

LAMOILLE NORTH SUPERVISORY UNION  
BOARD MEETING  
MONDAY, JULY 28, 2006  
GMTCC COMMUNITY EDUCATION CENTER

Board members present: Belvidere – Freda Meyer; Cambridge – Jan Sander, Nanci Lepsic, Jeff Coslett; Eden – Warren Earle, Patrick Cray, Anita Gagner; Hyde Park – Kalee Roberts, Brian Marshall, Jim Lipinski; Johnson – Tim Sullivan, Edson Jones, Richard West, Greg Stefanski, Casey Romero; Lamoille Union District #18 – Peter Ingvaldstad, Becky Penberthy, David Whitcomb, Terri O’Hear, Diana Osborn, Steve Reber, Beth Bailey, Sue Hamlyn-Prescott; Waterville – Beth LaFountain, Marshall Pahl, Steven Chase. Others: Terry Bailey (Supt.), Joe Teegarden (GMTCC Director), Charleen McFarlane, Chris Hinds (LUMS Princ.), Brian Schaffer (LUHS Princ.), David Jewett (LUHS Asst. Princ.), Marilyn Frederick (Business Mgr.), Gary Chicoine (Human Resources Mgr.), Ray Proulx, Sue Cano

**Note: All votes taken are unanimous unless otherwise noted.**

**1. *Call to Order***

T. Sullivan called the meeting to order at 5:32.

**2. *Overview of Candidate Vetting Process and Review of the Evening’s Action Steps***

T. Sullivan said the board was going to interview the 3 finalists for the superintendent position, then decide what steps to take next. He said the board should show the utmost respect to the candidates, and asked that everyone try to stick with the agenda during the interviews. He said there would be opportunities to ask more questions after the prepared questions.

G. Chicoine gave an overview of the process so far. He feels the process met the requirements of fairness, openness, and legal defensibility. The position was posted on SchoolSpring, and attracted 9 candidates, all of whom were qualified on paper. (*M. Pahl arrived at 5:34.*) Two subsequently withdrew. The remaining 7 came before the 2 interview panels last Monday and Tuesday. (*J. Sander and N. Lepsic arrived at 5:35.*) After the interviews, the members of the two panels spent about an hour and 15 minutes deliberating. They agreed that the deliberations would be done in strict confidentiality. They arrived at a decision to bring forward 3 candidates. The decision was made through a process of consensus. Under the definition of consensus they all agreed to that night, a member with a minority opinion might agree to go along with the majority opinion if he felt that the others understood his point of view, and that he had had the opportunity to try to convince them but had been unable to do so. (*S. Chase arrived at 5:37.*)

S. Reber said he appreciated the efforts of G. Chicoine and the interview committees. He asked if the board would be able to ask in executive session how the committees had made their decision. T. Sullivan said yes. S. Reber asked for clarification about the confidentiality of the committees’ deliberations. G. Chicoine said those discussions were in confidence. S. Reber said he wondered why strong internal candidates were not on the list of finalists – would that be something that could be discussed in

executive session? G. Chicoine said if it had not been agreed that those discussions would be held in confidence, he would say yes, but given that agreement, he feels it would be a violation of the trust of the other committee members for those at this meeting who served on the committees to relate what had been said. D. Whitcomb said the committees were appointed by the board chair, and have legal authority to discuss anything they said with the board. The board represents the taxpayers and has full right to have that information, in his opinion. T. Sullivan said the discussion was straying from the agenda and could more appropriately be continued later during the executive session.

3. ***Executive Session to Receive and Interview Three Finalist Candidates Followed by Deliberations on Candidates' Qualifications and Possible Hiring Decision***  
**T. Sullivan said he would entertain a motion to enter executive session for the purpose of interviewing three finalist candidates for the position of LNSU superintendent, and for confidential deliberations on the candidates, the process and formulation of a possible offer of employment, inviting Dr. Ray Proulx for facilitative assistance and G. Chicoine.**  
**ACTION: K. Roberts made the motion, which was seconded and passed,** and the board entered executive session at 5:42.

*Minutes from this point forward were taken by M. Frederick.*

The board consented out of session at 10:00.

4. ***Action on Superintendent Selection***  
**ACTION: Motion was made by Peter Ingvaldstad to offer a contract to Dr. Debra Taylor with financial enumeration to be negotiated by Gary Chicoine. Seconded by Patrick Cray.**

Jeff Coslett offered a friendly amendment to empower Gary to negotiate a range of pay. Peter Ingvaldstad respectfully would not accept the change to the motion feeling it was too open-ended. Kalee Roberts offered that the motion be amended so that Gary be guided by current range and budgetary guidelines. Jeff Coslett offered an amendment to also include relocation costs. Peter Ingvaldstad clarified that his intent was that aspects of budget constraint and relocation inherently were empowered by the original motion.

Chair Tim Sullivan then reviewed with those present the rules revolving around voting. Of the board members present, only voting members are allowed to vote. Kalee Roberts requested clarification of voting members by definition. Chair Tim Sullivan indicated that each school board has 3 votes with the exception of Belvidere who has 1 vote. A vote of an alternate will be accepted if necessary.

Discussion of voting parameters ensued and then Chair Tim Sullivan called for a vote in favor of the motion by show of hands by school district represented.

Cambridge = 3 YES votes

Belvidere = 1 YES vote

Eden = 3 YES votes

Johnson = 1 YES vote  
Hyde Park = 3 YES votes  
Lamoille Union = 3 YES votes  
Waterville = 3 YES votes

A total of 17 (out of a possible 19) YES votes and the motion carries.

The floor was opened to further discussion and clarification of the offer that Gary was to extend to Dr. Taylor.

Kalee Roberts wanted to thank the committees and the work by Gary Chicoine. The Board responded by applause. Mr. Chicoine then left the room as instructed to place the phone call and express the offer to Dr. Taylor.

10:17 PM Mr. Chicoine returned and requested the floor. He indicated that he extended the offer to Debra Taylor for \$95,000 with a relocation allowance of \$7,000. He said she had not accepted at this time, but seemed enthusiastic and was appreciative, and would be coming into the office the next day to review the contract and to tour the schools in the district.

5. *Adjourn*

**ACTION: 10:19 Jan Sander motioned to adjourn. Seconded by Kalee Roberts. The motion passed.**

Respectfully submitted by,  
Donna E. Griffiths

Actions taken at the LNSU Board Meeting 7/28/08:

3. *Executive Session to Receive and Interview Three Finalist Candidates Followed by Deliberations on Candidates' Qualifications and Possible Hiring Decision*  
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**ACTION: K. Roberts made the motion, which was seconded and passed,** and the board entered executive session at 5:42.
4. *Action on Superintendent Selection*  
**ACTION: Motion was made by Peter Ingvoldstad to offer a contract to Dr. Debra Taylor with financial enumeration to be negotiated by Gary Chicoine. Seconded by Patrick Cray. The motion was passed.**
5. *Adjourn*  
**ACTION: 10:19 Jan Sander motioned to adjourn. Seconded by Kalee Roberts. The motion passed.**