

EATON SCHOOL BOARD
November 4, 2019

MINUTES

PRESENT: Chris Kennedy, Monique Hebert, Nella Thompson (arrived at 6:04 p.m.), and Kevin Richard.

1. Chair Kennedy called the meeting to order at 6:00 p.m.
2. Approval of Minutes (10-7-19) – **Monique Hebert moved to approve the minutes of October 7, 2019. The motion was seconded by Chris Kennedy and passed 2-0-0.**
3. Business Affairs
 - A. Signing of Manifest – The manifest was signed as presented.
 - B. Recommendation for Salary and Benefits of Bus Driver – Superintendent Richard recommended increasing the wage by \$2.00 per hour for 2020-21 (does not include performance increase), adding dental insurance 90% paid by district and 10% paid by employee, and adding bereavement leave into the personnel policies (see attached). **Monique Hebert moved to approve these recommendations and add any monies to the 2020-21 proposed budget. The motion was seconded by Nella Thompson and passed 3-0-0.**
4. Superintendent's Report – Superintendent Richard discussed the progress of the SAU #9 Study Committee (Coop.), updated the board on the work of the Conway Strategic Planning Committee, and reminded the board that the SAU Board meets on November 14th at 6:00 pm. with an Executive Board meeting at 5:30 p.m.
5. Any Other Business

Set Date for Next Meeting – The next meeting will be on Monday, December 2, 2019 at 6:00 p.m.
6. Board Member Issues –
 - A. Set Time for School District Meeting on March 10, 2020 – The board set 5:00 p.m. for the time of the school district meeting.

B. Set Date and Time for Budget Hearing – The board set February 3, 2020 at 6:00 p.m. as the date for the budget hearing.

7. Nonpublic Session – none

8. Personnel Action - none

9. **Monique Hebert moved to adjourn. The motion was seconded by Nella Thompson and passed 3-0-0 at 6:54 p.m.**

Respectfully submitted,

Kevin Richard
Superintendent of Schools

School Administrative Unit #9

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Kevin Richard
Superintendent of Schools

Kathryn Wilson
Assistant Superintendent

James W. Hill
Dir. of Administrative Ser.

Pamela L. Stimpson
Director of Special Ser.

Lilli D. Gilligan
Dir. of Budget/Finance

TO: Eaton School Board
FROM: Kevin Richard
DATE: November 4, 2019
RE: Bus Driver Compensation and Benefits

As we approach budget development for the 2020-2021 school year I would like to make the recommendation to address your bus driver wage and compensation.

There is a bus driver crisis throughout the State of New Hampshire and the "pool" of candidates is extremely limited.

In order to retain your current driver I am recommending the following:

- Increase the wage by \$2/hr for next year. This does not include the performance increase. The current wage is \$18.31/hr. The driver has been with the Eaton District since October, 2012.
 - Approximate cost to the district = \$3,150
- Add Dental Insurance at a rate of 90 % paid by district 10% paid by the employee.
 - Approximate cost to the district = \$590
- Adopt "Bereavement Leave" into the personnel policies.

BEREAVEMENT LEAVE

23.1 Bereavement leave of up to five (5) working days per occurrence with pay between the date of death and the date of the funeral, inclusive, shall be granted an employee in the event of a death in the immediate family. The definition of the immediate family for the purpose of this policy shall be as follows: the immediate family includes father, mother, wife, husband, children, brothers, sisters, grandparents, and grandchildren. Bereavement leave of up to three (3) working days per occurrence with pay between the date of death and the date of the funeral, inclusive, shall be granted an employee in the event of a death of the following relations; mother and father-in-law, sister and brother-in-law, aunt, uncle, daughter and son-in-law, and relative or ward residing in the same household.