

**The motion was passed.**

4. ***Approve LNSU/LNMMUUSD 21<sup>st</sup> Century Director Hire***

Administration recommends hiring Tommy O'Connor to replace Teresa Bedell as 21<sup>st</sup> Century Director. The person in this position is responsible for after school and summer programs in all the schools.

**D. Whitcomb moved and J. Sander seconded to approve hiring Tommy O'Connor as 21<sup>st</sup> Century Director.**

C. McFarlane said T. O'Connor would be paid \$54,815. Of that, \$43,852 is grant funded. **The motion was passed.**

5. ***Approve LUHS Administrative Assistant Hire and Pay Rate***

B. Schaffer said Linda St. Cyr is retiring. HR and finance helped to review applicants for her position. The recommendation is to hire Jean Fasciana, who recently moved to Vermont. She has served as an administrative assistant at a larger school in New Jersey and has positive references. Following the selection process C. McFarlane sat down with union co-president Darcey Fletcher to negotiate a starting salary of \$19.57 per hour (Column 6, Step 17.) There will be a savings over what we paid L. St. Cyr.

**B. Sander moved and J. Sander seconded to approve hiring Jean Fasciana as Administrative Assistant at the rate of \$19.57 per hour.**

C. McFarlane said J. Fasciana will make \$38,162 per year. L. St. Cyr made \$49,472. **The motion was passed.**

6. ***Approve .5 FTE LUHS Biology Teacher Hire***

B. Schaffer said Amber Carbine-March and Kim Hoffman are Rowland Fellows. They will get money to investigate a hypothesis related to school improvement. While they are studying there will be a .5 biology teacher vacancy. The recommendation to fill the position is Karalyn Burke, who has been at the middle school. She interviewed well and did well in front of students. The Rowland Foundation will pay for this position.

**B. Sander moved and J. Sander seconded to approve hiring Karalyn Burke for a .5 biology teacher position.**

B. Sander asked how long the position will last. B. Schaffer said it is a one year non-renewable position. **The motion was passed.**

7. ***Approve LUHS Math Teacher Hire***

B. Schaffer said a sign of a healthy rural school system is when graduates come back to teach. Olivia Bryce graduated from LUHS in 2014 and went to St. Michael's. She had some practicum experience here and has substitute taught here. She is the recommended hire for the math teacher position. She would start at Column B, Step 1 (\$36,958.)

**J. Sander moved and B. Sander seconded to approve hiring Olivia Bryce for the LUHS math teacher position.**

C. McFarlane said the salary for the person she is replacing was \$37,634. **The motion was passed.** (B. Schaffer left at 3:29.)

8. ***Approve .4 FTE WES Library/Media Specialist Hire***

C. McFarlane said Robin Wright is the recommendation for the .4 Library Media Specialist position. She is retiring as Hyde Park Elementary nurse. She is dually endorsed and has the proper endorsement. The person she is replacing made \$19,622 and R. Wright

would make .4 of her current salary which comes out to \$27,053. (*S. Hamlyn-Prescott joined the meeting by phone at 3:30.*)

J. Sander said she worked with R. Wright for many years at Hyde Park and she would recommend her.

There was discussion about the fact that Cambridge board members cannot vote on elementary issues and whether that meant there were not enough other committee members for a valid vote. C. Gallagher said she believes as long as a quorum of the whole committee is present it doesn't matter how many can vote on this motion. She said it is important to approve all these hiring decisions so we don't lose candidates.

**K. Orost moved to approve hiring Robin Wright as a .4 Library Media Specialist and to explain to the full board that the committee voted on this even though a quorum of non-Cambridge members was not present because the candidate could be lost without a timely hiring decision, D. Whitcomb seconded and the motion was passed.**

9. *Approve JES Nurse Hire*

C. McFarlane said the recommendation is to hire Megan Treadwell as school nurse for Johnson Elementary. She has 5 years experience at Copley and UVM. She would start at B30, Step 6 (\$45,458.)

S. Hamlyn-Prescott asked if it makes a difference that she has an associate's degree and not a bachelor's. C. McFarlane said the master agreement says a nurse with an associate's degree is still B level. But she does have a bachelor's in a different field.

**K. Orost to approve hiring Megan Treadwell as school nurse for Johnson Elementary School and to explain to the full board that the committee voted on this even though a quorum of non-Cambridge members was not present because the candidate could be lost without a timely hiring decision, D. Whitcomb seconded and the motion was passed.**

C. McFarlane said the person she is replacing had a salary of \$54,697 so there will be savings.

10. *Approve HPES 5<sup>th</sup> Grade Teacher Hire*

D. Reilly recommended hiring Nolan Frey for the 5<sup>th</sup> grade teaching position at HPES. He taught 3<sup>rd</sup> grade there this year. He has a great relationship with kids. Five parents of kids in his current class have sent positive letters about him. This is his second year teaching. He would be replacing Amy Tatro. C. McFarlane said there will be savings of \$20K for his salary compared to A. Tatro's.

**K. Orost to approve hiring Nolan Frey as a 5<sup>th</sup> grade teacher for Hyde Park Elementary School and to explain to the full board that the committee voted on this even though a quorum of non-Cambridge members was not present because the candidate could be lost without a timely hiring decision, D. Whitcomb seconded and the motion was passed.**

**11. Approve LNSU SLP Hire for HPES**

J. Stevens said the .4 PreK and the 1.0 K-6 SLP positions at Hyde Park were combined into a 1.0 PreK-6 SLP position. Her recommendation is to hire Stephanie Wilson at Master's 15, Step 8 (\$49,154.) She had good recommendations from her current employer. Cambridge members are able to vote on this position because it is an LNSU position.

**S. Hamlyn-Prescott moved and D. Whitcomb seconded to approve hiring Stephanie Wilson as an LNSU Speech-Language Pathologist for Hyde Park Elementary School.** C. McFarlane said she would make \$56,032. The person she is replacing made \$56,545. **The motion was passed.**

**12. Approve LNSU SPED Hire for ECS**

J. Stevens said there are two vacancies at ECS. She recommends hiring Pamela Fox, a special educator moving from Iowa. Her license has been transferred to Vermont. She would come in at Master's 45, Step 6 (\$51,371.)

**S. Hamlyn-Prescott moved to approve hiring Pamela Fox as an LNSU special educator for Eden Central School, D. Whitcomb seconded and the motion was passed.**

**13. Other Business**

K. Orost asked that for all new teacher hires the committee be given the names and salaries of the person recommended for hiring and the person being replaced.

**14. Adjourn**

**B. Sander moved to adjourn at 3:45, D. Whitcomb seconded and the motion was passed.**

*Minutes submitted by Donna Griffiths*