

LAMOILLE NORTH SUPERVISORY UNION BOARD
EXECUTIVE COMMITTEE MEETING
THURSDAY, APRIL 7, 2016
LNSU CENTRAL OFFICE 96 CRICKET HILL ROAD

Board members present: Belvidere – Pam McKenna; Cambridge – Mark Stebbins; Eden – Jeff Hunsberger; Hyde Park – Raven Walters; Johnson – Katie Orost; LUSD #18 – David Whitcomb, Balu Raman; Waterville – none. Others: Joe Ciccolo, Charleen McFarlane, Marilyn Frederick

Note: All votes taken are unanimous unless otherwise noted.

1. *Call to Order and Approval of Agenda*

D. Whitcomb called the meeting to order at 4:04.

J. Hunsberger moved to approve the agenda, M. Stebbins seconded and the motion was passed.

2. *Response to Superintendent's Letter of Resignation*

M. Frederick passed out a timeline of events related to the superintendent evaluation. According to past minutes, the charge of the committee was to facilitate the evaluation process, not to do the evaluation. The board approved raises for M. Frederick and E. Beatty in November, but that was not talked about in terms of merit. In early February a certified letter was sent notifying E. Beatty of the board's decision to non-renew her contract and another letter was hand delivered.

J. Hunsberger moved to enter executive session to discuss a contract issue, with M. Frederick and J. Ciccolo remaining, K. Orost seconded, the motion was passed and the committee entered executive session at 4:16. At 4:40, Pam McKenna arrived and joined the executive session. The committee came out of executive session at 4:51.

J. Hunsberger moved to recommend to the full board that the board pay E. Beatty the \$8,199.19 which will compensate her for her time and accrued vacation days up until April 10, M. Stebbins seconded, and the motion was passed with R. Walters opposed.

3. *Interim Co-Superintendent Compensation*

M. Frederick said subsequent to the LNSU board's decision to appoint C. Gallagher and J. Ciccolo interim co-superintendents the Eden board agreed to release J. Ciccolo from 10% of his contracted time as Eden principal with the idea that that could be revisited if more time turned out to be necessary. LNSU would pay Eden for 10% of J. Ciccolo's time. Ten percent of his salary for the remainder of the year equals \$2,072.84. There is also the potential for additional compensation for the co-superintendents during that time. C. Gallagher couldn't be here today. She has requested no additional compensation through June 30. She certainly would want different compensation starting July 1.

J. Ciccolo said this is something of a superintendency-in-training for C. Gallagher. She has a full time job and we will be looking for a person to replace her in that position. He

is looking at his role as co-superintendent/mentor. The last time he was a mentor to a superintendent he was hired for 50 hours at \$100/hour. There are only 58 days left to the school year. He would think somewhere between \$3K and \$5K makes sense as a stipend. He can't do it hourly or by project code. There are times it will be done by phone and times he will be at nighttime meetings. The hiring process is starting now. He would hope his experience with hiring and final interviews would be helpful. He has helped bring quality people to the SU. He feels it is appropriate for him to get a stipend for his superintendent duties because of his professionalism and his experience. We will not have to bring a consultant from outside.

K. Orost asked if he and C. Gallagher have worked out a plan for who will cover what. J. Ciccolo said yes, but they haven't finished it. He has told his school that Monday mornings he will start here. C. Gallagher and he will have an AdCo meeting soon to explain the hierarchy to the principals.

M. Frederick said J. Ciccolo's salary was \$107,532 when he was superintendent. Applying that salary for 10% of his time for 50 days results in a figure of \$405.80. There could be a bit of an adjustment to make it for 58 days rather than 50.

M. Stebbins asked if there is a way J. Ciccolo will be able to make sure he is only spending 10% of his time on superintendent duties and not putting in 90% of his principal time at Eden and 40% more on top of that as superintendent.

J. Hunsberger said if it turns out there is a higher demand on J. Ciccolo's time he and the Eden board will need to have a conversation about it.

M. Frederick said she thinks C. Gallagher was looking at J. Ciccolo's role as more of a mentor if she needs advice. She doesn't think the expectation was that J. Ciccolo would have to attend meetings. C. McFarlane said she didn't get the idea C. Gallagher was thinking of J. Ciccolo as a mentor. C. Gallagher is definitely moving on things.

C. McFarlane is interested in the scope of the work expected. Is the board expecting someone to visit all the schools regularly or just be available if issues arise? Would both co-superintendents go to all board meetings or split them?

J. Hunsberger asked if it would make sense to keep J. Ciccolo at \$100/hr for the superintendent work he is doing. M. Frederick said she thinks that is way too much.

C. McFarlane said we had a similar scenario with Sue Cano. One time she was acting superintendent for 3 months. She vacated her regular position and there was an acting Director of Student Support Services. A couple years later we had a superintendent vacancy and the board just approved S. Cano signing things. Those are the 2 extremes. C. McFarlane could make a recommendation on the scope of work. She would suggest what is needed is signing documents and also being available to principals when issues arise between now and June 30. We have strong principals. There is not much concern about things falling apart. She does not think going and visiting all the schools is necessary.

The interim superintendent could attend board meetings as needed. S. Cano received no compensation to sign forms as superintendent. When she was a full-time acting superintendent her compensation went from \$86K to \$95K (pro-rated) and reverted back to \$86K when she was done.

M. Frederick said she thinks what is needed from an interim superintendent depends on what sort of things happen. If something major happens in a district from now until the end of the year then we would have to revisit it.

J. Ciccolo said it sounds like it's not really necessary to use him. He knows what the job entails and he is not happy about doing it for \$405 dollars. If it works better for the district, C. Gallagher alone can be the interim. M. Frederick and C. McFarlane said C. Gallagher indicated that she would be comfortable with that.

J. Hunsberger asked, what if we had C. Gallagher be the interim superintendent with J. Ciccolo providing some amount of contracted support for her? Is that necessary?

C. McFarlane said she doesn't know how C. Gallagher and J. Ciccolo broke out what they each would do. She wasn't recommending eliminating the co-superintendency.

J. Hunsberger said he thought C. Gallagher would do most of the internal work and J. Ciccolo would do public relations, supporting boards and families. M. Frederick said she thinks C. Gallagher can go to whatever meetings she wants to but she doesn't need to go to community events. M. Frederick goes to all the board meetings.

J. Hunsberger asked if we want to use J. Ciccolo as consultant or mentor. K. Orost said we already put it out to the public that we would have co-superintendents.

R. Walters said when she's new in a job she doesn't always know what she doesn't know. J. Ciccolo knows what things need to be known. C. McFarlane said as assistant to the superintendent she saw what responsibilities C. Gallagher was handed. E. Beatty took advantage of C. Gallagher's expertise in dealing with investigations, etc. She thinks C. Gallagher has a good handle on what that work entails.

R. Walters said another piece is that C. Gallagher has another full-time job. C. McFarlane said that is why she suggests limiting the scope of the interim superintendent's work – not going to things like Red Clover Night or visiting schools.

D. Whitcomb said this will be the decision of the full board. He is concerned with this whole issue because he lives in a town that fought hard to get a full time principal. If the principal is down at the superintendent's office, people will ask what Eden needs a full time principal for.

J. Hunsberger said he doesn't think it is fair to ask J. Ciccolo to do the work without compensating him something for it. But it is beyond his expertise to come up with a recommendation. R. Walters said she agrees that it is unfair not to compensate him.

J. Ciccolo said he thought the board wanted to get back to where we were when he was superintendent, with the superintendent being at public functions, etc. He is not interested in being in the position for \$405. The board would get more than what that is worth from him.

M. Frederick said C. Gallagher texted to say that she does not expect additional compensation and is willing to serve as interim superintendent alone, as long as M. Frederick is there.

J. Hunsberger said M. Frederick will have to spend part of her time training the new business manager. M. Frederick said training the new person also frees up some of her time. Much of the training involves having the new person sit with various finance department employees other than M. Frederick.

K. Orost said we have co-superintendents until the next full board meeting. J. Ciccolo said he will decline the co-superintendent position.

D. Whitcomb asked if J. Ciccolo would be available in an emergency situation. J. Ciccolo said he will be willing to help by phone.

C. McFarlane said the full board will want to set C. Gallagher's salary for next year at its next meeting.

3. ***Teacher Contract Negotiations Update***

R. Walters moved to go into executive session to discuss teacher contract negotiations, M. Stebbins seconded, the motion was passed and the committee entered executive session at 5:22, inviting M. Frederick and C. McFarlane to remain. The committee came out of executive session at 5:27.

4. ***Interim Superintendent Compensation***

M. Frederick said C. Gallagher wants to make sure there is additional compensation for her next year. C. McFarlane said she also wants a clause saying she can come back to her Student Support Services position.

5. ***Adjourn***

MOTION: J. Hunsberger moved and R. Walters seconded to adjourn at 5:28, and the motion passed.

Respectfully submitted by,
Donna E. Griffiths