

Notice: These minutes are in D R A F T format, and shall remain as such as the legal record in compliance with RSA 91:A in their written archival form. They are likely to contain errors and may be in need of correction which can only be done in public in a properly-posted, subsequent meeting of the School Board. Accordingly, you are referred to the minutes of a subsequent (i.e. future -- but not necessarily the next sequential) meeting of the Board to identify what may have been changed as an approved and properly modified record in compliance with law.

NEWFOUND AREA SCHOOL DISTRICT
School Board Minutes
 Monday, April 15, 2019
 Non-Public Session 6:00 p.m.
 Public Session: 6:30 p.m.
 Location: LMC- Newfound Regional High School

- I. Call to Order by Jeff Levesque at 6:02 p.m.
- II. Pledge of Allegiance
- III. Record Roll:

Sue Cheney, Alexandria	present (arrived 6:10)
Michael O'Malley, Bridgewater	present
Heidi Milbrand, Bristol	present
Melissa Suckling, Danbury	present (arrived 6:03)
Jeff Levesque, Groton	present
Jason Robert, Hebron	excused absent
Christine Davol, New Hampton	present

- IV. Jeff Levesque announced the need to enter Non-public session: 91-A (3) (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.
 Michael O'Malley seconded. Vote was by roll call: Alexandria-not present; Bridgewater-yes; Bristol-yes; Danbury-not present; Groton-yes; Hebron-not present; New Hampton-yes

Non-public Minutes

Present in Non-public: Jeff Levesque, Heidi Milbrand, Christine Davol, Mike O'Malley, Stacy Buckley (Superintendent), Melissa Suckling (arrived at 6:03), Sue Cheney (arrived at 6:10)

The board discussed teachers, specialists, administrators, and the reduction in force contracts and salaries, as well as nominations and resignations.

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Jeff made a motion to leave Non-public at 6:47. Chris Davol seconded the motion. A roll call vote was taken: Jeff- yes; Heidi- yes; Christine- yes; Mike- yes; Melissa- yes; Sue- yes

Board returned from Non-public at 6:48 p.m.

V. Discussion with Hill School Board

Jeff Levesque welcomed Shelly Henry, Hill School Board Chair, Michele Munson, Hill Superintendent and Brian Connelly, Jennie D. Blake Principal. Overall, everyone agreed that the agreement is going well. There are no significant issues to discuss. Middle School and High School transitions have gone well. There was discussion regarding students who do a VLACS course and oversight of those courses, as well as the districts move competency based grading. A request was made by Newfound to tweak the bus time frames for Hill students. The Hill buses are arriving later than the Newfound buses to pick up. Brian said his job is to align all curriculum before Jennie Blake School students enter middle school so that they have consistency. Michele Munson thanked the special education department.

VI. Approval or Modification of Agenda

None

VII. Approval of Minutes

- a. March 25, 2019
Consent Agenda

VIII. Public Comment

None

IX. Correspondence

None

X. Announcements and Recognition

a. Student Liaison Report

None

b. Staff Liaison Report

Last year BES was one of ten schools in NH and VT to win a \$25,000 Clif Literacy grant and this year students got to listen to many authors and receive a free book. Special thanks to Kim Sarfde for preparing the grant and continuing implementation.

DES has enjoyed three visits from representatives of Danbury Grows to help students to plant seeds.

c. Superintendent Report

- Last Wednesday the Bicentennial Concert in the high school gym was a wonderful opportunity to showcase student talent. Stacy thanked Ed Judd,

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Jen Stevens and Mr. Branscomb for directing the concert. There is a link on the school website for those who missed it.

- Addams Family, the districts community musical, was a great production last Friday and Saturday.
- Competency work is being finalized and a guide book is being put together. Stacy noted that there will be a school board presentation on May 20th and a parent presentation on May 28th.
- Stacy received a bill for \$1281 from the Town of Hebron to pay for a single election date changed to May. She wanted to make sure that the board was aware of the additional charges for elections.
- A plan is being worked out for the last day of the school year.
- The Budget Committee met last week. Ruby Hill is Chair and Kim Bliss is Vice Chair. They are looking to hire a Clerk.

d. Other

Kim Sarfde reminded everyone that tomorrow is the Bristol Book event for parents and an author will visit with a book for students. Twin Designs, Bristol storeowners will be visiting with a book for children called “Diane the Turtle” in the near future.

XI. Old Business

a. Committee Assignments

Football Oversight Committee: Mike O’Malley, Jason Robert

School Board Policy Committee: Sue Cheney, Christine Davol, Jason Robert

NHSBA Delegate: Heidi Milbrand

Budget Committee Rep: Jeff Levesque

Legislative Rep: Jeff Levesque

Professional Development: Christine Davol

Wellness Committee: Sue Cheney

Facilities Committee: Heidi Milbrand, Melissa Suckling

Contract Negotiations Committee: unassigned

BHVS Agreement Renewal: Heidi Milbrand, Jeff Levesque, Melissa Suckling

NTU Co-curricular: Sue Cheney, Mike O’Malley

Data Task Force: unassigned

b. Proposed meeting schedule for 2019-2020

Updated to reflect the change in meeting schedule to the first and third Monday with an occasional Tuesday to account for a holiday. No July meeting.

XII. New Business

a. Resignations

The Superintendent presented the board with a list of teachers who have resigned from the district effective 6.30.19

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b. Nominations for 2019-2020 school year

- i. Teachers
- ii. Specialists
- iii. Administrators

The Superintendent presented the board with a list of teachers, specialists, and administrators for nomination for the 2019-2020 school year.

c. Confirmation of approval for NRHS Robotics Field Trip

Lori Mayo requested to take FRC Team 7913 on a day trip to Worcester Polytechnic Institute (WPI) in Worcester, MA on 4/13/19.

d. NMMS request for change of teacher assignment

Stacy Buckley and Jay Lewis are requesting that funding for the Family and Consumer Science Teacher be re-allocated to an additional math teacher. The FACS curriculum and standards will be completed by other departments. This change will allow all students at NMMS to receive math everyday (as opposed to every other day in the current schedule).

XIII. Public Comment (on agenda items only per policy BDDH, 5 minute limit)

None

XIV. Motion on Consent Agenda

Minutes March 25, 2019

Christine Davol made a motion to accept the Consent Agenda. Mike O'Malley seconded. Vote 5-0-1-1 (New Hampton abstained, Hebron excused absent) ***Motion Passed***

XV. Motion on Individual Agenda Items

Jeff Levesque made a motion to accept the resignations as presented by the superintendent. Christine Davol seconded. Vote 6-0-0-1 (Hebron excused absent) ***Motion Passed***

Sue Cheney made a motion to accept the nominations for teachers, specialists, and administrators as presented by the superintendent. Heidi Milbrand seconded the motion. Vote 6-0-0-1 (Hebron absent) ***Motion Passed***

Jeff Levesque made a motion to confirm approval of Robotics field trip and to include the email thread in the minutes. Sue Cheney seconded. Vote 6-0-0-1 (Hebron excused absent) ***Motion Passed***

Jeff Levesque made a motion to accept the reduction in force and change in assignment as presented by the superintendent. Heidi Milbrand seconded. Vote 6-0-0-1 (Hebron excused absent) ***Motion Passed***

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Jeff Levesque made a motion to approve the superintendent's request to reallocate funds from the family and consumer science teacher to a math teacher at the middle school. Melissa Suckling seconded. Vote 6-0-0-1 (Hebron excused absent) ***Motion Passed***

XVI. Financial

a. Approval of Manifest(s)

Sue Cheney moved to approve manifest for March 2019. Jeff Levesque seconded. Vote 6-0-0-1 (Hebron excused absent) ***Motion Passed***

XVII. Adjournment

Mike O'Malley made a motion to adjourn at 7:40 p.m. Melissa Suckling seconded. Vote 6-0-0-1 (Hebron excused absent) ***Motion Passed***

Respectfully submitted by Ruth Whittier, School Board Clerk

District staff present: Stacy Buckley (Superintendent), Mike Limanni (Business Administrator), Anne Landry (Student Services Administrator), Kim Sarfde (Curriculum Coordinator)

Public present: Jay Lewis, NMMS; Shelly Henry, Hill School Board Chair; Michele Munson, Hill Superintendent; Brian Connelly, Hill Principal.

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Newfound Area School District

School Board meeting 4.15.19

Resignation- effective 6/30/19

Name	School	Position
Craig Wilkins	NRHS	Math Teacher
Tracy Gagnon	NHCS	PT Guidance Counselor
Paula Samson	District	ELL
Jonathan Hanley	NMMS	PE Teacher
Paul Richards	NMMS	Math Teacher
Michelle Whitenack	DES	Nurse

Reduction in Force- effective 6/30/19

Name	School	Position
Nancy Stetson	NMMS	French Teacher

Change of Assignment

Name	2018-2019 Position	2019-2020 Position
Lisa Hodsdon	BES Nurse	NRHS Nurse

Nominations for 2019-2020

Name	School	Position	Step/Track	Salary
Meagan Campbell	NRHS	English Teacher	MA/11	\$53,043

Teachers

Name	Position	School	FTE	18-19 Step	18-19 track	18-19 Salary	8-19 Longevit	19-20 Salary	19-20 Longevity
Vacancy	NURSE	BES - Bristol ES	100%	Nurse	Step 15	\$46,301.00	\$1,700.00	\$46,764.00	\$2,250.00
PLANKEY, PAMELA W	TEACHER ELEM ICT SPECIALIST	BES - Bristol ES	80%	BA+15	Step 15	\$59,613.00	\$2,800.00	\$60,209.00	\$3,625.00
PLANKEY, PAMELA W	TEACHER ELEM ICT SPECIALIST	BES - Bristol ES	20%	BA+15	Step 15	\$59,613.00	\$2,800.00	\$60,209.00	\$3,625.00
CARTER, MEIKAR	TEACHER GRADE 1	BES - Bristol ES	100%	BA+15	Step 15	\$59,613.00	\$2,000.00	\$60,209.00	\$2,625.00
KESSLER, LISA L	TEACHER GRADE 1	BES - Bristol ES	100%	BA	Step 15	\$57,877.00	\$2,100.00	\$58,456.00	\$2,750.00
ROBIE, JOANNE L	TEACHER GRADE 2	BES - Bristol ES	100%	BA	Step 15	\$57,877.00	\$2,300.00	\$58,456.00	\$3,000.00
Valley, Kayla	TEACHER GRADE 2	BES - Bristol ES	100%	BA	Step 4	\$39,643.00		\$41,440.00	
JACKSON, ELLEN A	TEACHER GRADE 3	BES - Bristol ES	100%	BA+15	Step 15	\$59,613.00	\$2,100.00	\$60,209.00	\$2,750.00
SYMONDS, COLEEN	TEACHER GRADE 3	BES - Bristol ES	100%	BA	Step 15	\$57,877.00	\$1,700.00	\$58,456.00	\$2,250.00
Roberts, Sarah M	TEACHER GRADE 4	BES - Bristol ES	100%	MA	Step 12	\$55,380.00		\$57,892.00	
SMITH, AMY E	TEACHER GRADE 4	BES - Bristol ES	100%	BA	Step 10	\$48,730.00		\$50,940.00	
GUERRIERO, ELISA M	TEACHER GRADE 5	BES - Bristol ES	100%	MA	Step 15	\$61,401.00	\$1,900.00	\$62,015.00	\$2,500.00
LAROCHELLE, JENNIFER K	TEACHER GRADE 5	BES - Bristol ES	100%	CAGS	Step 15	\$67,095.00	\$2,300.00	\$67,766.00	\$3,000.00
MCDONOUGH, KAREN J	TEACHER GRADE K	BES - Bristol ES	100%	MA	Step 15	\$61,401.00		\$62,015.00	\$1,375.00
RHUDE, FRANCESCA	TEACHER GRADE K	BES - Bristol ES	100%	MA	Step 2	\$39,261.00		\$41,040.00	
JENKINS, KELLIE M	TEACHER GUIDANCE	BES - Bristol ES	100%	MA	Step 15	\$61,401.00	\$2,000.00	\$62,015.00	\$2,625.00
GOODNOUGH, LYNN E	TEACHER LITERACY SPECIALIST	BES - Bristol ES	40%	MA+15	Step 15	\$63,243.00	\$1,600.00	\$63,875.00	\$2,125.00
GOODNOUGH, LYNN E	TEACHER LITERACY SPECIALIST	BES - Bristol ES	60%	MA+15	Step 15	\$63,243.00	\$1,600.00	\$63,875.00	\$2,125.00
MAHONEY, JULIE A	TEACHER SPECIAL SERVICES	BES - Bristol ES	100%	BA	Step 15	\$57,877.00		\$58,456.00	
Pumphret, Shauntaye M.	TEACHER SPECIAL SERVICES	BES - Bristol ES	100%	MA+15	Step 2	\$40,438.00		\$42,272.00	
Higgins, Dorl J.	TEACHER TITLE 1	BES - Bristol ES	100%	MA	Step 3	\$40,634.00		\$42,477.00	
DEGRACE, SUSAN M	NURSE	BHVS - Bridgewater-Hebron ES	100%	BA	Step 15	\$57,877.00	\$1,900.00	\$58,456.00	\$2,500.00
ROBERT, VANESSA S	TEACHER GRADE 1	BHVS - Bridgewater-Hebron ES	100%	BA	Step 12	\$52,202.00		\$54,568.00	
MACLEAN, KELLY A	TEACHER GRADE 2	BHVS - Bridgewater-Hebron ES	100%	MA	Step 15	\$61,401.00	\$1,800.00	\$62,015.00	\$2,375.00
SHEDD, JEANNETTE F	TEACHER GRADE 3	BHVS - Bridgewater-Hebron ES	100%	BA+15	Step 15	\$59,613.00	\$1,400.00	\$60,209.00	\$1,875.00
Folan, Shannon L	TEACHER GRADE 4	BHVS - Bridgewater-Hebron ES	100%	BA	Step 1	\$35,755.00		\$37,376.00	
JENKINS, JASON J	TEACHER GRADE 5	BHVS - Bridgewater-Hebron ES	100%	BA+15	Step 15	\$59,613.00	\$2,000.00	\$60,209.00	\$2,625.00
PETERSON, SUSAN M	TEACHER GRADE K	BHVS - Bridgewater-Hebron ES	100%	BA+15	Step 15	\$59,613.00	\$1,600.00	\$60,209.00	\$2,125.00
CONNOR, KATHLEEN P	TEACHER GUIDANCE	BHVS - Bridgewater-Hebron ES	40%	MA	Step 15	\$61,401.00		\$62,015.00	\$1,375.00
CONNOR, KATHLEEN P	TEACHER GUIDANCE	BHVS - Bridgewater-Hebron ES	60%	MA	Step 15	\$61,401.00		\$62,015.00	\$1,375.00
Beadle, Dorothy M	TEACHER LITERACY SPECIALIST	BHVS - Bridgewater-Hebron ES	100%	MA	Step 14	\$59,325.00		\$62,015.00	
VanderBok, Catherine A	TEACHER MUSIC-CHORAL ALL ELEM	BHVS - Bridgewater-Hebron ES	41%	BA	Step 1	\$35,755.00		\$37,376.00	
VanderBok, Catherine A	TEACHER MUSIC-CHORAL ALL ELEM	BHVS - Bridgewater-Hebron ES	8%	BA	Step 1	\$35,755.00		\$37,376.00	

VanderBok, Catherine A	TEACHER MUSIC-CHORAL ALL ELEM	BHVS - Bridgewater-Hebron ES	30%	BA	Step 1	\$35,755.00		\$37,376.00	
VanderBok, Catherine A	TEACHER MUSIC-CHORAL ALL ELEM	BHVS - Bridgewater-Hebron ES	21%	BA	Step 1	\$35,755.00		\$37,376.00	
KERNEN, RAEGAN J	TEACHER PHYSICAL EDUCATION	BHVS - Bridgewater-Hebron ES	42%	MA	Step 12	\$55,380.00		\$57,892.00	
KERNEN, RAEGAN J	TEACHER PHYSICAL EDUCATION	BHVS - Bridgewater-Hebron ES	58%	MA	Step 12	\$55,380.00		\$57,892.00	
Brilhart, Sally A	TEACHER PRESCHOOL	BHVS - Bridgewater-Hebron ES	100%	MA	Step 5	\$43,529.00		\$45,503.00	
Westerling, Colleen K.	TEACHER PRESCHOOL	BHVS - Bridgewater-Hebron ES	100%	BA	Step 3	\$38,302.00		\$40,039.00	
Kay, Jennifer A.	TEACHER SPECIAL SERVICES	BHVS - Bridgewater-Hebron ES	100%	MA+30	Step 3	\$43,109.00		\$45,064.00	
vacancy	NURSE	DES - Danbury ES	100%	BA	Step 6	\$42,465.00		\$44,392.00	
Ross, Norma I	TEACHER GRADE 2 & 3	DES - Danbury ES	100%	BA	Step 5	\$41,030.00		\$42,890.00	
Robinson, Rebecca L.	TEACHER GRADE 4 & 5	DES - Danbury ES	100%	BA	Step 2	\$37,006.00		\$38,685.00	
SEAVEY, AMANDA J	TEACHER GRADE K & 1	DES - Danbury ES	100%	MA	Step 12	\$55,380.00		\$57,892.00	
VACANCY	TEACHER INSTRUMENTAL / MUSIC	DES - Danbury ES	41%			\$0.00		\$18,604.50	
VACANCY	TEACHER INSTRUMENTAL / MUSIC	DES - Danbury ES	8%			\$0.00		\$18,604.50	
VACANCY	TEACHER INSTRUMENTAL / MUSIC	DES - Danbury ES	30%			\$0.00		\$18,604.50	
VACANCY	TEACHER INSTRUMENTAL / MUSIC	DES - Danbury ES	21%			\$0.00		\$18,604.50	
ABBEY, COLLEEN A	TEACHER SPECIAL SERVICES	DES - Danbury ES	100%	BA	Step 15	\$57,877.00	\$1,800.00	\$58,456.00	\$2,375.00
Boudrias, Ashley	TEACHER TITLE 1	DES - Danbury ES	100%	BA	Step 2	\$37,006.00		\$38,685.00	
MORRISON, RACHEL	NURSE	NHCS - New Hampton ES	100%	BA+15	Step 15	\$59,613.00	\$1,700.00	\$60,209.00	\$2,250.00
PLANTE-RENAUD, DENISE M	TEACHER ART	NHCS - New Hampton ES	40%	BA+15	Step 15	\$59,613.00		\$60,209.00	\$2,161.00
PLANTE-RENAUD, DENISE M	TEACHER ART	NHCS - New Hampton ES	11%	BA+15	Step 15	\$59,613.00		\$60,209.00	\$2,161.00
PLANTE-RENAUD, DENISE M	TEACHER ART	NHCS - New Hampton ES	28%	BA+15	Step 15	\$59,613.00		\$60,209.00	\$2,161.00
PLANTE-RENAUD, DENISE M	TEACHER ART	NHCS - New Hampton ES	21%	BA+15	Step 15	\$59,613.00		\$60,209.00	\$2,161.00
ROMAN, CHRISTINE E	TEACHER ELEMENTARY ICT SPECIAL	NHCS - New Hampton ES	35%	BA	Step 8	\$45,490.00		\$47,553.00	
ROMAN, CHRISTINE E	TEACHER ELEMENTARY ICT SPECIAL	NHCS - New Hampton ES	65%	BA	Step 8	\$45,490.00		\$47,553.00	
Dow, Brianna H	TEACHER GRADE 1	NHCS - New Hampton ES	100%	BA	Step 11	\$50,436.00		\$52,724.00	
CONWAY, DEIRDRE B	TEACHER GRADE 2	NHCS - New Hampton ES	100%	BA+15	Step 15	\$59,613.00	\$2,900.00	\$60,209.00	\$3,750.00
DOUCETTE, SHELEY A	TEACHER GRADE 3	NHCS - New Hampton ES	100%	MA+15	Step 15	\$63,243.00	\$3,000.00	\$63,875.00	\$3,875.00
BERGHOLM, ANGELA J	TEACHER GRADE 4	NHCS - New Hampton ES	100%	BA	Step 15	\$57,877.00	\$1,600.00	\$58,456.00	\$2,125.00
MARKKEY, MELISSA A	TEACHER GRADE 5	NHCS - New Hampton ES	100%	BA	Step 5	\$41,030.00		\$42,890.00	
BIIRD, JUDITH R	TEACHER GRADE K	NHCS - New Hampton ES	100%	BA+15	Step 15	\$59,613.00	\$2,700.00	\$60,209.00	\$3,500.00
Vacancy	TEACHER GUIDANCE	NHCS - New Hampton ES	100%	MA+30	Step 2	\$24,990.60		\$26,124.00	
MALLAHAN, CAROLYN M	TEACHER LITERACY SPECIALIST	NHCS - New Hampton ES	100%	MA+30	Step 15	\$65,141.00	\$1,300.00	\$65,792.00	\$1,750.00
AUSTIN, SAMANTHA	TEACHER SPECIAL SERVICES	NHCS - New Hampton ES	100%	MA	Step 13	\$57,319.00		\$59,918.00	
Pleron, Katherine F	NURSE	NMMS - Middle School	100%	BA	Step 15	\$57,877.00		\$58,456.00	

JOYCE, RAMONA L	TEACHER ART	NMIMS - Middle School	100%	MA+15	Step 15	\$63,243.00	\$2,900.00	\$63,875.00	\$3,750.00
Edwards, Erin R.	TEACHER COMPUTER INSTRUCTION	NMIMS - Middle School	100%	MA+15	Step 12	\$57,042.00		\$59,629.00	
VACANCY	TEACHER FAMILY CONSUMER SCIENCE	NMIMS - Middle School	100%			\$0.00		\$59,613.00	
SMITH, DARLENE G	TEACHER FOREIGN LANGUAGE	NMIMS - Middle School	100%	BA	Step 15	\$57,877.00	\$2,000.00	\$58,456.00	\$2,625.00
DUDEK, JASON T	TEACHER GRADE 6 & 7 LITERACY	NMIMS - Middle School	100%	MA	Step 15	\$61,401.00		\$62,015.00	\$1,375.00
Taylor, Renee M.	TEACHER GRADE 6 ENGLISH	NMIMS - Middle School	100%	BA	Step 3	\$38,302.00		\$40,039.00	
Burr, Julie R	TEACHER GRADE 6 MATHEMATICS	NMIMS - Middle School	100%	BA	Step 1	\$35,755.00		\$37,376.00	
NAULT, EILEEN P	TEACHER GRADE 6 MATHEMATICS	NMIMS - Middle School	100%	BA+15	Step 15	\$59,613.00	\$1,400.00	\$60,209.00	\$1,875.00
HILL, JASON B	TEACHER GRADE 6 SCIENCE	NMIMS - Middle School	100%	BA+15	Step 14	\$57,597.00		\$60,209.00	
PERINGER, JAY H	TEACHER GRADE 6 SOCIAL STUDIES	NMIMS - Middle School	100%	MA	Step 13	\$57,319.00		\$59,918.00	
Frekot, Jason C	TEACHER GRADE 7 & 8 LITERACY	NMIMS - Middle School	100%	BA	Step 11	\$50,436.00		\$52,724.00	
VITTNER, CHELSEA E	TEACHER GRADE 7 LITERACY	NMIMS - Middle School	100%	BA	Step 3	\$38,302.00		\$40,039.00	
Smith, Samantha J.	TEACHER GRADE 7 MATHEMATICS	NMIMS - Middle School	100%	BA	Step 8	\$45,490.00		\$47,553.00	
Foss, Stephen M.	TEACHER GRADE 7 SCIENCE	NMIMS - Middle School	100%	BA	Step 5	\$41,030.00		\$42,890.00	
CRONIN, CHRISTINA R	TEACHER GRADE 7 SOCIAL STUDIES	NMIMS - Middle School	100%	MA+15	Step 15	\$63,243.00	\$2,400.00	\$63,875.00	\$3,125.00
RITCHE, DONNA L	TEACHER GRADE 8 LITERACY	NMIMS - Middle School	100%	MA	Step 15	\$61,401.00	\$2,000.00	\$62,015.00	\$2,625.00
Vacancy	TEACHER GRADE 8 MATHEMATICS	NMIMS - Middle School	100%	BA	Step 5	\$41,030.00		\$42,890.00	
vacancy	TEACHER GRADE 8 SCIENCE	NMIMS - Middle School	100%			\$55,380.00		\$57,892.00	
LaCasse, Phillip J	TEACHER GRADE 8 SOCIAL STUDIES	NMIMS - Middle School	100%	BA	Step 6	\$42,465.00		\$44,392.00	
KEEGAN, ALYSSA A	TEACHER GUIDANCE	NMIMS - Middle School	100%	MA	Step 9	\$49,950.00		\$52,215.00	
LEWIS, TRISHA J	TEACHER GUIDANCE	NMIMS - Middle School	100%	MA	Step 14	\$23,730.00		\$24,806.00	
KINGSBURY, HANNAH L	TEACHER HEALTH EDUCATION	NMIMS - Middle School	100%	BA+15	Step 10	\$50,193.00		\$52,468.00	
PATERSON, KRISTIN L	TEACHER ICT/LIBRARY MEDIA SPEC	NMIMS - Middle School	100%	MA+15	Step 15	\$63,243.00	\$1,300.00	\$63,875.00	\$1,750.00
STEVENS, JENNIFER R	TEACHER INSTRUMENTAL / MUSIC	NMIMS - Middle School	100%	MA	Step 14	\$59,325.00		\$62,015.00	
Branscombe, Brett T	TEACHER MUSIC	NMIMS - Middle School	100%	MA	Step 2	\$39,261.00		\$41,040.00	
HANLEY, JONATHAN D	TEACHER PHYSICAL EDUCATION	NMIMS - Middle School	100%	BA	Step 15	\$57,877.00		\$58,456.00	
CONKLING, NORAH M	TEACHER SPECIAL SERVICES	NMIMS - Middle School	100%	MA+30	Step 15	\$65,141.00	\$1,600.00	\$65,792.00	\$2,125.00
DONAHUE, THOMAS H	TEACHER SPECIAL SERVICES	NMIMS - Middle School	100%	MA	Step 15	\$61,401.00	\$1,900.00	\$62,015.00	\$2,500.00
O'Rourke, Jill A	TEACHER SPECIAL SERVICES	NMIMS - Middle School	100%	BA	Step 15	\$57,877.00		\$58,456.00	
Maxner, Scott J	TEACHER TECHNOLOGY EDUCATION	NMIMS - Middle School	100%	MA	Step 15	\$61,401.00		\$62,015.00	
Lisa Hodsdon	NURSE	NMIMS - High School	100%	Nurse	Step 15	\$46,301.00	1700	\$46,764.00	\$2,250.00
HUTCHINS, LAURAL	TEACHER ART	NRHS - High School	100%	BA	Step 15	\$57,877.00	\$1,900.00	\$58,456.00	\$2,500.00
WHITE, DONALD A	TEACHER ART/TECHNOLOGY ED	NRHS - High School	100%	BA	Step 15	\$57,877.00	\$2,300.00	\$58,456.00	\$3,000.00
JUDD, EDWARD P JR	TEACHER BAND/CHORUS	NRHS - High School	100%	MA+30	Step 15	\$65,141.00	\$1,200.00	\$65,792.00	\$1,625.00

MILLER, SHEILA B	TEACHER BUSINESS EDUCATION	NRHS - High School	100%	BA+15	Step 15	\$59,613.00	\$2,300.00	\$60,209.00	\$3,000.00
SHELTON, ROGER A	TEACHER CHEMISTRY/PHYSICS	NRHS - High School	100%	MA+30	Step 15	\$65,141.00	\$3,200.00	\$65,792.00	\$4,125.00
MAYO, LORI J	TEACHER COMPUTER INSTRUCTION	NRHS - High School	100%	MA+15	Step 15	\$63,243.00		\$63,875.00	
vacancy	TEACHER ENGLISH	NRHS - High School	100%			\$0.00		\$60,209.00	
vacancy	TEACHER ENGLISH	NRHS - High School	100%			\$0.00		\$63,875.00	
CAPSAJIS, MARA P	TEACHER ENGLISH	NRHS - High School	100%	MA	Step 15	\$61,401.00		\$62,015.00	
CUTTING, SARAH E	TEACHER ENGLISH	NRHS - High School	100%	MA	Step 15	\$61,401.00		\$62,015.00	
DEVOST, LORI M	TEACHER ENGLISH	NRHS - High School	100%	BA	Step 14	\$55,920.00		\$58,456.00	
OHL, SARAH P	TEACHER FAMILY CONSUMER SCIEN	NRHS - High School	100%	CAGS	Step 5	\$47,565.00		\$49,721.00	
LEBARON, JAMES B	TEACHER FOREIGN LANG. - FRENCH	NRHS - High School	100%	MA+15	Step 15	\$63,243.00	\$2,000.00	\$63,875.00	\$2,625.00
MOORE, SUSAN W	TEACHER FOREIGN LANG. - SPANISH	NRHS - High School	100%	MA	Step 15	\$61,401.00		\$62,015.00	
Abare, Chelsey A.	TEACHER GUIDANCE	NRHS - High School	100%	MA	Step 1	\$37,933.00		\$39,654.00	
MERRIFIELD, ALAN H	TEACHER HEALTH EDUCATION	NRHS - High School	100%	MA	Step 14	\$59,325.00		\$62,015.00	
vacancy	TEACHER MATHEMATICS	NRHS - High School	100%	BA+15	Step 7	\$45,271.00		\$47,324.00	
BALLOU, AMY L	TEACHER MATHEMATICS	NRHS - High School	100%	MA+15	Step 15	\$63,243.00	\$1,300.00	\$63,875.00	\$1,750.00
de Boer, Jacob	TEACHER MATHEMATICS	NRHS - High School	100%	BA	Step 5	\$41,030.00		\$42,890.00	
PETERSON, KARRIL	TEACHER MATHEMATICS	NRHS - High School	100%	BA	Step 15	\$57,877.00	\$1,600.00	\$58,456.00	\$2,125.00
Young, Jonathan M.	TEACHER MATHEMATICS	NRHS - High School	100%	MA	Step 14	\$59,325.00		\$62,015.00	
ZICK, KERRIE M	TEACHER MEDIA GENERALIST	NRHS - High School	100%	BA+15	Step 5	\$42,260.00		\$44,177.00	
SULLIVAN, JOHN P	TEACHER PHYSICAL EDUCATION	NRHS - High School	100%	BA	Step 15	\$57,877.00	\$1,400.00	\$58,456.00	\$1,875.00
Guldner, Megan E	TEACHER PHYSICAL SCIENCE	NRHS - High School	100%	MA	Step 15	\$61,401.00		\$62,015.00	
DUMONT, PETER R	TEACHER SCIENCE	NRHS - High School	100%	BA+15	Step 10	\$50,193.00		\$52,468.00	
Therriault, Charles H.	TEACHER SCIENCE	NRHS - High School	100%	MA	Step 6	\$45,052.00		\$47,095.00	
Caulfield, Brendan M	TEACHER SOCIAL STUDIES	NRHS - High School	100%	MA	Step 3	\$40,634.00		\$42,477.00	
CHAMPAGNE, DANIEL R	TEACHER SOCIAL STUDIES	NRHS - High School	100%	MA+30	Step 15	\$65,141.00	\$1,200.00	\$65,792.00	\$1,625.00
Doolin, Amy L.	TEACHER SOCIAL STUDIES	NRHS - High School	100%	MA+30	Step 5	\$46,179.00		\$48,273.00	
Lellos, John P.	TEACHER SOCIAL STUDIES	NRHS - High School	100%	MA	Step 5	\$43,529.00		\$45,503.00	
Bonin, Matthew B.	TEACHER SPECIAL SERVICES	NRHS - High School	100%	MA	Step 6	\$45,052.00		\$47,095.00	
Carita, Sheila L	TEACHER SPECIAL SERVICES	NRHS - High School	100%	MA	Step 9	\$49,950.00		\$52,215.00	
DIFABIO, DOREEN	TEACHER SPECIAL SERVICES	NRHS - High School	100%	BA	Step 15	\$57,877.00	\$1,700.00	\$58,456.00	\$2,250.00
Presley, Nicole L	TEACHER SPECIAL SERVICES	NRHS - High School	100%	BA+15	Step 14	\$57,597.00		\$60,209.00	

MURPHY, DENNIS A	SYSTEM SPECIALIST	Technology	100%	\$53,117.14	\$53,117.14	\$54,179.48	\$54,179.48	\$1,062.34	2.00%
Ciotti, Paul J.	TECHNOLOGY COORDINATOR	Technology	100%	\$76,008.04	\$76,008.04	\$77,528.20	\$77,528.20	\$1,520.16	2.00%
Crosbie, Christopher S	TECHNOLOGY SUPPORT SPECIALIST	Technology	100%	\$37,000.00	\$37,000.00	\$37,740.00	\$37,740.00	\$740.00	2.00%
Wirth, Julie R	VISION SPECIALIST	NHCS - New Hampton ES	25%	\$29,870.00	\$7,467.50	\$30,467.40	\$7,616.85	\$149.35	2.00%
Wirth, Julie R	VISION SPECIALIST	NHCS - New Hampton ES	5%	\$29,870.00	\$1,493.50	\$30,467.40	\$1,523.37	\$29.87	2.00%
Wirth, Julie R	VISION SPECIALIST	NHCS - New Hampton ES	40%	\$29,870.00	\$11,948.00	\$30,467.40	\$12,186.96	\$238.96	2.00%
Wirth, Julie R	VISION SPECIALIST	NHCS - New Hampton ES	30%	\$29,870.00	\$8,961.00	\$30,467.40	\$9,140.22	\$179.22	2.00%
Will hold on contract until	grant approval								

Administrators

<u>Administrators</u>		<u>18-19 salary</u>	<u>19-20 salary</u>	<u>amount increase</u>	<u>% increase</u>
LEWIS, TRISHA J	ASSISTANT PRINCIPAL	\$45,650.67	46,563.68	\$913.01	2%
Ulrich, Christopher G.	ASSISTANT PRINCIPAL	\$76,084.45	77,606.14	\$1,521.69	2%
LIMANNI, MICHAEL A	BUSINESS ADMINISTRATOR	\$98,046.07	100,006.99	\$1,960.92	2%
Sarfde, Kimberly M	CURRICULUM COORDINATOR	\$90,640.00	92,452.80	\$1,812.80	2%
ANDREWS, DANA L	PRINCIPAL	\$93,177.73	95,041.28	\$1,863.55	2%
HOIRIIS, PAUL A	PRINCIPAL	\$97,516.69	99,467.02	\$1,950.33	2%
HOLLORAN, ANNMARIE	PRINCIPAL	\$93,177.79	95,041.35	\$1,863.56	2%
Lewis, Jay Alan	PRINCIPAL	\$94,554.00	96,445.08	\$1,891.08	2%
Roberts, Alison C	PRINCIPAL	\$76,220.00	77,744.40	\$1,524.40	2%
Rollins, Sarah E.	PRINCIPAL	\$86,800.57	88,536.58	\$1,736.01	2%
HOLTON, ANNE M	STUDENT SERVICES ADMINISTRATOR	\$92,580.85	94,432.47	\$1,851.62	2%
BUCKLEY, STACY M	SUPERINTENDENT	\$128,621.58	132,480.23	\$3,858.65	3%