

BERLIN-BOYLSTON REGIONAL SCHOOL COMMITTEE

EXECUTIVE SESSION MINUTES

Tahanto Regional Middle/High School

1001 Main Street, Boylston, MA 01505

Tuesday, December 6, 2022

6:30pm

Present: Michael Totman, Chair; Lori-Anne Hart; Julie Lee; Jessica Degliaberti; Robert Holmes; Kim Rozak, Counsel for Berlin Boylston Regional School District

Executive session convened at 6:33pm To conduct negotiations with nonunion personnel (Superintendent Zanghi) and return to open session

Shortly after the executive session began, school committee member Meagan Grill arrived.

Chairman Totman handed out a document that explained the term “fiduciary” along with notes of a meeting he and member Lori Hart had on 11/29 with Superintendent Zanghi where the Superintendent indicated he was on board with transitioning to paid leave status beginning 1/1/23 to permit the Assistant Superintendent (who was appointed to serve as Superintendent after Mr. Zanghi’s retirement) to begin leadership of the district in early 2023 rather than July after the Superintendent’s retirement. The notes reflect the Superintendent’s concern that a paid leave of absence would not count towards his creditable service for retirement, thus negatively impacting his annual pension. So while he was amenable to paid leave, he requested additional compensation in the form of a one-time payment of approximately \$52,000 that would offset an anticipated reduction in his annual pension payments (over a 20-year period) as a result of his paid leave status.

Chairman Totman reviewed this information and the Superintendent’s request with the committee. Vice Chair Meagan Grill CPA, MBA, explained that she prepared a net present value (“NPV”) calculation of the amount the Superintendent was requesting over the 20 year period.

The committee discussed options for placing Superintendent Zanghi on leave to begin 1/1/23 as well as allowing him to use his accrued, unused vacation beginning 1/1/23 and placing him on leave thereafter, and the benefit to the Superintendent of permitting him to use vacation up front. The committee also discussed the NPV calculation and how that figure was determined.

Of the various options the committee considered, it decided to offer Superintendent Zanghi the option that it believed best matched the Superintendent’s request: permit him to use his accumulated vacation beginning 1/1/23; place him on a paid leave of absence following his

vacation until 6/30/23; pay him the NPV of the lost pension benefits he presented to Chairman Totman and Lori Hart, calculated at \$35,000.00.

7:08pm: The Superintendent then joined the meeting along with Kristi Turgeon. The Chair of the committee began to present its offer to the Superintendent but when he learned that the NPV of his financial request was being offered, he interrupted, became upset and agitated and critical of the use of NPV.

Vice Chair Meagan Grill CPA, MBA, attempted to explain why this calculation was made and that it was a widely accepted financial tool but the Superintendent interrupted her, became further enraged, and directed expletives to the committee, and very shortly thereafter abruptly left the meeting, slamming the door as he exited.

After the Superintendent left the meeting, the committee discussed how it would move forward for a vote in open session.

Meagan Grill moved to return to open session. Julie Lee second.

A roll call vote was taken on the motion:

Jessica Moore Deglialberti--Aye

Lori-Anne Hart—Aye

Meagan Grill—Aye

Robert Holmes—Aye

Julie Lee--Aye

Michael Totman—Aye

The motion passes

The committee returned to open session at 7:46pm.