

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
(Approved Minutes)
January 10, 2012
Monadnock Regional MS/HS, Swanzey, NH

Members Present: Ed Jacod, Bruce Barlow, Pat Bauries, Richard Thackston, Winston Wright, Mike Morrison, Lisa Steadman, James Carnie, Mike Blair, Phyllis Peterson and Eric Stanley. **Absent:** William Felton, Jen Labadie, Scott Ellsworth and unassigned seat from Roxbury.

Administration present: D. Hodgdon, Superintendent, K. Craig, Assistant Superintendent, T. Kennett, Director of Student Services and J. Fortson, Business Manager,

Also present: J. Butterfield, B. Tatro, D. Dahl, J. C. Russell, D. Mousette, J. Smith and M. Suarez.

“The goal of the Monadnock Regional Board is to be the Best School District in the State.”

1.PUBLIC COMMENTS: There were no public comments.

2. Consent Agenda: MOTION: P. Peterson **MOVED** to accept the January 3, 2012 Public Meeting Minutes as presented. **SECOND:** B. Barlow. **VOTE:** 9.8/0/1.099/4.102. **Motion passes. MOTION:** E. Jacod **MOVED** to accept the January 3, 2012, 7:58 PM Non-Public Meeting Minutes as presented. **SECOND:** P. Peterson **VOTE:** 8.573/0/2.236/4.102. **Motion passes.**

3. Business Manager’s Report:

1. Budget Numbers: MOTION: J. Carnie **MOVED** on behalf of the Finance Committee to increase the Budget Committee’s proposed number by \$723,000.00 for a total proposed budget of \$32,500,000.00 to include the putting back the 8 teachers and \$250,000.00 for Special Ed. **SECOND:** P. Peterson. **DISCUSSION:** P. Bauries commented that the Board and the Budget Committee have worked on this budget for months in order to bring an equitable amount requested by the taxpayers. We have a renovation warrant that exceeds the 1 million dollar amount, a health and safety warrant, an SRO warrant and contracts that are pending for 3 different unions. We sat on the Saturday session and listened to the administration and the School Board on what it will take to run the schools and educate the children. The Budget Committee’s number of \$31,777,000.00 will do that. She would support the Budget Committee’s number and oppose the motion. E. Jacod asked J. Fortson how the District is expected to end the year. J. Fortson explained there are special ed. out of district students that are costing the District money. We hopefully will break even. E. Stanley asked if the administration will actively support the \$32,500,000.00. Everyone has to actively support it. D. Hodgdon explained he communicates with the staff but cannot tell them

what to do. W. Lechlinder informed the Board \$33,800,000.00 is the proposed default but it has not been voted on by the Budget Committee. J. Carnie commented the committees have put in a lot of work and have come to a compromise. The Finance Committee started at the \$31,777,000.00, the administration asked for an additional \$918,000.00. The committee looked to get a reasonable number. It was not unanimous in the committee but close. It is a reasonable compromise. We have contracts and we do not want to put those in jeopardy by increasing the number. M. Morrison commented that the District now has accountability and he would support this motion. E. Stanley commented it is important not to raise the number and put the other articles in jeopardy. J. Carnie commented the principals have room to make specific cuts. **VOTE:** 9.840/1.058/0/4.102. **Motion passes.**

MOTION: E. Stanley **MOVED** as a School Board to use up to \$50,000.00 of the \$32,500,000.00 to be spent on hiring a school efficiency group. **SECOND:** P. Peterson. **DISCUSSION:** It was commented it is good to have another set of eye to make positive changes. E. Jacod commented we would save a lot of the \$50,000.00 if we solved the small class size issue. He is opposed to this motion. **MOTION:** P. Bauries. **MOVED** to amend the motion and refer this issue to Finance for consideration. **SECOND:** M. Morrison. **VOTE on amendment:** 8.839/1.227/.833/4.102. **Amendment passes. VOTE: on amended motion:** 8.839/2.60/0/4.102. **Motion passes.** W. Wright commented he is disappointed that the Board made the increase to the proposed budget and just took \$50,000.00 out. R. Thackston explained the Board is not committed to the \$50,000.00.

MOTION: J. Carnie **MOVED** on behalf of the Finance Committee and approved and recommended to the full Board to approve a 1 ½% pay increase for the SAU #93 Superintendent, Assistant Superintendent, Business Manager and Student Services Director and to award a 2% pay increase to be used as a pool to all other SAU 93 staff members and Non Union MRSD Management personnel. **SECOND:** P. Bauries. **DISCUSSION:** P. Peterson explained the 2% would be used as an evaluating system and distributed based on performance. E. Jacod commented that the economy is far from great and he has a problem with this motion. He will not support. *M. Blair arrives.* D. Hodgdon commented that this might not be the appropriate time to discuss the SAU salaries. R. Thackston commented it is a recommendation from the Finance Committee. J. Fortson commented it should be in non-public session. J. Carnie commented that this should be considered soon. R. Thackston commented if we get the \$32,500,000.00 we can deal with it after. J. Carnie also had a motion from the Finance Committee to deal with the amount of money for the wellness days. That will be discussed at a later time. J. Carnie commented the Board needs to deal with it soon.

4. SUPERINTENDENT REPORT:

5. Board Chair Report:

1. Principal Search: R. Thackston reported there have been a number of people who have asked to be on the committee. His expectation is to bring the final list at the next meeting on Jan. 17, 2012. The formation of the committee is per Board policy.

6. OLD BUSINESS: There is no old business.

7. NEW BUSINESS:

1. Contracts: R. Thackston informed the Board that the Negotiating Team has a tentative agreement with the principals and the teachers. MESSA if able to work out details will vote to ratify on Thursday with their union. The Board will vote to go into non-public session to discuss the three contracts.

8. Public Comments: There were no Public Comments.

9. 8:24 PM Enter into Non-Public Session under RSA 91-A:3 II (a) Compensation of a Public Employee: MAPS Contract: MOTION: P. Peterson **MOVED** to enter into non-public session under RSA 91-A:3 II (a) Compensation of a Public Employee **SECOND:** B. Barlow **VOTE** W. Wright, M. Morrison, P. Bauries, B. Barlow, P. Peterson, J. Carnie, M. Blair, L. Steadman, E. Stanley, E. Jacod and R. Thackston. **VOTE:** 11.956/0/0/3.044. **Motion passes.**

10. Public Session: R. Thackston explained to D. Mousette of MAPS that the Board does not have the numbers to make a reasonable decision. They have voted not to ratify because we do not have the time. We do not have all the information. He would suggest the Negotiating Team and MAPS immediately engage in negotiation as soon as possible.

11. 9:00 PM Enter into Non-Public Session under RSA 91-A:3 II (a) Compensation of a Public Employee: Teacher Contract: MOTION: P. Peterson **MOVED** to enter into non-public session under RSA 91-A:3 II (a) Compensation of a Public Employee **SECOND:** B. Barlow **VOTE** W. Wright, M. Morrison, P. Bauries, B. Barlow, P. Peterson, J. Carnie, M. Blair, L. Steadman, E. Stanley, E. Jacod and R. Thackston. **VOTE:** 11.956/0/0/3.044. **Motion passes.**

12. Public Session: R. Thackston explained to the Teacher's Union the Board has ratified their contract. E. Kaplan thanked the Board and the Negotiating Team for all the hard work.

It was explained that MESSA has agreed with the health care and the salary. P. Bauries explained we have a firm number and dollar amount. It is a 3 year contract and they have the cost of the insurance for the first year. The only issue is the last \$40,000.00 of the pay increase. J. Carnie commented the contract has not been ratified. R. Thackston explained we can ratify tonight and the union can ratify on Thursday. E. Jacod commented the amounts have been agreed on. J. Carnie

commented this is the cart before the horse. He cannot see doing this wrong. The negotiating team should come in and say we like this contract. We need to know the wording. R. Thackston commented he likes this contract.

13. 9:30 PM Enter into Non-Public Session under RSA 91-A:3 II (a) Compensation of a Public Employee: MESSA Contract: MOTION: E. Jacod **MOVED** to enter into non-public session under RSA 91-A:3 II (a) Compensation of a Public Employee **SECOND:** P. Peterson. **VOTE** W. Wright, M. Morrison, P. Bauries, B. Barlow, P. Peterson, J. Carnie, M. Blair, L. Steadman, E. Stanley, E. Jacod and R. Thackston. **VOTE:** 11.956/0/0/3.044. **Motion passes.**

14. Public Session: R. Thackston explained to MESSA that the Board has ratified their contract. P. Bauries read the following information to MESSA: Salary Compensation: The School Board agreed to a cost over the three years of \$285,000.00 for salary compensation. Year 1 and Year 2 the aids move up one step in each year and those steps receive a 2% pay increase. The two new to the association IT employees receive a 3% pay increase for year one and year two than in year three they will receive 2% pay increase. The remaining funds will be distributed evenly among the off step aids. The secretaries, custodians and maintenance employees remain at current salary funding, but move up one step. Year 3: All entitled members will move up one step and receive a 1% pay increase. The remaining funds will be distributed equitable among the membership, with the final decision of distribution remaining with the Board.

Insurance: The Board agreed to fund to the Association a total of \$1,950,000.00 for the District's contribution on Health Care during the first year of this contract. The MESSA Association is responsible for selecting the insurance plans and determining the amount of contribution for each union employee. (The District contribution currently is \$1,942,662.24) If the total number of qualified employed MESSA members exceeds 148, the MRSD will pay the District's portion of the plan selected by the employee, for the remainder of the year based on the MESSA formula.

The following three years of the contract can be adjusted by the lesser of either the insurance average increase or 5%.

The buyout amount for employees not electing healthcare coverage will be determined by MESSA, but not be less than \$2000.00.

M. Alexander thanked the Board and appreciated the work done but she explained the dollar amounts are different. R. Thackston explained the Board will put it in writing and you can vote it up or down on Thursday if you want.

15. Motion to adjourn: MOTION: P. Peterson **MOVED** to adjourn the Board Meeting at 9:53 PM. **SECOND:** B. Barlow. **VOTE:** 11.956/0/0/3.044. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary