

It was discussed how the difference would be funded and whether or not the second year should automatically jump to the next step or should it be based on merit and performance. They talked about what would be required for her to earn the next step, how the payroll grid was created back in 2003 by the MMA Consulting Group and how when someone reaches the top step, they stay there unless the grid is changed. The Board mentioned they would need to give her Goals and Objectives and then a merit increase would be based upon a favorable review.

O'Keefe commented that the Search Committee found Ms. Allard to be an exceptional candidate and couldn't imagine her not meeting his expectations and said he would accept the contract as presented today. She is asking to start where we put her next year at Step 4. All agreed. The Board then pondered the question of leaving subsection 2 under No. III, Compensation, guaranteeing Step 5 in year two or do they base it on meeting minimum expectations. O'Keefe stated he wanted her to come in knowing the same thoughts they had of her two months ago are the same now. Kreidler offered, for their consideration, the six month probationary period clause which gives them leverage to renegotiate or the ability to let someone go without cause. If the offer is extended tonight and she starts the end of August, at the end of February you would have the ability to renegotiate. Berndt moved to accept the contract before them this evening as written, not striking Section 2; Hunt seconded. By a roll call vote of all aye, the motion carried unanimously.

Kreidler stated he would follow up with Ms. Allard and inform the Board how it goes.

ADJOURNMENT:

Hunt moved to adjourn from Executive Session into Regular Session; Berndt seconded. By roll call vote of all aye, the meeting adjourned into Regular Session.

Berndt moved to adjourn from Regular Session; Hunt seconded. By roll call vote of all aye, the meeting adjourned at 5:24 p.m.

Respectfully submitted,

Linda Daigle
Executive Assistant