

Non-Public Minutes
School Board Meeting Minutes
June 2, 2020
Zoom Virtual Meeting, Swanzey, NH

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

Administration Present: L. Witte, Superintendent, J. Rathbun, Director of Curriculum, Instruction and Assessment and J. Morin, Business Administrator.

Also Present: L. Aivaliotis, MRSD Recording Secretary

8:40 PM Non-Public Session under RSA 91-A:3 II (a): Compensation of any Public Employee:

Issue #1: L. Witte presented the salaries and proposed raise increases for the Support Staff and Administration. She is presenting a 1.6% COLA increase. She also said they will not fund the HR position. She would suggest the fund be used to fund the SRO. It was explained F. DeTurris is mostly at the MRMS/HS but with an SRO he can be at other schools. K. Noonan does not like not filling the HR position. We have sent policies to her. L. Witte explained in a district our size there were a lot of things she did that the Superintendent does. We thought it was worth it to try but we have a high functioning group and she is not concerned that we cannot recover. B. Tatro is worried if we do not have somebody. L. Witte reviewed the salaries. C. McDaniel-Thomas said she would trust L. Witte and this is the right way to go. L. Witte explained all elementary principal salaries are in comparable range. The MS/HS principal is not. B. Bohannon asked if there was a maximum of benefits. L. Witte explained it was discussed by the Board but not directed by the Board. N. Mosher explained the HR position would take pressure off of the Superintendent even with the Superintendent being so capable. S. Peters agrees. L. Witte has taken over the Emergency Planning. This should be the job of F. DeTurris. N. Mosher asked why not merit based raises. L. Witte explained the Unions are not merit based. She would hesitate to set it up differently for these folks. B. Bohannon commented we had this conversation last year the building principals are not all the same. As a parent the performance is not the same in every school. L. Witte explained all administrators have met their expectations and receive a COLA increase. N. Mosher is concerned if we enter into an understanding with the administration and

they go beyond expectations than should there be a carrot. K. Noonan commented we the Board can only hire and fire the Superintendent. We cannot tell her how to run the ship. She can understand both sides. S. Peters explained there is no motion and he would like to keep the Board on track. It is either to accept or deny the compensation increases. **MOTION:** W. Wright **MOVED** to approve the wage increase for the IT Dept. as proposed by the Superintendent. **SECOND:** M. Connor. **VOTE:** 12.030/0.213/.757. **Motion passes.** **MOTION:** W. Wright **MOVED** to approve the wage increase for the District Staff as proposed by the Superintendent. **SECOND:** M. Connor. **VOTE:** 9.787.1,122/1.335/.757. **Motion passes.** **MOTION:** W. Wright **MOVED** to approve the SAU Staff wage increase except for L. Witte and the HR position as proposed by the Superintendent. **SECOND:** C. McDaniel-Thomas. **VOTE:** 10.900/0/2.130/1.878. **Motion passes. (C. Toomey recused)**

Issue #2: Superintendent's proposed wage increase: (L. Witte leaves non-public session) S.

Peters explained he had put together a quick report of 5 years of her wage adjustments.

MOTION: N. Mosher **MOVED** to ask J. Morin and J. Rathbun to step out of the non-public session. **SECOND:** B. Bohannon. **VOTE:** 10.130/1.115/.998/.757. **Motion passes. (J. Morin and J. Rathbun leave non-public session).** S. Peters explained L. Witte is ending the first year of her 4 year contract. B. Bohannon, N. Mosher and L. Steadman commented that they felt the duration of the contract was good and did not need to be changed. There were no other comments from the rest of the Board. The contract duration stays status quo. N. Mosher suggested a 1.6% COLA increase in line with her methodology of the rest of the employees in the district. **MOTION:** N. Mosher **SECOND:** M. Connor. **DISCUSSION:** L. Steadman explained she was going to propose a 3% increase. This is a critical position and we need retention. The 3% increase is reasonable. M. Connor said 1.6% is not a slap in the face. It is a cost of living raise. S. Peters said we are responsible for an increase and we do evaluate the Superintendent. B. Bohannon would like to see a 1.6% increase. Regarding the quality of education we are behind others. He is comfortable with putting pressure on L. Witte. N. Mosher feels the same as B. Bohannon. How they handled remote learning and based on the test results our district has slipped. It is not appropriate to treat L. Witte differently than the others in the district. C. McDaniel-Thomas said the 1.6% is not a raise it is a keep level. She is not comfortable with a 1.6% raise. The pool of superintendents is ugly. B. Tatro would agree with C. McDaniel-Thomas. It was commented she is making less than the Conval Superintendent with the same size school district. It would be nice to have a capable person to stay over a number of years. L. Steadman commented the evaluation was from July to April. It did not involve remote learning.

K. Noonan is against the 1.6%. She would agree with 2-3%. She said L. Witte is wonderful and we are working with a default budget. W. Wright does not agree with the 1.6%. He would suggest up to 3% and said not to forget we agreed to give \$6000.00 for the professional development. N. Mosher said to keep in mind there are other employees who play an important role. Put something forward that is more in line with the others. Do not treat the others differently. L. Steadman will vote against the 1.6%. Seems like we are choosing it to be spiteful. S. Peters said it is an excellent point from W. Wright. We did agree on \$6000.00 for professional development. We agreed on professional development because we believe in her. S. Peters pointed out the positive review, leading us at the State House and being a front runner in the Covid-19 remote learning. We will not all agree. In his opinion her salary should be in the low \$140,000.00. The 3% would put her in the \$140,000.00 category, still lower than her peers but adding the cost of the professional development. Anything other than 1.6%. **MOTION:** W. Wright **MOVED** to amend the motion and give L. Witte a 3% raise. **SECOND:** C. McDaniel-Thomas. **VOTE:** K. Noonan=yes, W. Wright=yes, M. Connor=no, N. Mosher=no, B. Bohannon=no, D. LeClair=no, C. McDaniel-Thomas=yes, E. Stanley=no, B. Tatro=yes, C. Toomey=yes, S. Peters=yes and L. Steadman=yes. 7.50=91/4.653/0/.757. **Amendment passes. VOTE on amended motion:** K. Noonan=yes, W. Wright=yes, M. Connor=no, N. Mosher=no, B. Bohannon=no, D. LeClair=no, C. McDaniel-Thomas=yes, E. Stanley=yes, B. Tatro=yes, C. Toomey=yes, S. Peters=yes and L. Steadman=yes. 8.712/3.531/0/.757. **Motion passes.**

Motion to leave Non-Public Session: MOTION: B. Tatro **MOVED** to leave Non-Public Session. **SECOND:** B. Bohannon **VOTE:** 12.243/0/0/.757 **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis

MRSD Recording Secretary