

**Board of Education Special Meeting**

**July 15, 2025 6:15 PM**

**Alfred B. Tyschen Building, 311 Hunting Hill Ave.**

**Conference Room B**

**DRAFT**

Board Members Present: Liz Crooks, Sheila Daniels, Callie Grippo, Debra Guss, Adam Hayn, Deborah Kleckowski, Susan Owens (via zoom), and Harold Panciera

Others Present: Superintendent Dr. Alberto Vázquez Matos, Assistant Superintendent Jennifer Cannata, Manager of Human Resources Harry Snyder, Director of Information Technology Michael Skott, and Assistant to the Superintendent and Board of Education Joyce Carey

**I. Call to Order**

Ms. Daniels called the meeting to order at 6:16 PM.

**II. Discussion and possible action regarding the creation of a new administrative position, specifically a Chief Academic Officer, in accordance with Board Policy 2400**

Chair Daniels opened the meeting for discussion. Dr. Vázquez Matos proposed the contract for the Chief Academic Officer (formally the Assistant Superintendent of Teaching and Learning) according to Board Policy 2400.

**MOTION:** A motion to approve the creation of a new administrative position, specifically a Chief Academic Officer, in accordance with Board Policy 2400 was made by Ms. Guss and a second by Ms. Grippo.

Grippo - yay

Guss - yay

Crooks - nay

Kleck - nay

Panciera - yay

Owens - nay

Hayn - nay

Daniels - yay

Ms. Crooks began the discussion regarding mileage and annuity. Mr. Hayn stated that he has concern with the annuity. Ms. Kleckowski also expressed her concerns over the mileage stipend and annuity.

Dr. Vázquez Matos explained that although some districts do not have mileage and annuity in the contract, it is often done in an MOU. He explained the time commitment of the position outside of typical working hours. Board members Guss, Grippo and Daniels shared that the mileage and annuity is to compensate for the salary starting at a lower end in comparison to other districts. Ms. Cannata shared salary information in the MSAA contract. Discussion followed regarding putting the funds for the annuity into the salary.

Mr. Snyder discussed keeping the compensation competitive to avoid turnover and increase retention. Ms. Daniels expressed concern over the fixed annuity verse and percentage salary increase. Dr. Vazquez Matos discussed the pay of work in comparable districts.

**MOTION:** A motion to adjust the salary to \$170,000 annually and remove the annuity was made by Ms. Crooks and a second by Ms. Kleckowski.

Grippo - yes

Guss - no

Daniels - no

Crooks - yay

Panciera - yes

Kleck - yay

Hayn - yes

Owens - yes

## ADJOURNMENT

Motion: A motion to adjourn was made by Ms. Kleckowski and a second by Mr. Hayn was made at 6:48PM.