

Personnel and Finance Committee

Agenda

October 5, 2021

6:00 - 7:00pm

The Forum, Mt. Blue Campus

Members: **Kirk Doyle**, Irv Faunce, Betsey Hyde, Libby Kaut, Lisa Laffin

Staff: Chris Elkington, Laura Columbia, Beth Christopher, Kris Pottle (when asked),

1. Call meeting to order - Doyle
2. Review [approved minutes](#) from the last meeting - Doyle
 - a. When the notes are sent out with the first board agenda of the month that is the time for committee members to:
 - i. Review and send changes to the chair of the committee
 - ii. Review and then suggest changes at the board meeting
3. Review Signing of Warrants - Doyle
 - Week of October 11: Betsey/Lisa
 - Week of November 8: Irv/Libby
 - Week of December 13: Kirk/Betsey
 - Week of January 10: Lisa/Irv
 - Week of February 7: Libby/Kirk
 - Week of March 7: Betsey/Lisa
 - Week of April 11: Irv/Libby
 - Week of May 9: Kirk/Betsey
 - Week of June 13: Lisa/Irv
4. Can we: Add 15 Minutes to each Committee Meeting and/or pick another day for one of the committees to meet? - Elkington
 - a. What do you need for the meeting?
 - b. More information? Clearer what?
5. Current Open Positions Update - Elkington
6. Board Goal for Superintendent - Elkington
 - a. Long Term Hiring & Recruitment Strategies
 - b. Changing hiring plan
 - i. Why?
 1. We can't get people to apply
 2. Really need two different strategies
 - a. Support
 - b. Professional
 - ii. To start we will be:

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1. Using Flyers
2. Facebook
3. Changing Website
- iii. Example of concern: Developing Lead Custodians
 1. Hard to hire and find qualified staff, especially "leads" because of the need to drive
- c. Next steps:
 1. Onboarding
 2. When do we need to start to look
 3. Need a new strategy to help potential support staff to apply
 4. We may need to look at present contract w/Union
 5. Hire another office member to support HR
7. Update of Superintendent Evaluation Tool - Doyle
8. [Review of LD 993](#) - Elkington
9. Future Agenda Items - Doyle