

Monadnock Regional School District (MRSD)
Non-Public Meeting Minutes
Sealed (unsealed 3/15/2016)
December 3, 2013
Monadnock Regional MS/HS Swanzey, NH

Members Present: Ed Jacod, James Carnie, Eric Stanley, Mike Blair, Pat Bauries, Dan Coffman, Winston Wright, Mike Morrison, Richard Thackston, Phyllis Peterson, Lisa Steadman and Barry Faulkner. **Absent:** Robert Smith and unassigned from Sullivan and Roxbury.

Also present: L. Corriveau, Superintendent, K. Craig, Assistant Superintendent and L. Aivaliotis recording secretary.

11:05 PM RSA 91-A: 3 II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person: P. Bauries explained L. Corriveau is asking for a 4 day work week. K. Craig is looking for the same. L. Corriveau addressed the Board. He said we have a lot of hard work to do. The District is challenged. We have great kids and a hardworking staff. We have finance issues we are making some improvements but we need more. He said he enjoys working with the central office team. He does work from home and explained that he does not need a job. He came here to help. He would like to go to the next level. He spoke to other superintendents. He would like to go to a part time position at 32 hours, retire from the State of NH, receive an hourly pay and help the Board. He said he works well with K. Craig. She is pushing retirement age and they both can collect from the NH retirement. They will both work at an hourly wage. To fight this battle at a part time position gives us energy. We are both asking for a 4 day work week, which means one of the days will overlap and we will both be present. L. Corriveau would attend the Board and committee meetings but that is part of his 32 hours. The Board may consider getting him out of the meetings a little earlier. The schools have issue. We need performance based contracts. The principals are no longer in their Union. We will concentrate on literacy, reading and writing only. Most of the students are not doing what we want. If the scores in January do not increase he will be presenting a restructuring plan. The plan will include the top to the very bottom. He is fed up with the comment that the White House is against the school. We need to restructure the SAU and our elementary schools as well. You cannot go on with the high taxes and no results. He does not want to be in this situation. K. Craig commented it is about the student's learning not the adults. L. Corriveau explained they both wish to have 32 hours working 4 days at an hourly wage. The District will be saving money. We need to monitor and they need to implement. E. Jacod commented L. Corriveau said we have great kids and teachers. What is the problem? L. Corriveau informed the Board we are missing leadership all the way down. We get rolling of the eyes, civil disobedience and no cooperation. E. Jacod asked what sources. L. Corriveau stated it is the principals and the middle management. K. Craig commented there is no enthusiasm or support from anyone. L. Corriveau commented there is an attitude of negativity that is

counterproductive. We need change earth moving change. L. Corriveau will give a 5 page proposal on how to change the District. P. Bauries asked if the changes could be done in the hourly schedule you have given yourselves. L. Corriveau informed the Board we need to get serious about the evaluations. If you are serious these are tough decisions. P. Bauries asked if he feels it will work and you will stay to see it through. L. Corriveau informed the Board it will work and he has 17 superintendents that would be ready to fill the positions when he leaves. J. Carnie commented he would have liked to have seen some of these things done before now. If we have a problem in middle management how will it be fixed with fewer hours and why have you not taken care of it before. We have not seen anything done with middle management. J. Carnie would like to see specifics so we can get it done. L. Corriveau commented if you do not trust me I need to go. In January you will have a report. K. Craig explained the administration worked hard to make this matrix of responsibilities. She tried to do it but was told to go back to that person. J. Carnie explained the Board as a whole has tried to support the administration. L. Corriveau informed the Board they will see solutions in January. They will not be easy decisions. We all need to be on the same page. Last year we had 500 suspensions and as of now we have 6 suspensions. This school is for the children and learning it is not to give adults jobs. What is the message if both go to part time? Could we do one and not both? He is worried about the message to the community. L. Corriveau explained he will leave if he does not go part time. K. Craig commented she would leave as well. She said they are a team. L. Corriveau explained there are so many issues and you have a unique team that will get you through it. L. Corriveau commented that for him it is to get more money for him and to retire. He asked the Board how serious they are about changing the school district. L. Corriveau commented the feeling in the district is the SAU and School Board are against the schools. K. Craig commented that real nasty stuff is being said. L. Corriveau commented that he is working hard for the District and he will give his proposal in January if it is needed. If the Board does not agree he will help find his replacement in February. K. Craig commented she will not stay if L. Corriveau does not stay. R. Thackston commented L. Corriveau delivers the plan in January and the Board decides in February we already have your plan to use. E. Jacod commented on the public opinion of both going to part time. M. Blair commented that he agrees and supports both plans moving forward. It is appalling to hear what is being said. B. Faulkner commented that it is pointless to discuss at this hour. We need to trust them to do a job. There is no time clock to get the job done. W. Wright commented we have made excellent changes.

L. Corriveau and K. Craig leave the meeting. P. Bauries explained their packages being asked for. L. Corriveau are asking to work 32 hours a week at \$75.00 an hour, 4 weeks of vacation and 8 wellness days. K. Craig is asking to work 32 hours a week at \$60.00 an hour, 4 weeks of vacation and 8 wellness days. R. Thackston asked if the Board had a problem of voting on this tonight. **MOTION:** R. Thackston. **MOVED** to approve the proposals for L. Corriveau and K. Craig as submitted. **SECOND:** B. Faulkner.

DISCUSSION: D. Coffman asked if there was any room for negotiations. R. Thackston and P. Bauries answered no. M. Blair commented in order for L. Corriveau to do what he wants to do we need to give him authorization. D. Coffman commented there are only certain things L. Corriveau wants to be tough about. J. Carnie does not like a two for one and does not like voting for the two for one. We had a policy. There are bigger issues and they need to be addressed. He is concerned with K. Craig. There have been a number of

times that she has talked about push backs. She says she is doing the work. Nothing has been presented to get rid of anyone. When we hired L. Corriveau we expected things to get done. He would like to see the plan before the Board votes. If he were an employee in a private company I would ask for the plan first. Trust me is enough to a certain point. E. Stanley commented this way if it does not work see you. If he does not keep his promise he can go. J. Carnie said they said we will have a turn around and see changes. We are holding the teachers and staff accountable. The superintendent needs to be accountable to the District. He is fine with the proposal but not the two for one. R. Thackston called for the vote. P. Bauries allowed Boards members asking to speak before the calling of the vote. M. Morrison is concerned about morale if we clean house. It will not be good. K. Craig talks about hard work. M. Morrison is talking about effective work. He would like to see L. Corriveau's vision to move the staff in his direction. Some of the staff are feeling overwhelmed. Not sure the solution is to clean house. From the teacher's standpoint it is like bullying. He feels like L. Corriveau can do it but why hasn't it happened yet. He is saying support me or I am out. He resents being put in that position. He does not see it working out. **VOTE to call the question:** E. Stanley-yes, D. Coffman-no, P. Peterson-no, J. Carnie-no, E. Jacod-no, W. Wright-yes, M. Morrison-no, L. Steadman-no, M. Blair-yes, P. Bauries-no, R. Thackston-yes, B. Faulkner-yes, **Motion fails. MOTION:** P. Peterson **MOVED** to table the motion. **SECOND:** J. Carnie. **VOTE:** W. Wright-no, E. Stanley-yes, D. Coffman-yes, P. Peterson-yes, J. Carnie-yes, E. Jacod-yes, M. Morrison-yes, L. Steadman-yes, M. Blair-yes, P. Bauries-yes, R. Thackston-yes and B. Faulkner-yes. **Motion passes.**

MOTION: B. Faulkner **MOVED** to go out of Non-Public Session. **SECOND:** M. Blair. **VOTE:** Unanimous for those present. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary