

Regional School District 13  
Board of Education  
Human Resources Committee  
Minutes of the meeting on July 1st, 2015

Committee members present: Committee Chairperson Nancy Boyle, Kerrie Flanagan, Robert Fulton, Anthony Onofreo  
Other Board of Education members present: Victor Friedrich, Raffaella Fronc, Norman Hicks, Jeremy Renninghoff, Francis Willett  
Administrators present: none  
Others present: Carl Stoup

Mrs. Boyle called the meeting to order at 8:55 PM in the Central Office conference room.

Public comment: None

Approval of Agenda: *Motion Mrs. Flanagan, second Mr. Fulton to re-order agenda by moving item #7, Anticipated Executive Session, to item #3. By a voice vote with all in favor, the motion passed.*

Discussion of Superintendent's Review: *Motion Mrs. Flanagan, second Mr. Fulton to move into Executive Session. By a voice vote with all in favor, the motion passed. Dr. Friedrich, Mrs. Fronc, Mr. Hicks, Mr. Renninghoff, and Mr. Willett invited to attend by Mrs. Boyle.*

Open session resumed at 9:30 PM. Mrs. Fronc was excused.

Approval of Minutes: *Motion Mrs. Flanagan, second Dr. Onofreo to approve the minutes of the meeting on June 10th, 2015. By a voice vote with all in favor, the motion passed.*

Non-union Employee Update:

Mrs. Boyle distributed Dr. Veronesi's modified spreadsheet listing non-union employees and their respective compensation details, reflecting an alignment of these individuals to comparable union employee groups, and arrived at following research into the practices of other districts. Mrs. Boyle reiterated that ideally pay raises would be commensurate with performance rather than across-the-board fixed percentage increases, and that past inconsistencies should be avoided, especially with regard to the highest earners. Lengthy discussion followed on the desirability and rationale for merit-based compensation along with the potential impact on employee expectations, morale, and unionization; suggestion to obtain comparable pay for similar positions in other districts so parameters and ranges could be established. While acknowledging that the ultimate responsibility for and decision on pay raises for Central Office staff rests with the Superintendent, the HRC remains committed to provide any assistance the Superintendent may request.

Discussion of Process for Superintendent's Evaluation:

Mrs. Boyle distributed a revised Superintendent evaluation form for all Board members to complete by July 14<sup>th</sup> with the expectation that various metrics, such as SAT and AP course scores, will be made available before then. A Board meeting for the purpose of the Superintendent's formal review is anticipated to occur in the last week of July. The evaluation form will continue to evolve, with a final format expected by October 1<sup>st</sup>. A biannual meeting of the Board's Committee Chairs for the purpose of interim Superintendent evaluation was suggested.

New Business: None

The next meeting of the HRC was not established.

*Motion Mr. Fulton, second Dr. Onofreo to adjourn. By a voice vote with all in favor, the meeting was adjourned at 10:10 PM.*

Anthony Onofreo