

SAU #9 BOARD
Josiah Bartlett School Cafeteria
June 10, 2010

Attending:

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| Jane Gray, Chairman, Eaton | Dr. Carl Nelson, SAU #9 Superintendent |
| Pat Philbrick, Eaton | Dr. Robert Gadomski, SAU #9 Asst. Supt. |
| Andrew Kearns, Jackson | Colleen Cormack, Albany |
| Joe Kopitsky, Jackson | James Sabina, Albany |
| Syndi White, Conway (6:40) | Nancy Holmes, Hart's Location |
| Randy Davison, Conway | George Holmes, Hart's Location |
| Lynne Brydon, Conway | Vicki Harlow, Bartlett |
| Dick Klement, Conway | Michael Murphy, Bartlett |
| Janine McLauchlan, Conway | Nancy Kelemen, Bartlett |

Recording Secretary:
Gail T. Currier

Audience: 0

1. **Call to Order:** Chairman Gray called the meeting to order at 6:30 p.m.
2. **Public Comment:** None.
3. **Approval of Minutes (4-29-10):** Motion by Ms. Philbrick, second by Mr. Kearns, that the Minutes of the April 29th meeting be approved as circulated. Motion carried by unanimous vote.
4. **Personnel:**

A. Consider Approval of Superintendent's Salary for 2010-11 – Ms. Gray stated the recommendation is based on a strong evaluation. She thanked all for their input, noting that out of 29 possible replies, 25 had responded, with the majority also including feedback, which was most helpful. She said the overall evaluation was 4 above expectation, 8 at expectation, and 1 between those two. She is recommending approving the increase budgeted (2%). **Motion by Ms. Harlow, second by Mr. Kopitsky, that the Board approve the Superintendent's salary for 2010-11 as recommended.**

Ms. Cormack stated she is going to vote "no" on any salary increases, which she feels badly about, acknowledging it is only 2%; however, we are in an economic crisis that continues to get worse. The construction industry has not seen the recovery they were expecting to see this spring, everyone is cutting everywhere, and she feels it would be appropriate for the Board to freeze salaries. She said she would like to be able to vote "yes" because it keeps morale up; however, she represents the Town of Albany, the poorest town in Mt. Washington Valley, and she is not comfortable asking them to reach into their pockets for this. Mr. Klement said he tends to agree, but if we had all gotten together before entering contract negotiations and agreed to a percentage increase, he would have said everybody should get zero; however, now that money is approved for

some, he will be voting in favor of this motion. Mr. Davison noted that Dr. Nelson got a solid evaluation, is doing a good job, but he is on the fence for voting for any type of increase, noting the support people at the lower level get the least amount of money, which is his concern. Mr. Kearns said when looking at budgeting for next year we need to take this up, need to discuss whether it is to be put in or not. Ms. Gray stated that has been discussed, but not decided on. Mr. Davison acknowledged that Dr. Nelson is one of the harder working people as Superintendent, and one of the lowest paid in that position. **Motion carried with 14 votes in the affirmative, and Ms. Cormack voting in the negative.**

B. Consider Election of Contracted Staff for 2010-11 – Motion by Ms. Brydon, second by Ms. Philbrick, to approve election of contracted staff for 2010-11 as recommended. Mr. Davison said he feels contracts lengths need to be aligned – when entering a multi-year contract we add onto it. He said he does not understand the length of contracts for Director of Administrative Services and Director of Budget and Finance positions. Dr. Nelson stated their original contracts were extended, they were three-year contracts - after that the Board made the decision to hire on the basis of two-year terms.

Mr. Klement questioned with regard to realignment of everybody on two-year contracts, whether the people in those two positions would be willing to see the rationale behind that. Dr. Nelson said he would think so, but in those positions you would want to obligate them for that length of time. Mr. Davison said he has a concern with two and three year terms, he would rather align them. **Motion was made by Mr. Davison, seconded by Ms. Cormack, to amend the motion to include that the positions of Director of Administrative Services and of Budget and Finance will run through 2012.**

Ms. Kelemen questioned whether it would be fair to decide tonight we are going to change it since that is how those people were hired. Dr. Nelson, noting it is not in regard to performance, said he does not know how they would react. Ms. Gray stated it is a change to their contract. Dr. Nelson pointed out that in effect we would be saying we are not extending their contract. Every year they are renewed, it is for one more year on top of the term they are obligated to. If they decided to leave, we could hold them until we got a suitable replacement. Mr. Davison said he is assuming that this Board is their employer, we are the bottom line. He stated people nowadays are not getting 2 and 3 year contracts - he is not worried about performance, it is about extending contracts. Ms. Harlow questioned then whether Mr. Davison would be recommending that the positions of Preschool Coordinator and Payroll Manager be changed to two years as well?

Dr. Nelson said he would prefer to wait until those people leave the position, and then change to the two-year contract, commenting that this almost has the appearance of being a penalty. Ms. Kelemen said she agreed with Dr. Nelson in the sense that these two employees have been with us for a long time and this has been their contract, and she does not know why there would be a change at this time, that the time to review their positions is when they leave. Dr. Nelson said currently the intent is to make them all

two-year contracts, assuming that is what would happen as people leave. Ms. McLauchlan commented the mechanism is already in place.

Mr. Klement noted if they stop doing their job and become mediocre employees, they still stay for the three years. Dr. Nelson stated “no,” they still have to perform satisfactorily. Ms. Gray said this Board has already made the commitment, we cannot now just cut everybody’s contract. Ms. Harlow questioned whether it is an issue in the office. Dr. Nelson assured her it is not.

Mr. Davison requested that Dr. Nelson go back and ask those two people if it is okay with them to move to a two-year contract such as the other candidates we have before us, if they would be inclined to accept two-year rather than three-year contracts? **Ms. Cormack withdrew her second to the motion for amendment, Mr. Davison withdrew his motion.**

It was Mr. Davison’s opinion that if they say “no” the Board has to look into doing it anyway next year. Ms. Kelemen said she could not agree with that, the Board has put in place a plan that it would be switched when the position is to be refilled. Mr. Klement said these people know they can stay for the duration of the contract; he was hoping to bring things into harmony with them. Ms. White said she will vote “no” for the 2% increase because she has heard nothing but “do not give increases;” many people are asking whether administration got raises when teachers did not get a contract and have had no raises for two years. Ms. Harlow asked “do we want to penalize this group because the teachers were unable to pass a contract?” Ms. Philbrick pointed out this money was put in the budget last December and a budget hearing was held regarding what was being put in that budget – it has already been approved twice. She stated those people have done their job at above satisfactory level. Ms. Cormack agreed the money has been approved, but since Dec. we have seen jobs and houses lost. She said it is not in the best interest of the community to ask people to reach into their pocket and fund a salary increase for administrators.

The motion carried as originally proposed with 13 votes in the affirmative, and 3 negative votes (White, Davison, Cormack).

C. Consider Election of Support Staff for 2010-11 – Motion by Mr. Kearns, second by Ms. Philbrick, to approve election of support staff for 2010-11 as recommended.

Ms. Harlow stated they do a great job and we are happy to have them. Mr. Davison said he will vote in favor of this because they are not multi-year contracts. Ms. Cormack said she wants to vote for an increase, but cannot because of the economic situation. **The motion carried with 15 votes in the affirmative and Ms. Cormack voting in the negative.**

D. Consider Accepting Resignation of Charlottie Eoppolo – Motion by Mr. Kearns, second by Ms. McLauchlan, to accept with regret the resignation of Charlottie Eoppolo as Secretary to the Special Services Director. Motion carried by unanimous vote.

E. Consider Election of Charlotte Eoppolo as Special Ed. Secretary – At 7:00 p.m. Motion was made by Ms. McLaughlan, seconded by Ms. Kelemen, that the Board adjourn to non public session under RSA 91-A:3, II (Personnel). Motion carried by unanimous roll call vote.

Non Public Session Minutes

The Superintendent discussed with the School Board a personnel matter, Board members asked questions and they were answered.

At 7:05 p.m. **Motion was made by Ms. Harlow, seconded by Mr. Klement and carried by unanimous vote, that the Board return to regular session.**

Upon return to regular session **Motion was made by Ms. Cormack, seconded by Ms. Brydon, to elect Charlotte Eoppolo as Special Ed. Secretary. Motion carried by unanimous vote.**

Motion made by Mr. Klement, second by Mr. Kearns, that the Board approve a 2% increase for Charlotte Eoppolo effective July 1, 2010. Ms. Cormack said she will vote in favor of this because it is only fair, since the others have gotten the 2% raise. Mr. Klement said he will vote against it because the individual left employment, did not like her new job, and is wanting to return here - there is a difference between her employment and that of other people. Ms. McLaughlan said she will vote “no” because of the cost of advertising the position Ms. Eoppolo left. Ms. Harlow questioned whether it would be fair to allow the 2% raise and ask her to reimburse us for the advertising. Mr. Klement pointed out that would give her a “leg up” because next year she would be getting her raise based on a higher salary. **Motion was defeated with one affirmative vote (Ms. Cormack) and 15 votes in the negative.**

F. Consider Election of Tracy Bradford as Transportation Coordinator – Motion by Ms. Philbrick, second by Ms. Kelemen, that Tracy Bradford be elected as Transportation Coordinator effective July 1, 2010. Mr. Klement pointed out Mr. Bradford only has a Class A CDL license, he would need to obtain a Class B CDL. Ms. Gray said they were not seeking a person who would be driving all the time, they wanted someone to mainly deal with the paperwork. It was noted it is a one year contract. Mr. Klement questioned whether the current Coordinator supervises the bus drivers. Dr. Nelson said she does and also evaluates them. It was Mr. Klement’s contention then that she is also a manager which puts her in line with the Finance Director, and questioned then why would this not be a 2-year position. Dr. Nelson said he would like to see Mr. Bradford go through one year of employment first. Ms. Cormack said if we were not in the economic times we are in, she would be complaining about the low salary; she feels the position is underpaid given the responsibility that person must bear. **Motion carried by unanimous vote.**

5. Business Affairs:

A. FYI – 2009-10 Budget Status Report – Mr. Klement said it is getting toward the end of the school year and questioned how much money will be left. Dr. Nelson said there are a few more things to be encumbered; however, he would guess there would be about \$70,000. He said the remainder of the money can be carried over, can be used to reduce the tax burden.

Ms. Kelemen questioned rental space at Kennett Middle School. Dr. Nelson said the SAU is responsible for 4% of the operating costs of the building on a yearly basis. Ms. Cormack questioned whether since the SAU has moved in there is room to house Project Succeed there. Dr. Nelson said right now all the spaces are occupied, the only spaces left are in the other part of the building. He noted if they were to move in, the financial burden of the SAU would become greater.

B. Motion was made by Ms. McLauchlan, seconded by Ms. Kelemen, to consider maintaining “Traditional” Health Coverage as recommended. Dr. Nelson explained this would mean we are not adding the provision of adding 26 year old dependents. Mr. Klement wished assurance that this does not mean they are changing away from the HMO \$500 deductible. Dr. Nelson said “no.” He noted this will become law, at which point we will be required to put it into effect; however, for the present we are continuing as we are now. **Motion carried by unanimous vote.**

6. Administrators’ Reports:

A. Next Meeting: September 9, 2010, 6:30 p.m. at Pine Tree School.

B. Next Executive Board Meeting: August 12, 2010, 6:30 p.m. at SAU #9.

7. Any Other Business:

A. FYI – Correspondence from NHSAA

B. FYI – List of Grants – Ms. Cormack noted that Christine Thompson is a phenomenal grant writer and she wonders about the 21st Century Grant which is Project Succeed and whether we are we paying her twice? Dr. Nelson said Project Succeed is paying her out of that grant. Mr. Klement noted someone offered to donate \$20,000 for Project Succeed to be matched by 9/1/10, and wished to know where that stands. Dr. Nelson offered to get a reading on the progress of that.

10. Non Public Session – See Pg. 4.

11. Adjourn: Motion was made by Ms. Kelemen, seconded by Mr. Kearns and carried, that the meeting be adjourned at 7:25 p.m.

Respectfully submitted,

Gail T. Currier, Recording Secretary