

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS  
Peterborough, New Hampshire**

**CONTOOCOOK VALLEY SCHOOL DISTRICT**

**PERSONNEL COMMITTEE MEETING**

**Tuesday, August 21, 2007**

**SAU OFFICE  
6:30 PM  
MINUTES**

**Attendees:** Dan Harper, Tom Welden, Craig Hicks, Butch Estey, Bill McKinnon, Stewart Brock, Arthur Knight, Mary Loftis, Bart Goodeve, Beverly Bacon, Gail Cromwell, Mary Allen, Dick Bergeron, Marian Alese, Linda Potter, Sue Dell, Dick Dunning, Sue Copley, Gib West

**Dan Harper called the meeting to order at 6:30 p.m.**

**1. Approval of Minutes**

July 24, 2007

**Stewart Brock moved to accept the minutes of the July 24, 2007 meeting.  
Butch Estey second. Unanimous.**

**2. Resignations**

**SMS** - Susana Caxiaux – Spanish

Marian Alese read the resignation of Susana Caxiaux.

**3. Nominations**

**CVHS** – Judy Heddy – Health

Gregory O'Brien – Social Studies

Colin Ashby – German

Marian read the CVHS nominations.

Gail Cromwell said that LADC job descriptions were once provided. She said that she would like to see the actual job description before we hire for this position.

Dick Bergeron said that this is an excellent question. He and Butch Estey met and looked at job descriptions for this position and have arrived at one that they feel meets the desire. Gail asked why we were moving ahead when we have had the application from Monadnock Family for half the cost. She said that she is bothered that we are not discussing this jointly. In addition, Gail said that she has the list of suspensions for March through June. Only eighteen of the suspensions are drug/alcohol related.

Dan said that rather than look at the program he would like to look at the nominations. Gail said that she would not like to further pursue the hiring of the LADC until further discussion takes place.

Dan Harper said that this information has been available and it was decided not to pursue the Monadnock Family Services option.

Dick Bergeron asked that the job description he has distributed be reviewed. Through discussion Dick understood that it was thought better to hire our own LADC rather than go through MFS.

Butch said that we would not have had a full-time person on board if we went through MFS. Gail said that she found 18 of 256 write-ups drug/alcohol related. Butch said that he is aware of the issues and that those are the ones that hit the radar. It does not address the problems other than those that hit the office. Gail said that we have a rather extensive Guidance program and it was her feeling that Guidance should put together Drug/Alcohol related information relative to this. Bart said that we have been dealing with this issue for over one year. The recommendation since day one was to hire an employee of the district. Unbeknown to many, a proposal came in from MFS. It was the consensus at that meeting that the desire was to hire our own LADC. He said that in due respect, he does not feel that this should be revisited. Bart added that information has been provided through minutes that all should be aware of. Gail said that the wording was that money would be placed in the budget in case we decide to move forward with this hire. She added that this should not be a taxpayer responsibility. Tom Welden said that the policy was that we would provide support and that if the student chose to use that support the punishment would be less severe. Gail added that she had a conversation with a professional LADC. They said that if the program was held on sight that it would be less successful because students might be less apt to seek assistance.

Marian read the additional nominations of JoAnn Fletcher, CVHS Guidance, Victoria Keller, LADC and Jody Brown, CVHS French.

- GBS**
- Roberta Double – Special Education
  - Heather Saucier Transfer from CVHS (FYI)
  - Katherine Langlois – Assist Principal

Marian read the above nominations. Marian said that she has had the pleasure of Meeting with Katherine Langlois over the past several days.

**SMS** David Olivares – Spanish

Marian said that David Olivares will be replacing Susana Caxiaux.

**4. CVHS Department Heads & Web Page Coordinator**

Sara Krapohl	World Language	\$3600
Bob Marshall	Social Studies	\$3600
Mike Elkavitch	Science	\$3600
Ray Sweeney	The Arts	\$1200
Ben Putnam	The Arts	\$2400
Kathy Hamon	Math	\$1200
Peter Bixby	Math	\$1200
Greg Morris	Math	\$1200
Andy Bills	Web Page	\$2500

Marian read the nominations above. Marian added that all listed above have performed in these positions in the past.

## **5. CVHS Athletic Nomination Changes (Football)**

Marian said that included in tonight's packet are two football resignations with two replacements included.

Butch asked if we have considered having coaches sign a contract. He said that as the season starts some coaches are gone. Butch asked Dick Bergeron if he has heard of this. Dick said that he had but that it was not enforceable.

Tom Welden said that he is pleased that the people who are stepping in are of the quality that they are.

## **6. LADC Job Description**

Gail asked Marian if she remembered what was placed in the budget for the LADC position. Marian said that between \$ 56,000 and \$ 60,000. Gail added that this nomination plus benefits will exceed the figure budgeted.

Tom added that there are deltas in positions. We try to hire the best person for the job.

Gail asked if there was more than one applicant for this position. Sue Dell said that there were four applicants.

## **7. Non-Public (If Needed)**

None.

**Dan Harper called the meeting to a close at 6:53 p.m. Unanimous.**

Respectfully submitted,

Brenda L. Marschok