

LAMOILLE NORTH MODIFIED UNIFIED UNION BOARD
PERSONNEL COMMITTEE MEETING
TUESDAY, NOVEMBER 1, 2017
LUHS LIBRARY

Board members present: Mark Nielsen, Bill Sander, Sue Hamlyn-Prescott, Chasity Fagnant,
Others: Wendy Savery, Charleen McFarlane

Note: All votes taken are unanimous unless otherwise noted.

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

S. Hamlyn-Prescott called the meeting to order at 5:41.

M. Nielsen moved to approve the agenda and the motion was seconded and passed.

2. *Approval of Middle School Teacher Transfer to Middle School Math Specialist Position*

C. McFarlane said the recommendation is to transfer Jim Roy to the math specialist position. W. Savery said J. Roy has been a long term math teacher at the middle school. He has thought in the past about doing this and now he wants to transition into the specialist position, starting on Monday.

B. Sander asked if there is any salary difference. C. McFarlane said no; it is a lateral move with the same salary.

B. Sander moved to approve Jim Roy's transfer to the middle school math specialist position and the motion was seconded. B. Sander said he wonders why board approval is needed for a lateral transfer with no change in salary. C. McFarlane said the master agreement says voluntary transfers need to be approved by the board. **The motion was passed.**

3. *Approval of Middle School Math Teacher Hire*

The recommendation to replace Jim Roy in the math teacher position is Jennifer Clark. Based on her experience and transcripts her recommended placement is B30 Step 8. W. Savery described J. Clark's background and experience. She said she had explained to J. Clark that any first year teacher is on probation and may not be continued after the first year if there are any issues.

C. Fagnant asked if the members of Team Alpha liked her. W. Savery said they met her. They felt good about her qualifications in math but they are upset about the sudden staffing change. A couple of the teachers had asked that Denise Maurice be put in that position, but she is too busy to take on a math teaching position.

S. Hamlyn-Prescott, under the impression that a motion to approve the hire had already been made, moved to amend the motion to approve hiring J. Clark for a one-year non-renewable position, with board approval to be sought later in the year if W. Savery wishes to keep her in the position after this year.

W. Savery said she is not sure J. Clark would accept the position in that case.

B. Sander asked what the practical difference is between hiring someone for a one-year non-renewable position and hiring someone for a permanent position with a one-year probation

period. W. Savery said hiring her for a one-year position gives the message that we don't trust her to do a good job and that she will be done at the end of the year unless we decide differently.

S. Hamlyn-Prescott said normally when we hire someone this late in the season we do a one-year non-renewable hire. Doing that in this case would be more consistent with what we normally do. W. Savery said she feels an exception is appropriate this time due to the difficulty we have had finding math teachers. If J. Clark didn't accept the position she would have to put a substitute who may have no math knowledge in that position. She has no other qualified applicants in the pool. She doesn't want to take the chance that J. Clark will turn the position down. It has taken since April to get a math specialist. S. Hamlyn-Prescott said she still feels we should be consistent with past practice. She doesn't want to set a precedent going forward. W. Savery said there are always exceptions for special situations and she feels this situation qualifies. If J. Clark turns the position down it would be hard to find someone else. It would be a great disservice to students. She and C. Gallagher both feel it is appropriate to hire her permanently with a probationary period.

B. Sander seconded the motion to make the position a one-year non-renewable position. The motion failed with one vote in favor.

The committee voted on the original motion they believed had been made, to approve hiring Jennifer Clark for a math position as a regular hire. The motion was passed with one opposed.

3. *Approval of High School Library Aide Pay Rate*

C. McFarlane said administration's recommendation is to place Jennifer Huffman Martin at a Step 2 based on her education and experience. The pay for Step 2 is \$12.20 per hour, compared to the base rate of \$11.84. C. McFarlane described her education and experience.

B. Sander moved to approve hiring Jennifer Huffman Martin at Step 2 (\$12.20 per hour) for the library aide position and the motion was seconded.

S. Hamlyn-Prescott asked if this has gone to the support staff representative and if there are there any issues for the association. C. McFarlane said she talked with a support staff person and let the association co-president know this was being brought forward. There were no objections.

B. Sander asked if this is any deviation from normal practice. Does J. Martin's experience warrant this? C. McFarlane said yes. B. Sander asked, we are not choosing a higher step than base just because we can't find anyone to work at the normal rate? C. McFarlane said no. B. Sander asked, this doesn't need a side letter? C. McFarlane said no, just board action.

The motion was passed.

5. *Adjourn*

B. Sander moved to adjourn at 6:00 and the motion was seconded and passed.

Minutes submitted by Donna Griffiths