

**Monadnock Regional School District (MRSD)**  
**Non-Public Meeting Minutes**  
**October 18, 2011**  
**Monadnock Regional MS/HS, Swanzey, NH**

**Members Present:** Richard Thackston, Pat Bauries, Ed Jacod, Bruce Barlow, James Carnie, Winston Wright, Mike Morrison, Mike Blair, Scott Ellsworth, William Felton, Eric Stanley, Lisa Steadman, Jen Labadie and Phyllis Peterson. **Absent:** Unassigned seats from Roxbury. **Also present:** D. Hodgdon, Superintendent, K. Craig, Assistant Superintendent, J. Fortson, Business Manager and L. Aivaliotis Recording secretary. **Others present:** M. Alexander, Support Staff Union President and NEA NH Representative M. Couture.

**9:32 PM RSA 91-A:3 II (e) Grievance:** The Support Staff Union is filing a Grievance stating a contract violation against the School Board. The violation is hiring the new para- professionals at 5.5 hours. The Support Staff Union is stating the rehires need to be at 7 hours. The Superintendent denied the grievance with the rationale that the hiring of current paraprofessionals at 5.5 hours, as established in the School Board Policy GDF on support staff hiring and it does not violate Article 6.1 (B) which applies to employees in 2001-2002. M. Couture explained policies by the School board cannot be in conflict with the bargaining agreement. The Union is asking for the Board to increase the hires from 5.5 to 7 hours as per the contract and all benefits prescribed. There are 4 individuals involved. M. Alexander explained she knows of 2 staff members at Mt. Caesar. J. Fortson stated one person involved had resigned and came back because of the reduced hours. K. Craig commented that she has hired paraprofessionals for less than 7 hours when she was principal. She explained that the paraprofessionals are driven by IEPs. M. Couture explained the contract was intent for the 7 hours a day.

**R. Thackston asked M. Alexander and M. Couture to leave while the Board deliberates.**

**MOTION:** P. Bauries **MOVED** to reject the proposal requested by MESSA. **SECOND:** B. Barlow. **DISCUSSION:** J. Carnie asked how far the Board would be willing to go on this issue. B. Barlow commented they never mentioned past practice. He would say go all the way. J. Labadie suggested letting it go and go to negotiations. E. Stanley would suggest going ahead. P. Peterson suggested going all the way. We need flexibility with the staff. P. Bauries said to take the issue as far as needed. Past practice we have hired for less hours an example is the preschool. **VOTE:** 11.956/.693/2.116/.253. **Motion passes.**

**MOTION:** P. Peterson **MOVED** to leave non-public session. **SECOND:** B. Barlow **VOTE:** 14.675/0/0/.235. **Motion passes.**

Respectfully submitted,  
Laura L. Aivaliotis  
Recording secretary