

Regional School District 13
Board of Education
Human Resources Committee
Minutes of the meeting on June 10th, 2015

Committee members present: Committee Chairperson Nancy Boyle, Kerrie Flanagan, Anthony Onofreo
Administrators present: Superintendent Kathryn Veronesi
Others present: Carl Stoup, Chuck Stengel, Francis Willett

Mrs. Boyle called the meeting to order at 6:40 PM in the Central Office conference room.

Public comment: None

Approval of agenda: *Motion Mrs. Flanagan, second Dr. Onofreo to approve the agenda. By a voice vote with all in favor, the motion passed.*

Approval of minutes: *Motion Mrs. Flanagan, second Dr. Onofreo to approve the minutes of the meeting on May 6th, 2015. By a voice vote with all in favor, the motion passed.*

Superintendent's Update:

Staffing changes:

- six retiring teachers, representing 140 years of combined service to the District, will be publicly recognized at the full BOE meeting;
- one voluntary transfer will occur from the Contemporary to the ID Program;
- some movement of non-tenured staff can also be anticipated;
- for the 16/17 school year, declining enrollment may necessitate moves even among tenured staff;
- staffing will be impacted by a move of the operations from Korn to Brewster;
- discussion of the process for staff reductions with union representatives has begun;
- acknowledging the sensitive nature of moving teachers, the intent to minimize stress was made clear;
- a decision can be expected next week on the finalist for Terry's Central Office position.

Non-union Employee Update:

- Dr. Veronesi distributed a spreadsheet listing non-union employees and their respective compensation details;
- individual reviews began last year, with a standard 3% increase for each employee included in the budget;
- no examples of merit-based pay increases could be found among other school districts in the state;
- lengthy discussion on District 13 precedent regarding across-the-board vs. individual performance-based pay increases;
- Dr. Veronesi recommended against changes to the already budgeted increases;
- past practice will be researched with discussion to resume at the next HRC meeting.

Due to the regularly scheduled meeting of the full Board immediately following, the remaining agenda items could not be covered and will appear on the next HRC meeting agenda.

The next meeting of the HRC was not established.

Motion Mrs. Flanagan, second Dr. Onofreo to adjourn. By a voice vote with all in favor, the meeting was adjourned at 7:22 PM.

Anthony Onofreo