

Bonny Eagle School District

NEGOTIATIONS COMMITTEE MEETING MINUTES

Monday, July 15, 2019
District Central Office
Lunch Room

The Negotiations Committee held a meeting on **Monday, July 15, 2019**, in the Central Office Lunch Room located in Buxton, Maine. Present were Committee members Julie Bruni, Nathan Carlow (arrived late), James Moses, and Arthur Payeur. Also present were Paul Penna, Superintendent, and Hedy Smith, Executive Secretary.

Mr. Moses called the meeting to order at **5:05** p.m.

1. Election of a Committee Chairperson

Moved by Ms. Bruni; seconded by Mr. Payeur:

To nominate Mr. Moses as Committee Chairperson.

VOTED: “Yes,” Unanimously

No other nominations were brought forward.

Moved by Ms. Bruni; seconded by Mr. Payeur:

To elect Mr. Moses as Committee Chairperson.

VOTED: “Yes,” Unanimously

2. Election of a Committee Vice Chairperson

Moved by Mr. Moses; seconded by Mr. Payeur:

To nominate Ms. Bruni as Committee Vice Chairperson.

VOTED: “Yes,” Unanimously

No other nominations were brought forward.

Moved by Mr. Moses; seconded by Mr. Payeur:

To elect Ms. Bruni as Committee Vice Chairperson.

3. Discussion Regarding the Assistant Superintendent’s Salary and Benefits for the 2019-2020 School Year

The Committee entertained Mr. Penna’s 2019-2020 salary and benefits proposal for the Assistant Superintendent. He proposed a salary of \$118,000 and an annuity of 6%. He explained that the Bonny Eagle High School Principal would be receiving a salary of \$113,000 for the 2019-2020 school year.

Discussion:

- *Regarding mileage, do all employees receive \$.32 per mile for mileage reimbursement?*
Yes, all employees receive the same mileage reimbursement benefit.
- *Is the vacation time consistent with other administrators?*
Yes, it is based on the Administrative Association's collective bargaining agreement.
- *In conducting a search for an Assistant Superintendent, did you open it up to applicants outside of MSAD 6?*
Yes. A process was followed in which a screening committee met to screen applicants and recommend those applicants to be interviewed. Five applicants were identified for initial interviews. Two of those applicants actually withdrew their applications because they had accepted positions in other school districts. An interview committee met to interview the three remaining applicants and recommended two for further consideration. A second interview with those candidates was held with a more focused interview team, and Ms. Napolitano ranked the highest in that interview.

The Committee was willing to recommend the 2019-2020 Assistant Superintendent salary and benefits to the full Board for approval at the Board meeting scheduled for this evening.

4. Review of the Revised Assistant Superintendent Job Description

Committee members took a few moments to review the revisions of the job description for the Assistant Superintendent as proposed by the Superintendent.

Discussion:

- *Why did the responsibility of Affirmative Action Officer change to being a part of a team?*
Mr. Penna explained that a team approach would bring more of a collaborative effort and support in investigations.

Mr. Carlow joined the meeting at **5:18** p.m.

- Twenty-two items under Essential Responsibilities and Duties are a lot. They key role for the Assistant Superintendent may truly be encompassed under item #4—"takes initiative with public and community relations programs." Committee members set an expectation that Ms. Napolitano would embrace this essential duty over the next year.

Mr. Penna stated that he had already had some conversations with Ms. Napolitano about this expectation. He said that it would be nice to have another representative at functions, particularly when events are scheduled at the same time. He acknowledged that it worked in his favor to be accessible and visible.

- *How can we be more proactive in getting the word out about the positive things that are happening in the District?*

Mr. Penna agreed that there was a need to market the District. He spoke about an effort to "re-brand."

Mr. Moses stated that there was an expectation on the part of the Board that the administration would work to provide more positive press with regard to the District and begin to positively market the District. He shared his concern that he had not always been impressed with Ms. Napolitano's presentations. He asked that Mr. Penna mentor her in this area.

The Committee accepted the revised Assistant Superintendent job description and agreed to recommend it to the full Board for approval at the Board meeting scheduled for this evening.

5. Other

Interim Bonny Eagle High School Principal: Mr. Penna stated that he would be addressing the Board this evening in executive session with a plan to hire an Interim Principal for Bonny Eagle High School for the 2019-2020 school year. He will be recommending a salary of \$113,000 for the year. He asked the Negotiations Committee to support him in his recommendation.

Stipends Review Committee: Discussion and update on the work of the Stipends Review Committee will be placed on the July 30 Negotiations Committee meeting agenda.

Substitute Pay: Discussion regarding substitute pay will be placed on the July 30 Negotiations Committee meeting agenda.

6. Adjournment

Moved by Mr. Payeur; seconded by Mr. Carlow:

To adjourn the meeting at **5:32** p.m.

VOTED: "Yes," Unanimously