REGIONAL SCHOOL DISTRICT NO. 7

Superintendent's Office

Board of Education Special Meeting

December 17, 2025 – 5:30 p.m.

APPROVED 1.14.26

PRESENT: Chair Ms. Molly Sexton Read (B), Vice-Chair Mr. Robert Jerram (NH), Ms. Kim Crone (N) via phone, Ms. Terri Kenneson (C), Ms. Deb Bell (N), Treasurer / Secretary Mr. Noel Gauthier (NH), Financial Director Mr. James Gaskins, Superintendent Steven K. LePage.

ABSENT: Ms. Mary Duran (B), Ms. Lisa Fragale (C).

CALL TO ORDER: Ms. Sexton Read called the Special Board of Education meeting to order at 5:30 p.m.

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1. Agenda Item: NTA Retirement Incentive Plan

Superintendent LePage presented a proposed one-time retirement incentive for the Northwestern Teachers Association (NTA) to facilitate planned staff reductions while preserving morale and retaining high-quality newer staff.

Key Discussion Points:

- **Rationale:** The district needs to reduce four positions. An incentive encourages veteran teachers to retire, allowing the district to avoid non-renewals or "RIFs" (Reduction in Force) of talented newer teachers.
- **The Options Offered:**
    - **Cash Option:** A one-time payment of **$10,000**, paid within 60 days of June 30, 2026.
    - **Insurance Option:** Medical insurance coverage (HDHP employee plus one) for one year. In exchange, the retiree must **substitute teach for 20 days** at the daily sub rate ($120/day), or applicable substitute rate for the 2026-2027 school year.
- **Eligibility & Deadlines:** Teachers must submit an irrevocable letter of retirement by **January 9, 2026**, effective no later than June 30, 2026.
- **Financial Impact:**
    - Estimated gross cost of salaries/benefits for the interested teachers: **$607,118**.
    - Estimated savings after incentives and one necessary re-hire: **$443,433**.
    - Total potential long-term budget impact: Significant amount of savings over multiple budget years.

Participant Feedback:

- The Board discussed the minimum number of participants. Although the document identifies five as the target, the Superintendent and Board agreed that the plan remains viable even if fewer than five teachers participate.

Motions

- **Motion 1:** To approve the retirement incentive plan as presented and authorize the Superintendent to share the plan with the NTA and engage in negotiations to reach a mutually beneficial settlement.
    - **Moved by:** Terri Kenneson | **Seconded by:** Deb Bell
    - **AYE:** Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Crone, Ms. Bell, Ms. Kenneson. The motion passed unanimously.
- **Motion 2:** To adjourn the meeting at 6:15 pm
    - **Moved by:** Noel Gauthier | **Seconded by:** Terri Kenneson
    - **AYE:** Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Crone, Ms. Bell, Ms. Kenneson. The motion passed unanimously.
