

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session (Not Yet Approved)
June 7, 2022
MRMHS Library/Zoom, Swanzey, NH**

Members Present: Lisa Steadman, Scott Peters, Kristen Noonan via Zoom, Michelle Connor, Jennifer Strimbeck, Betty Tatro, Colleen Toomey and Brian Bohannon. **Absent:** Eric Stanley, Cheryl McDaniel-Thomas, Dan LeClair, Nick Mosher and Winston Wright

Administration Present: L. Witte, Superintendent, J. Rathbun, Assistant Superintendent and J. Morin, Business Administrator.

9:45 PM Non-Public Session RSA 91-A:3 II (a) Compensation for any Public Employee:

Issue #1: The Board reviewed the salary increase presented by the Superintendent for the staff not associated with a contract. She is recommending a 3.5% increase.

MOTION: L. Steadman **MOVED** to approve the IT Department increases which as presented by the Superintendent. **SECOND:** B. Tatro. **DISCUSSION:** S. Peters explained that salaries for these positions in corporations are much higher. **VOTE:** 8.30/0/0/4.698. **Motion passes.**

Issue #2: MOTION: L. Steadman **MOVED** to approve the wage increase proposed for the principals, Athletic Director, Safety Officer and Special Ed. Coordinator not receiving an increased equity and include recommendation for a 3-year term. **SECOND:** B. Tatro
DISCUSSION: B. Bohannon asked if there are Union groups with issues. There are wide gaps but they continue to increase. S. Peters explained in the Fall budget we will look to hire a consultant to do a wage analysis. B. Bohannon said there is staff that do not have principal support. S. Peters said it is not our job to get into performance issues. B. Bohannon said we need a process. She would like to take out L. Stevens, K. Schnare and F. Ashworth from the group being voted on. She feels that L. Stevens' salary should be more because she is doing such a great job. **VOTE:** 8.302/0/0/4.698. **Motion passes.**

Issue #3: MOTION: L. Steadman **MOVED** to approve the wage increases for the SAU Staff all except for C. Czifrik. **SECOND:** K. Noonan. **DISCUSSION:** T. Breen has been named the new Director of Building and Grounds. **VOTE:** 8.302/0/0/4.698. **Motion passes. MOTION:** L. Steadman **MOVED** to approve the wage increase for C. Czifrik as presented by the Superintendent. **SECOND:** B. Tatro. **VOTE:** 7.170/0/1.132/4.698. **Motion passes.**

Issue #4: MOTION: K. Noonan **MOVED** to allow non-affiliated employees to bank unused personal days up to a total of 30 days. Those banked days would only be able to be accessed in the event an employee uses all of the accrued paid time allocation. Further,

those days would not be paid out upon separation of employment. **SECOND:** S. Peters. **VOTE:** 8.302/0/0/4.698. **Motion passes.**

Issue #5: *L. Witte and J. Morin leave Non-Public Session.*

S. Peters suggested a 3.5% increase for the Superintendent. The Board discussed the increase. **MOTION:** L. Steadman **MOVED** to raise the compensation for the Superintendent by 4%, set to \$150,163 for the 2022/23 year. **VOTE:** 8.302/0/0/4.698. **Motion passes.**

MOTION: C. Toomey **MOVED** to leave non-public session. **SECOND:** M. Connor **VOTE:** 8.302/0/0/4.698. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary