

Newfound Area School Board

Planning and Dialogue Meeting
Newfound Regional High School Library Media Center
September 27, 2010

MINUTES

School Board Present: Mary Campbell (Hebron), Suzanne Cheney (Alexandria), Leslie Dion (Chair; Bristol), Jon Johnson (6:15 pm; Danbury), Louis Lieto (Groton), Laura Simula (6:25 pm; Bridgewater)
School Board Excused: Bruce Davol (New Hampton)

Staff Present: Janice Barnard (BHVS support staff), Dorothy Caristi (support staff), Carol Jewell (support staff), April Pritchard (support staff), Marie Ross (Superintendent), Daniel Rossner (Business Administrator)

Public Present: Ann Johnson (Danbury)

Exhibits:

Class Size Enrollment Tool

Lakes Region Superintendents' Administrative Salary Comparison

Business Administrator Salary Comparison

Lakes Region Elementary Administrators' Salary Comparison

Lakes Region Middle School Administrators' Salary Comparison

High School Administrators' Salary Comparison

The Chair called the meeting to order at 6:05 pm. Mary Campbell moved, Sue Cheney seconded, to go into non-public session for the purpose of discussing negotiations per RSA 91-a:3, 11a, c. *Approved on a roll call vote 4-0-0-3* (Bridgewater, Danbury, New Hampton absent). The Negotiating Committee updated the School Board on the current contract negotiations with the Newfound Area Teachers Association. No action was taken.

At 6:40 pm Lou Lieto moved, Laura Simula seconded, to come out of non-public session. *Approved 6-0-0-1* (New Hampton absent).

The American flag was saluted by reciting the Pledge of Allegiance. The Superintendent reported where the notice for this meeting had been posted.

Planning/Dialogue Topic: School Board Budget

The School Budget Committee has requested that the Business Administrator have the 1000, 1200, and 1400 series ready for their September 29th meeting.

Support Staff Matrix: The current matrix is expiring. No salary increases have been given to the support staff for two years. The Superintendent presented the following proposals.

Secretarial Group (12 employees): the current three groups would become two groups for each of two categories—school year and year round.

Custodians (20 employees): create two groups (custodial and maintenance) and have three levels (A, B, C); keep format.

Food Service (17 employees): keep the same format; keep different levels based on training

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Paraprofessionals (90 employees):

- Two tracks based on whether the employee is certified or not
- Three tracks based on job responsibility:
- A-I (18 employees) and A-II (38 employees) for special education positions
- B-I (5 employees) and B-II (12 employees) for special education positions for moderate to severe
- C-II (17.5 employees) for tutors, Title I, Speech Assistant
- Change from 10 columns

\$125,000 to collapse matrix and properly align

\$7,500 to pay step

What are they doing and do they have certification. No funding source.

- Reorganize the paraprofessionals' salary matrix and give one step; *or*
- Increase matrix by 2% and give one step.

Program Specialists (12 employees) include IT, OT, Guidance Director, After School Coordinator, Athletic Director, Student Support Center, Kitchen Manager. There is only one person and one position.

Principals (seven employees) and Assistant Principals (one full-time, one part-time).

SAU employees (seven) are salaried; they are expected to work until the work is done.

Public Comments

The support staff matrix is a realignment, not a raise. We are trying to regain balance to be paid fairly.

Title I have different responsibilities; we are required to do paperwork, meet with parents. Money for Title I comes from a different place and has different expectations.

You pay for the job they are doing, not based on funding source.

At 9:28 pm Lou Lieto moved, Sue Cheney seconded, to go into non-public session for the purpose of discussing negotiations per RSA 91-a:3, 11a, c. *Approved on a roll call vote 6-0-0-1* (New Hampton absent). The Negotiating Committee continued updating the School Board on the current contract negotiations with the Newfound Area Teachers Association. No action was taken.

At 9:55 pm Mary Campbell moved, Jon Johnson seconded, to come out of non-public session. *Approved 6-0-0-1*. Lou Lieto moved, Sue Cheney seconded, to adjourn. *Approved 6-0-0-1*.

Respectfully submitted,

Mary E. Campbell, Vice Chair
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