

**Minutes of the  
Monson School Committee  
Working Meeting  
Quarry Hill Community School – School Committee Meeting Room  
June 15, 2016**

**Present:** Chair Peter Sauriol; Vice Chair Joshua Farber; Secretary Patricia Oney and Committee Members Jenny Curry and Joel Keller

**Also Present:** Recording Secretary Karen Methé

**Note:** This meeting was not video-recorded.

Chair Sauriol called the meeting to order at 8:02 p.m.

Mr. Keller provided the Committee with a brief history and context of Superintendent Clarke's present contract.

There were two different formats of the contract, one from Attorney Dupere' which included newly proposed language. The other was in a format, which is currently used for all administrators in the district, which Mr. Sauriol created using the same newly proposed language. Consensus of the Committee was to use Superintendent Clarke's existing contract format for the purpose of discussion at this meeting. Mr. Keller noted that Attorney Dupere' prefers the Massachusetts Association of School Committees (MASC) standard contract format currently in place. Mr. Sauriol feels that the Administrators' contract format works better for the sake of consistency.

Mr. Keller reviewed Superintendent Clarke's proposed changes from the information she had previously provided the Committee.

- **Motion by Mr. Keller that as part of the proposed changes, increase the Superintendent's annual base salary to \$130K, accept proposal of 25 vacation days, leave sick time the same, and accept the proposed Professional Development language. (Second by Ms. Oney)**
- **Discussion ensued with each member explaining his/her reasoning for or against proposed changes.**
- **Roll Call Vote:**

<b>Ms. Oney</b>	<b>Yes</b>
<b>Ms. Curry</b>	<b>Yes</b>
<b>Mr. Keller</b>	<b>Yes</b>
<b>Mr. Farber</b>	<b>No</b>
<b>Mr. Sauriol</b>	<b>Yes</b>
- **Motion carries 4-1**

- **Motion by Mr. Sauriol to change bereavement time to be covered under sick time. (Second Mr. Farber)**
- **Discussion ensued**
- **Roll Call Vote:**

<b>Ms. Oney</b>	<b>No</b>
<b>Ms. Curry</b>	<b>No</b>
<b>Mr. Keller</b>	<b>No</b>
<b>Mr. Farber</b>	<b>No</b>
<b>Mr. Sauriol</b>	<b>Yes</b>
- **Motion defeated 1-4**
  
- **Motion by Mr. Farber for minimum salary increase in compensation clause of performance, minimum \$1K, maximum \$5K. (Second by Ms. Oney)**
- **Discussion ensued**
- **Roll Call Vote:**

<b>Mrs. Oney</b>	<b>No</b>
<b>Ms. Curry</b>	<b>No</b>
<b>Mr. Keller</b>	<b>No</b>
<b>Mr. Farber</b>	<b>Yes</b>
<b>Mr. Sauriol</b>	<b>No</b>
- **Motion defeated 1-4**
  
- **Motion by Mr. Sauriol for a guaranteed 1% increase per year with up to an additional 4% at the Committee's discretion. (Second by Ms. Oney)**
- **Discussion ensued**
- **Roll Call Vote:**

<b>Mrs. Oney</b>	<b>No</b>
<b>Ms. Curry</b>	<b>No</b>
<b>Mr. Keller</b>	<b>No</b>
<b>Mr. Farber</b>	<b>Yes</b>
<b>Mr. Sauriol</b>	<b>Yes</b>
- **Motion defeated 2-3**
  
- **Motion by Mr. Keller to structure Superintendent Clarke's incentives as follows:**
  - 1. Leaving Level 3 status will result in \$3K added to base salary, must be maintained the following year, and will only continue each year the district is above Level 3 status.**
  - 2. Upon completion of Doctorate Program, \$2K will be added to the base salary.**
  - 3. A 0-5% merit increase at the discretion of the Committee, based upon annual evaluation, for years 2 and 3 of the contract.**

(Second by Mr. Sauriol)

- **Roll Call Vote:**  
**Ms. Oney**            **Yes**  
**Ms. Curry**          **Yes**  
**Mr. Keller**          **Yes**  
**Mr. Farber**         **Yes**  
**Mr. Sauriol**        **Yes**
- **Motion carries 5-0**

Superintendent Clarke was asked to join the Committee. Mr. Sauriol outlined the Committee's proposals to her contract. Superintendent Clarke asked several clarification questions. She respectfully asked the Committee for time to review the proposed changes. A follow-up Working Meeting will be scheduled for July 6, 2016 at 5:30 p.m. with Regular Business Meeting to follow at 7:00 p.m.

- **Motion by Mr. Keller to adjourn the meeting at 10:06 p.m. (Second by Ms. Curry)**
- **Roll Call Vote:**  
**Ms. Oney**            **Yes**  
**Ms. Curry**          **Yes**  
**Mr. Keller**          **Yes**  
**Mr. Farber**         **Yes**  
**Mr. Sauriol**        **Yes**
- **Motion carries 5-0**

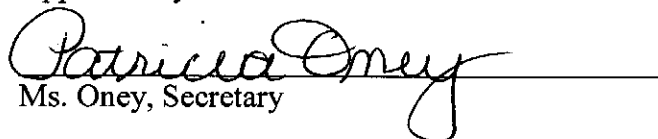
*Documentation for this meeting:*

*Agenda*

*Distributed at meeting:*

*N/A*

Approved by Committee:

  
Ms. Oney, Secretary