

Monadnock Regional School District
UN-SEALED (6.16.2021)
Non-Public Minutes
School Board Meeting Minutes
June 1, 2021 (Approved 8.17.2021)
Zoom Virtual Meeting, Swanzey, NH

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

Administration Present: L. Witte, Superintendent.

Also Present: L. Aivaliotis, MRSD Recording Secretary

9:18 PM Non-Public Session under RSA 91-A:3 II (a) The Compensation of any public employee:

Issue #1: The Board discussed the salary increase for the IT Dept, Principals and the SAU employees. The increases for the Union contracts are 3%. It is being suggested to have a 3% COLA increase for all IT Dept employees, District employees and SAU employees.

The Board discussed the Director of Curriculum and Assessments restructuring position. L. Witte explained J. Rathbun has Assistant Superintendent credentials and is close to his Superintendent credentials. He is more than qualified for the position and it is inappropriate to have him apply. B. Bohannon asked if he would be taking on more responsibilities. L. Witte explained B. Bohannon might be thinking about Title One and that has been withdrawn from this position. C. McDaniel-Thomas commented at a previous Board Meeting L. Witte brought up the restructuring. She has no concerns. Posting a position with a qualified person is not a good look and a waste of time.

MOTION: W. Wright **MOVED** to approve the wage increases for the IT Dept staff as presented by the Superintendent. **SECOND:** C. McDaniel-Thomas **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: W. Wright **MOVED** to approve the wage increases for the District staff as presented by the Superintendent. **SECOND:** K. Noonan **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: W. Wright **MOVED** to approve the wage increases for the SAU Staff as presented by the Superintendent. **SECOND:** K. Noonan. **VOTE:** 10.544/0/0/2.456. **Motion passes. (C. Toomey recused herself)**

L. Witte leaves the meeting in order for the Board to discuss her salary.

Issue #2: It was suggested that the Superintendent receive a 3% wage increase for 2021-2022 just like the other employees being presented tonight will receive. **MOTION:** L. Steadman **MOVED** to apply the COLA increase to the Superintendent's salary of 3% or a salary of \$144,390.00 for 2021-2022. **SECOND:** W. Wright **VOTE:** 10.544/0/0/2.456. **Motion passes. (D. LeClair, E. Stanley and N. Mosher missing from vote)** K. Wheeler suggested a one time bonus to be paid before the end of the year for L. Witte from the unallocated fund balance. S. Peters explained L. Witte's 4 year contract is not due yet. She is moving into her third year. L. Witte has expressed a commitment to the District. He would suggest a rolling three year contract. L. Steadman explained to terminate a contract there needs to be a three year notice. C. Tommey asked if it was unforeseen would we have to pay the entire contract. S. Peters explained the language is covered in the contract. K. Wheeler said we can not bind the next Board. Nothing tonight can stop the next Board. L. Steadman said employment contracts bind future boards. K. Noonan said it sounds great. B. Bohannon asked if there is a financial cap. S. Peters said it is set annually by the Board; it is duration not a financial number. B. Bohannon is concerned with the salary range. **MOTION:** L. Steadman **MOVED** to apply the 3 year perpetual term to the Superintendent's contract. **SECOND:** C. McDaniel-Thomas **DISCUSSION:** K. Wheeler said this should have a first and second read before being voted on. **VOTE:** 9.787/0/.757/2.456. **Motion passes.**

Issue #3: S. Peters explained he, L. Witte and L. Steadman spoke about giving the staff stipends out of the unallocated fund balance. They also spoke about J. Rathbun and M. Suarez winning awards. The entire staff went above and beyond due to COVID. The total amount for non-union staff would be \$54,089.00. L. Witte figured the increases. It was asked if the Board would like to give the stipends or not. L. Steadman suggested pulling out Gold Medal employees, L. Witte, J. Rathbun and M. Suarez and awarding a flat dollar amount. B. Tatro and K. Wheeler would like a

stipend for all employees. S. Peters said he loves the idea but it is hard to unwind. B. Tatro suggested a full page ad for the staff in a local paper to thank them. S. Peters said we could ask the Superintendent to recommend a gift. M. Connor would like to go above and beyond for J. Rathbun and M. Suarez due to the awards they had received. The Board was presented with stipend increases for the non-union staff.

MOTION: C. McDaniel-Thomas **MOVED** to approve the 2.5% stipend increase for the names listed and presented and to add L. Witte's name as well. **SECOND:** W. Wright. **DISCUSSION:** K. Wheeler would like to do something for everyone at the same time. The non-union staff and Union staff. **MOTION:** K. Wheeler **MOVED** to table the motion until June 15, 2021. **There was no SECOND: Motion fails.** K. Wheeler would like everyone to get the stipend at the same time. S. Peters commented we are talking about 400-500 people. K. Noonan said the staff only received a 1.6% COLA last year. B. Tatro would like to start a plaque for J. Rathbun and M. Suarez for their special recognition. S. Peters said there is a place to showcase awards at the SAU. **MOTION:** K. Wheeler **MOVED** to table the motion until the June 15, 2021 Meeting and give all employees their stipend at the sametime. **SECOND:** W. Wright. **VOTE:** 3.991/6.553/0/2.456. **Motion fails. VOTE on the 2.5% stipend for all employees listed as well as L.Witte. 7.54/0/1.187/3.57. Motion passes. (C. Toomey recused herself)** S. Peters explained the Board will have to discuss the action item of a stipend for all staff with L. Witte as well as the attorney. He is not comfortable with making an amount. We need L. Witte to prepare a sheet.

It was suggested to seal these minutes until the 16th of June.

S. Peters asked L. Aivaliotis to leave the meeting. L. Aivaliotis leaves the meeting.

Issue #4 - S.Peters shared the current rates the district pays the Recording Secretary: \$200 per meeting, \$100 if quorum is not achieved. He explained the history of increases, the last increase was in June 2018. **MOTION:** B.Bohannon moved to increase the Recording Secretary's rate to\$225/\$125. **SECOND:** M.Connor. **VOTE:** 10.54/0/0/2.45. **Motion passes.**

MOTION: B.Tatro **MOVED** to leave non-public session. **SECOND:** K.Wheeler **VOTE:** 10.54/0/0/2.45 **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis

MRSD Recording Secretary