

**Minutes of the
Monson School Committee
Working Meeting
Quarry Hill Community School – School Committee Meeting Room
August 28, 2017**

Present: Chair Joshua Farber; Vice Chair Peter Sauriol; Secretary Joel Keller

Also Present: Superintendent Cheryl Clarke; and Recording Secretary Karen Methe

Absent: Michelle Heroux and Patricia Oney

Note: This meeting was not video-recorded.

Mr. Farber called the meeting to order at 5:54 p.m.

Mr. Farber read a portion of Mrs. Clarke's contract relevant to compensation.

Detailed discussion ensued reviewing components of Mrs. Clarke's Summative Evaluation.

Further discussion followed regarding whether to wait for all Committee members to be present to discuss the Superintendent's Compensation. Mr. Sauriol stated that he felt that the Committee should move forward as there was a quorum present. He explained that business needs to be conducted in a timely fashion. Lengthy discussion was held concerning the risks and benefits to moving forward with this meeting without all members present. Discussion continued regarding the risk in waiting due to the fact that Mr. Sauriol will be leaving the Committee and he has been one of the constants that has worked with Mrs. Clarke throughout her Superintendency, in addition to Mr. Farber and Mr. Keller. Mrs. Clarke was consulted on how she felt about not having the full Committee present to discuss her compensation. She stated she was very comfortable and had no issue with the Committee members present discussing her compensation, adding that she feels they know her best from their years on the Committee.

Mrs. Clarke's current salary is \$131,000. She stated she will be completing her Doctorate by the end of 2017.

Discussion began with Mr. Sauriol suggesting that the individual goals be heavily considered as opposed to the standards.

Mr. Keller the proposed a 2% increase to Mrs. Clarke's salary which would make the annual amount \$133,620.

Mrs. Clarke requested a 3% increase, in line with the Administrator's annual increase.

Mr. Sauriol offered his carefully calculated proposed 2.75% increase.

It was noted that the Superintendent's current contract is written that the annual salary increase be merit based. This increase has no bearing on the status of Mrs. Clarke's Doctorate Program.

Discussion continued surrounding the contract parameters of a 0-5% merit based increase.

- **Motion by Mr. Keller to increase the Superintendent's 2017-2018 salary by 2.5%. (Second by Mr. Sauriol)**
- **Discussion ensued with Mr. Sauriol stating that he is happy with the 2.75% increase he recommended.**
- **Motion by Mr. Sauriol for an amendment of a 2.75% increase to the motion on the table. (Second by Mr. Farber)**
- **No discussion**
- **Roll Call Vote**
Mr. Keller No
Mr. Sauriol Yes
Mr. Farber Yes
- **Motion carries 2-1**
- **Motion by Mr. Sauriol to approve the now amended 2.75% increase to the Superintendent's 2017-2018 salary. (Second by Mr. Farber)**
Roll Call Vote
Mr. Farber Yes
Mr. Sauriol Yes
Mr. Keller Yes
- **Motion carries 3-0**

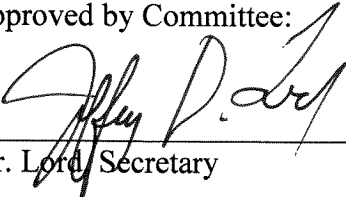
- **Motion by Mr. Sauriol to adjourn the meeting. (Second by Mr. Keller)**
- **No discussion**
- **Motion carries 3-0**

Open session closed at 6:38 p.m.

Documentation for this meeting:
Agenda-Regular Business Meeting

Distributed at Meeting:

Approved by Committee:



Mr. Lord, Secretary