

LNSU/LNMUUSD PERSONNEL COMMITTEE MEETING
THURSDAY, MAY 28, 2020
REMOTE PARTICIPATION USING GOOGLE MEET

Board members present: Bobbie Moulton, Mark Nielsen, Laura Miller, Chasity Fagnant
Others: Charleen McFarlane, Catherine Gallagher, Diane Reilly, Denise Maurice, Melinda Mascolino, Janet Murray

Note: All votes taken are unanimous unless otherwise noted. (L. Miller did not vote on elementary hires.)

The meeting started at 4:05.

M. Nielsen nominated Bobbie Moulton as chair. The board elected B. Moulton as chair.

C. McFarlane said two changes to the agenda are needed: two paraeducator hires need to be approved for Lamoille Union and there will be an informational item about a teacher moving from one school to another. **L. Miller moved to approve the agenda with the suggested changes, M. Nielsen seconded and the motion was passed.**

C. McFarlane asked the committee to approve hiring Jennifer Goyne as a school nurse for JES at a salary of \$53,530. She has previously worked as a nurse in industry. **M. Nielsen moved to approve hiring Jennifer Goyne as a school nurse for Johnson Elementary School at a salary of \$53,530, seconded by C. Fagnant.** L. Miller asked if she needs certification. C. McFarlane said she will get provisional certification. She has to take classes and have a mentor. **The motion was passed.**

C. McFarlane asked the committee to approve hiring Deborah Gale as an early childhood special educator for JES at a salary of \$44,500. **M. Nielsen moved and C. Fagnant seconded to approve hiring Deborah Gale as an early childhood special educator for Johnson Elementary School at a salary of \$44,500.** L. Miller asked if D. Gale already has her certification. C. McFarlane said yes. **The motion was passed.**

C. McFarlane asked the committee to approve hiring Martha Thomas as a literacy interventionist for Eden Central School at a salary of \$62,380. The master agreement allows us to hire up to step 12. When we get people with more than 12 years of experience, in the past the board has agreed to give pay for additional years of experience in a 2 to 1 ratio. **M. Nielsen moved to approve hiring Martha Thomas as a literacy interventionist for Eden Central School at a salary of \$62,380, C. Fagnant seconded and the motion was passed.**

C. McFarlane asked the committee to approve hiring Rachel Lemay as a long term substitute for the art teacher at HPES at the base rate of \$40,000. (C. Gallagher joined the meeting at 4:15.) **M. Nielsen moved to approve hiring Rachel Lemay as a long term substitute for the art teacher at Hyde Park Elementary School at the base rate of \$40,000, C. Fagnant seconded and the motion was passed.**

C. McFarlane asked the committee to approve hiring Lesley Grant as a music teacher for HPES at the base rate of \$40,000. **M. Nielsen and C. Fagnant moved to approve hiring Lesley Grant as a music teacher for Hyde Park Elementary School at the base rate of \$40,000.** D. Reilly said the previous music teacher was on maternity leave and decided to stay home. While she has been on leave, L. Grant has been teaching music at HPES. C. McFarlane said she will have a provisional license. **The motion was passed.**

C. McFarlane asked the committee to approve hiring Robin Badora as a middle school science teacher at the base rate of \$40K. **M. Nielsen moved and L. Miller seconded to approve hiring Robin Badora as a middle school science teacher at the base rate of \$40,000.** D. Maurice said R. Badora is replacing Ashley Nunery on Team Infinity. **The motion was passed.**

C. McFarlane said there are two paras she recommends hiring at pay rates above the base. Rick Sansom's recommended rate is \$14.10 based on his prior experience as a para at Lamoille Union. He has been our van driver and van coordinator and he is returning to work as a para. C. Gallagher asked the differential between his rate as a van driver and his rate as a para. C. McFarlane said it is around \$3. **M. Nielsen moved to approve hiring Rick Sansom as a paraeducator at Lamoille Union at a rate of \$14.10 per hour, C. Fagnant seconded and the motion was passed.**

C. McFarlane said the other para to be hired for Lamoille Union is Amy Bourdeau-Magnan, at a recommended rate of \$13.54. She previously worked as a para and substitute para at HPES. **M. Nielsen moved and C. Fagnant seconded to approve hiring Amy Bourdeau-Magnan as a paraeducator at Lamoille Union at a rate of \$13.54 per hour.** C. Fagnant asked if these are new positions. C. McFarlane said no; they are due to attrition. L. Miller asked if they will be providing behavioral or academic assistance. C. McFarlane, D. Maurice, and C. Gallagher said they will be providing special ed assistance. **The motion was passed.**

C. McFarlane said Amy Day is leaving her ECS 2nd grade teaching position and joining Waterville Elementary as a 2nd-3rd grade teacher. L. Miller asked if that means there will be an opening at ECS. M. Mascolino said yes. She interviewed applicants and offered the position to the first choice candidate, who took another job. There is a strong second candidate she will recommend to C. Gallagher.

C. Fagnant asked, are we finding that teachers want to leave because of everything that is going on? C. Gallagher said one teacher wanted to stay home with her children. A lot of teachers applied for extensions and some took other jobs. Tomorrow is the deadline for extensions. She doesn't know that we are losing a lot of teachers. M. Mascolino said she only heard from one teacher that she is leaving because she can't remote teach and stay home with her child. She hasn't heard that from the others who are moving on.

C. Gallagher said we have had a number of parents ask us about homeschooling. That is a parent decision but it affects our funding sources if we have more people being homeschooled. One model the state is looking at is providing opportunities for some remote learning and some that is not. They are asking us to prepare for 3 scenarios – students fully in school (with a virtual component for some), students fully out, and a hybrid model She thinks the hybrid model, which is

the most difficult to implement, will gain the most traction. The Superintendents Association has asked Dan French to have students return after Labor Day if possible to give teachers time to come in to plan for these possibilities.

C. Gallagher said she is about to go to a racial equity coalition meeting she is excited about.

C. Fagnant moved to adjourn at 4:31, L. Miller seconded and the motion was passed.

Minutes submitted by Donna Griffiths

UNAPPROVED