

Regional School District 13
Board of Education
Human Resources Committee
Minutes of the meeting of May 14, 2014

Committee members present: Committee Chairperson Nancy Boyle, Bob Fulton, Kerrie Flanagan, Anthony Onofreo

Committee Members absent: Eileen Buckheit

Administrators present: Superintendent of Schools Kathryn Veronesi

Others present: none

Mrs. Boyle called the meeting to order at 6:30 pm in the conference room at John Lyman School.

Public comment: As there were no members of the public present, there was no public comment.

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

Approval of minutes: *Motion Mr. Fulton, second Dr. Onofreo to approve the minutes of the meeting on the 6th of January 2014. By a voice vote with all in favor, the motion passed.*

Update on Central Office End of Year Review Process, Schedule and Format: Dr. Veronesi, in collaboration with Ron Melnik, Amy Emory, and Linda Berry, will utilize the rubric introduced by Dr. Perlini for this evaluation cycle with an emphasis on self-appraisal, but will look to amend and calibrate it as they establish consistent standards that will ultimately be the basis for individual compensation changes. Mrs. Boyle commented that there previously had not been a format to evaluate all employees, particularly those not physically present in Central Office, and the modifications to the Organizational Chart would facilitate this review process. The Human Resources Committee will meet on June 11th at 6:30 pm at Brewster School to review and vote on the salary recommendations for Central Office staff.

Update on Organizational Chart: Mrs. Boyle asked Dr. Veronesi to follow up on MTA as it relates to the Organizational Chart, specifically to identify their direct reports, and pointed out that MTA is analogous to having a 7th building. Mrs. Flanagan said that the overall intent is to move toward at-will employment and away from contracts, with direct reports as appropriate clearly identified in the Chart. To remedy the current inconsistencies of compensation Mr. Melnik and Dr. Veronesi will propose a format that will include tiers and standardized terms within appropriately established ranges.

Superintendent Review Process: Dr. Veronesi suggested that given the timing of her start in the district, the Board consider using the existing format for an informal review to

occur before August, after which a new format can be adopted based on forthcoming State of Connecticut Superintendent Leadership Review standards. Dr. Veronesi offered that Bob Villanova, former Superintendent of Farmington Schools, was willing to facilitate this review process. A meeting will be set up with Mr. Villanova over the summer.

Update and Review HR Goals: Dr. Veronesi said that Bob Villanova was also willing to offer her his guidance regarding priorities and goals. She believes that the summer months will allow her to gain more control over what the priorities should be.

The BOE Handout for Members will be discussed at a future meeting.

Motion Mr. Fulton, second Dr. Onofreo to adjourn. By a voice vote with all in favor, the meeting was adjourned at 7:26 PM.

Anthony Onofreo