

RHINEBECK CENTRAL SCHOOL DISTRICT/PERSONNEL COMMITTEE

Minutes of Meeting of June 7, 2016

Present: Diane Lyons, Lisa Rosenthal, Joe Phelan. Absent: Rick Walker.

The Committee discussed the following topics: (1) Rick Walker's resignation from the Board; (2) status of various open positions; and (3) revisions to Superintendent's annual evaluation.

1. Rick Walker's Resignation: Joe informed the Committee that trustee Rick Walker has tendered his resignation from the Board, effective June 14, 2016, which Joe will present to the Board for approval at the meeting on that date. Rick's term does not expire until June 30, 2017, so his seat will have to be filled in some manner for the remaining year. The Board has considerable latitude in how it fills the seat, as long as the seat is filled within 90 days of Rick's resignation. The Board can appoint a member of the community to fill Rick's seat, using whatever criteria and methodology it deems appropriate. Alternatively, the district can hold a special election to fill the seat for the remaining unexpired term.

2. Open Positions: Joe reported that the position of Director of Special Education had been reposted and advertised throughout NY State. To date, a goodly number of applications have been received. The posting closes on June 17, 2016, and Joe hopes to have a recommendation for the Board to approve as soon thereafter as is feasible. The remainder of this briefing is not appropriate for discussion in open session.

2. Revisions to Superintendent's Evaluation: The Committee discussed the 2014 NYS Council of School Superintendents' ("NYSCSS") model evaluation. The Committee compared the model to Board policy #3120, "Duties of the Superintendent," to evaluate whether the model covered the areas of importance to the district as reflected in the policy. It was the Committee's opinion that, with a few tweaks, this model would cover the areas that the current evaluation form covers, but in a more useful way. The Committee believes that the NYSCSS model aligned better with the types of discussions the Board generally has during the evaluation process than the NYSSBA model did. The Committee also believes that it will not be possible to really know how well either model would work without "test-driving" them. In light of this, the Committee recommends that the Board adopt the NYSCSS model – with minor changes to be recommended by the Committee – for the Superintendent's evaluation for the 2016-17 year only, as a pilot, and then re-evaluate whether to keep it going forward, try the NYSSBA or another evaluation form for the next year, or return to the district's current form, following the results of next year's evaluation process. Joe stated that he was agreeable to this recommendation.

Next Regular Meeting: TBD

Dated: June 9, 2016

Respectfully submitted,

Lisa Rosenthal