

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Monday, February 10, 2020

Executive Session

Media Center
Wachusett Regional High School
1401 Main Street, Holden

Wachusett Regional School District Committee

Kenneth Mills, Chair	Laura Kirshenbaum
Christina Smith, Vice-chair	Matthew Lavoie
Melissa Ayala	Linda Long-Bellil
Scott Brown	Amy Michalowski
Michael Dennis	Karl Ottmar (6:05 PM)
Stephen Godbout	Asima Silva
Maleah Gustafson (6:05 PM)	Megan Weeks
Sherri Haber	Linda Woodland
Jeffrey Haynes	Adam Young (6:04 PM)
Robert Imber	

Committee Members Absent:

Anthony DiFonso	Benjamin Mitchel
Sarah LaMountain	

Committee Members Participating Remotely:

None

Administration Present:

Rebecca Petersen, Executive Secretary to the Superintendent

I. Call to Order

Chair Mills called the meeting to order at 6:03 PM. With no objection from members, Chair Mills amended the order of the agenda, and will ask for a motion to enter executive session.

- II. Executive Session to conduct strategy session in preparation for negotiations with non-union personnel (Darryll McCall, Superintendent of Schools), not to return to public session

Motion: To enter executive session to conduct strategy session in preparation for negotiations with non-union personnel (Darryll McCall, Superintendent of Schools), not to return to public session

(M. Dennis)
(C. Smith)

Roll call vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Scott Brown
Michael Dennis
Stephen Godbout
Sherri Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Amy Michalowski
Asima Silva
Megan Weeks
Linda Woodland
Adam Young

Opposed:

None

The motion passed unanimously.

The Committee entered executive session at 6:05 PM.

III. Approval of Minutes of September 23, 2019 Executive Session

6:06 PM Member Gustafson joined the meeting.

6:06 PM Member Ottmar joined the meeting.

Members were provided with copies of the draft minutes of the September 23, 2019 executive session. Chair Mills spoke about the draft minutes, making note of the amount of detail in the draft minutes, and offering to edit the draft minutes for full Committee review at the next School Committee meeting. Chair Mills thanked

Member Lavoie who took the minutes at the September 23rd meeting. The need for confidentiality was stressed, with Chair Mills explaining to newer members that minutes of executive sessions can be approved by the School Committee, but are not released until the purpose of the executive session is settled and finalized.

Chair Mills reported the Ad Hoc Subcommittee to Negotiate the Superintendent's Contract has met three times. Chair Mills distributed *Justification for proposed employment contract between WRSD and Darryll McCall, Ed.D., Superintendent of Schools*, which Superintendent McCall provided to Chair Mills unsolicited (attachment 1). Members were given the opportunity to read the four page document before discussing. At the conclusion of members' review, Chair Mills explained the ad hoc subcommittee has discussed, among other topics, the term of a future contract, the Superintendent's salary, possible changes in the evaluation structure, and Superintendent's McCall's responsibilities (i.e. Chief Negotiator). Member Dennis was able to provide some history of the Chief Negotiator responsibilities being stipended v included in the Superintendent's contract. At Member Imber's inquiry, there was discussion of who would serve as Chief Negotiator if it is not the Superintendent. Chair Mills gave members the opportunity to share comments, concerns, and to ask questions about the contract with the Superintendent, with most members participating in the discussion. The process of evaluating the Superintendent of Schools was discussed at some length, including discussion of "360 Degree Evaluations" and gathering input and feedback from stakeholders. Members agreed that if stakeholder input/feedback is gathered, it should be used for the Superintendent's growth and reflection, rather than used in a negative way. When asked, Chair Mills reported three years is the typical length of a contract with a school superintendent. More general discussion took place, after which Chair Mills explained members of the Ad Hoc Subcommittee to Negotiate the Superintendent's Contract (Mills, Lavoie, Weeks) will meet with Superintendent McCall to begin discussions with the Superintendent. Some additional discussion took place.

Motion: To adjourn executive session, not to return to public session

(M. Dennis)

(M. Lavoie)

Roll call vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Scott Brown
Michael Dennis
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Laura Kirshenbaum
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Karl Ottmar
Asima Silva
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Adam Young

Opposed:
None

The motion was approved unanimously.

The executive session adjourned at 6:57 PM.

Respectfully submitted,

Kenneth Mills, Chair
Wachusett Regional School District Committee

KM:rlp

2020

Justification for proposed employment contract between WRSD and Darryll McCall, Ed.D., Superintendent of Schools

Article One – Employment

1-1 Appointment

I am seeking a minimum of a four (4) year contract beginning July 1, 2021 through June 30, 2025. My tenure as a longstanding administrator in the WRSD for 20 years and nearly 30 year experience as an educator demonstrate my commitment and dedication to the Wachusett Regional school community.

Article Three – Compensation and Benefits

3-1 Salary

Over the past 6 years, I have had the pleasure of serving as the Superintendent of the Wachusett Regional School District. My years of service as an administrator in the District date back to 1999, when I began as the Assistant Principal at Central Tree Middle School, and continued through to my role as Principal of Naquag, Director of Operations, Assistant Superintendent and now District Superintendent. For over two decades, I have demonstrated my longstanding dedication to the WRSD through my leadership and key strategic initiatives. I have cultivated strong and productive relationships with school committee members, staff, 13 principals, teachers, students, parents, and community members. I have a unique knowledge base and institutional history of this vast District and all of its related entities, while also improving public relations and communication at large.

My leadership and experience are aligned with school districts that offer longevity to those who move through the ranks because they have proven themselves to be thoughtful and hardworking leaders with desirable skill sets and institutional knowledge. To those ends, during my tenure I have created programs that have increased the educational opportunities for students, such as tuition-free full day Kindergarten, the 1:1 Chromebook program at our high school, and the STEAM program at Thomas Prince School. Under my leadership, I have overseen the development of a District technology plan, increased communication through digital newsletters that reach over 8,000 individuals per mailing, email, and cable television programs where I have worked with our School Committee Chair to explain the budget to our constituents in a meaningful and thoughtful way. I have established strong relationships with each town through timely and effective communication, along with regular monthly meetings with town administrators and the members of the police and fire departments. I have successfully led the

negotiations with 8 unions and the PEC and reduced the health insurance contribution amount paid by the District from 90% to 78%. This achievement has provided our District with significant savings and will continue to provide savings and educational funding well into the future. The time and energy that I have spent creating budgets that are educationally sound has been ongoing throughout my superintendency. Passing the annual school budget in Wachusett is an unduly arduous task given the size and complexity of our District, taking up to 12 months from start to finish. Notwithstanding, I have been deeply committed to leading the District to achieve its educational priorities, while providing our tax-paying community with a closely monitored budget that is fair and student centered. To that end, the past two Wachusett budgets have been passed by all five member towns.

For the first two years of my superintendency, I served without a Deputy Superintendent as a means to save the district over \$250,000. This was extremely challenging, as the workload associated with such a large District had me working 70 hours or more per week. I am grateful that our budget now supports this key position, as the demands on the superintendency for the WRSD has increased significantly, requiring more time, skills management, and oversight than ever before. Ultimately, the superintendency at WRSD represents an extremely challenging leadership position due to the size of its population, consolidated leadership positions, reduced budgets, transportation coordination, overall complexities, and executive leadership challenges associated with five towns and one of the largest school committees (22 members) in Massachusetts.

WRSD Superintendent leadership and accomplishments during my tenure:

- Implemented tuition-free full day kindergarten for the WRSD
- Turf field replacement at WRHS
- Successful budget referendums passed by all five towns for two consecutive years
- Annual Budget Roundtable participant
- Continuous advocacy on behalf of District with state representatives
- 1:1 Chromebook Initiative at WRHS
- WRSD Strategic Plan - 5 year plan to prioritize District needs across key areas
- WRSD Technology Plan - 5 year plan
- WRSD Textbook Plan - 10 year plan
 - Budgeting over \$700,000 annually
- WRSD Professional Development Plan to enhance teacher professional development
- WRSD Budget Book - Annual document created to provide details pertaining to the proposed budget
- Successful negotiations with PEC to move health insurance contribution ratio from 90/10 to 78/22 with substantial cost savings for the District

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- Successful negotiations with 8 unions
- Monthly meetings with all five town administrators
- Monthly meetings with police and fire officials from all five towns
- Implementation of ALICE in all 13 schools
- Implemented the first WRSD App fully integrating all WRSD tech for parents, staff and students
- Created direct communication with community through SMORE digital newsletter to over 8,000 individuals per publication
- Updated WRSD website for the first time in over ten years to be more user friendly
- Hosted Governor Deval Patrick for STEAM initiative visit at Thomas Prince
- Supported student needs through the addition of BRYT program at WRHS
- WRSD administrative representative for Mountview Building Committee
- DESE School Safety Grant recipient
- Created support system for SEL through addition of counselors at the middle school level as well as the creation of the Director of SEL position

Salary Proposal Rationale:

An equitable way of measuring salary information is to review actual base salaries from school districts across the Commonwealth. Using data from 2020 salaries made available by the Massachusetts Association of School Superintendents (MASS), of the 211 districts in Massachusetts that completed the survey, Wachusett is the 12th largest district. Of the 12 largest districts, the average salary is \$215,114. Of the 211 districts, the Superintendent salary for Wachusett ranks 61st. These base salaries do not include items such as annuities, travel allowances, car allowances and other benefits that are supplemental to a base salary and part of the overall compensation package available to superintendents.

In terms of performance measures, I have received an overall rating of “proficient” for the past 4 cycles of the annual review for my evaluation. I have made significant strides in making connections with each town in order to pass a budget that supports our students moving forward through the alignment with the WRSD Strategic Plan.

In my first contract, I agreed to a salary that was \$40,000 less than my predecessor because the financial situation of the District was dire at the time that I was hired. I have worked tirelessly to make our school district more financially stable, academically sound, and one that is more transparent and open than ever before.

My FY20 salary is \$192,187. For the FY13 school year, 7 years ago, the former superintendent was paid \$198,603. **The WRSD paid \$6,000 more for the salary of the superintendent 7 years ago than my current FY20 salary.**

Proposal:

To amend the salary deficit associated with the current contract, in consideration of the historical salaries associated with the WRSD superintendency as well as state and local level superintendent contracts:

1. Market adjustment - \$15,000

To align with other superintendent salaries with comparable district size, an increase of \$15,000.

2. Longevity and advanced terminal degree - \$7,800

To align with the Wachusett Administrators Association contract, equivalent benefits associated with both longevity and advanced terminal degree:

Ed.D.	\$4,000
Longevity	\$600
Additional Longevity	\$3,200
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Total	\$7,800

3. Annual 3% COLA for contract duration

Respectfully submitted,

Darryll McCall, Ed.D.
Superintendent
Wachusett Regional School District

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