

1. **CALL TO ORDER - ROLL CALL - PLEDGE OF ALLEGIANCE:** Supt. Mosca called the meeting to order at 6:30pm upon call of the roll the following members were present: Austin, Pepin, Paradis, Philpott, Bolduc, Hiller, Kunz, Rivers, Gibson, Pass, Robinson and Nelson. Absent: Brennan and Woolley. Supt. Mosca stated that she and Judy met earlier and she would like to announce that Paula Woolley has submitted her resignation effective immediately.

1.1 Election of Officers:

- **Chairperson:** A motion made by Rivers seconded by Philpott to nominate Kelly Brennan. Austin stated that he and Kelly had a long conversation about this and Kelly has been training in Nashua for work and she is almost done with that schedule and will be more normal. He stated that she was afraid of how it would look without her being here but having worked with her she is a tremendous board member and has strong leadership skills and he is comfortable with that nomination and she is happy to accept it. Nelson stated that you all know her best and she is willing to accept that. VOTE: motion passed, unanimously.
- **Vice Chairperson:** A motion made by Pass seconded by Paradis to nominate Alan Robinson. VOTE: motion passed, unanimously.

2. **GENERAL FUNCTIONS:**

3. **CONSENT CALENDAR**

3.1 **Removal of items from the consent calendar:** None

3.2 **Approval of consent calendar:** A motion made by Austin seconded by Hiller to accept the consent calendar as presented. VOTE: motion passed, unanimously.

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4. **GENERAL CORRESPONDENCE:** None

5. **BUSINESS AND FINANCIAL**

5.1 **Budget:** Robinson stated that the budget is included in the packet if anyone has any questions. Supt. Mosca stated that the revised budget for next year is also included for you to see the changes.

Nelson asked what ADM stands for. D'Agostino stated that ADM is average daily membership and the assessment calculation is based on RSA's and it is all published on the DOE website. She stated that the valuation report is also on the website and it is based on a percentage of students on ADM. Nelson stated that when you say ADM is that when students are in the building. D'Agostino stated yes. A motion made by Hiller seconded by Austin to accept the budget revisions on the SAU 56 2015-2016 budget as presented. VOTE: motion passed, all in favor with Bolduc abstained.

6. **EMPLOYEES:**

7. **OLD BUSINESS**

7.1 **Superintendent Evaluation-Subcommittee Report:** nelson stated that the committee was comprised of Dana, Rene, Paula and I and we met tonight and achieved a timeline for the evaluation. She stated that the outstanding item that they have not yet achieved is the vehicle for evaluating as they are looking for better ways. She stated that the timeline has become a year round process with a sitting superintendent evaluation committee of the three board chairs, the SAU, Somersworth and Rollinsford chairs working with their respective boards at various intervals and getting feedback throughout the year. She stated that the year will start in June where the chairs will sit with the superintendent to work to get goals and then in September to review the current goals at the SAU meeting. She stated that by April the chairs will begin to gather feedback on performance and in May the chair will meet to review and discuss the feedback and then the process starts again for the upcoming year. She stated that it is more work for the chairs to engage boards to discuss from time to time. Gibson asked when the evaluation would be. Nelson stated it would take place in May prior to the contract year. Rivers stated that we are trying to be inclusive with getting Jeni's input and like it to tie in financially with the results. He stated that each district has a policy on the evaluation of the superintendent. Gibson stated that the superintendent is an employee of SAU 56 so why

do the individual boards have evaluation criteria. Supt. Mosca stated that you don't have policies at the SAU level and by RSA both boards have to have policies. Austin stated that there are also board specific issues and those are things that we may want to evaluate independently. Nelson stated that the subcommittee felt that while the boards work independently they will come to the SAU board once they have had their individual discussions. Hiller stated that she would suggest that when you are deciding the format that you keep in mind it is for any Superintendent not just Jeni. Philpott stated that we have talked about that. Robinson stated that the committee is looking for consensus with what the direction they are going. He asked the committee if they had any thoughts on this year. Nelson stated we felt we were unable to evaluate this year because there were no goals set for her. Gibson stated that he thought we were obligated to do one every year. Austin stated that it is in Jeni's contract that we have to do it. He stated that he thought we accomplished objectives last year. Kunz stated that he thinks he is right. He stated that by default we need to go back to last year's version until the new version is done because he doesn't think that we can't not have an evaluation. Bolduc stated that if we use the one from before we need to take a look at it and cut some things out because some questions were repeated and some he didn't feel he could evaluate. Nelson stated that the subcommittee is not recommending anything and it falls on the SAU board to determine what we are doing. Gibson stated that we are obligated to do an evaluation so if there is no other vehicle available we need to use the older one but we don't have much time to peel it down, we only have a few months. Philpott stated that there is one from the school boards association where parts could be used for this year. Hiller stated that her suggestion would be to use the old vehicle and we don't have to be detailed this year but use it as a framework. Bolduc stated that he always felt that he wasn't able to answer every question but he wasn't sure if he would skew it if he didn't answer them all. Robinson stated that we do have last year's evaluation that we completed and we have to do it by May 11<sup>th</sup> meeting. Pass stated that school board's document has probably been used by other districts and asked if they can send that format out via email. If last year's was not useful maybe it is time to try something new. Nelson stated that last year was the school boards form. She stated that they say it is a suggestion and they don't expect you to take all 15 pages. Gibson stated that his memory from last year is that when we used that form they didn't feel confident to answer them, but you can answer what you think you can and when it is complete you hope that you can come up with a reasonable document. Robinson stated that we carried this through three meetings last year and he would like to see this year if we go forward with the same form that we all fill it out before the May 11<sup>th</sup> meeting and by the time we leave we have an evaluation complete to hand over. And his suggestion would be if you have questions or don't understand email the board. Hiller stated shouldn't we have a meeting in April to go over the document. Robinson stated that he will see that the document will be emailed out tomorrow. He stated that the board will take responsibility to email it out and when you get the evaluation, evaluate the evaluation and evaluate the superintendent and if you have questions go to the sau board or your respective boards and at the May 11<sup>th</sup> meeting we will sit as a group and evaluate the superintendent. A motion made by Hiller seconded by Paradis to accept Alan's recommendation for the Superintendent evaluation process. Gibson stated that with the goals are we going to have that as a part of the evaluation process to set up goals going forward next year. Robinson stated that in the email he will have the board come up with goals. Austin stated that we need to focus on the evaluation, the goals setting can't be handled at the same time. If we try to do both we will be here for three weeks. Robinson stated that we only meet four times a year and if we don't discuss in May we will move into September. Austin asked who has access to the document. Robinson stated that he will find out. Nelson stated that on the agenda in May the subcommittee will have a recommendation going forward as well as the timeline and if we find an acceptable process we will start in June with goal setting with the three chairs. Gibson stated that if we were setting goals for the 15/16 year we need to have a meeting prior to the beginning of school to set goals. Nelson stated that the timeline we came up with starts in June with the goal setting with the superintendent and the three chairs with the assumption that the chairs have had conversations with their boards. Gibson stated that the goals for 15/16 will become part of the process in June. Philpott stated that this gives us time to discuss at our meetings what they feel are priorities for the 15/16 year. Kunz stated that he would suggest that we add an additional date or two to discuss the evaluation and we should give it the attention it deserves. Bolduc stated that when you send out the form you need to send out a copy of last year's goals. Supt. Mosca stated that there was no discussion with me on goals. Robinson stated that the plan at the moment is to meet on May 11<sup>th</sup> and he will send out an email with the

evaluation and we will evaluate on our own and discuss it on May 11<sup>th</sup> at the meeting and do an evaluation and hear from the subcommittee with the recommendations on how we move forward next year. VOTE: motion passed, with Austin Opposed.

## **8. NEW BUSINESS:**

**8.1 Health Cost:** D'Agostino stated that we went out to bid for health insurance and the outcome was that the school care rates for the consumer driven plan were the least expensive. She stated that based on that we are having an information session on the 30<sup>th</sup> at 3:00 at the high school café. She stated that school care is coming along with a representative from NEA to inform staff of the consumer driven plan which consists of a deductible plan. The board is welcome to attend the meeting. She stated that last time we went from HealthTrust to School care the whole district had to go but this is not the same because we are staying with the same provider so if one group wants to go the whole district does not. She stated that if the bargaining units agree to look at the options we can make the change July 1<sup>st</sup> but we would have to amend the collective bargaining agreements to put the language in. She stated that she is part of the focus group and they are eliminating POS as an option going forward in 16/17. She stated that there are not too many people who participate in the state and that is costing the whole pool because it is a higher premium and they will be mentioning this at the meeting. Hiller asked if the employee could pay more for this plan. D'Agostino stated that they do but it still costs more money for that extra service. Gibson stated that he thought that under our agreement the people pay more. D'Agostino stated that they do but it is the utilization cost and we also have the Cadillac tax coming up which is based on the total premium and it will cost us more money and this is one way to mitigate that. She stated that at one time POS was available because the network was just New England and that is why people took the plan to go out of the network but two years ago school care became part of the national network so you don't have to have POS, but that is an education piece. She stated that the NH trust only had the New England network so that was another difference. She stated that people have switched so we have minimal people that participate in the POS but we are part of a pool. Nelson asked if there was any way to make sure that teachers and representatives will be at this meeting. Supt. Mosca stated that all we can do is open it up. D'Agostino stated that we also have open enrollments every year and we have low enrollment at that as well. We can't mandate people to come. Kunz stated that he would like to see the cost impact. Supt. Mosca stated that she will put it in the next board packet for each district.

## **9. FUTURE MEETING DATES/SUGGESTED AGENDA ITEMS:**

- **May 11 2015- SAU Board Meeting 6:30pm**

## **10. CLOSING COMMENTS**

**10.1 Visitors:** None

**10.2 Board Members:** Robinson thanked everyone working with him tonight.

**11. Non-Public Session:** A motion made by Austin seconded by Paradis to exit into nonpublic session in accordance with chapter 91-A: 3 II (b) personnel. VOTE: motion passed, unanimously. Entered into nonpublic session at 7:30. A motion made by Paradis seconded by Austin to exit out of nonpublic. VOTE: motion passed, unanimously. Exited out of nonpublic session at 8:13pm.

A motion made by Gibson seconded by Paradis to accept with regret the resignation of Ann Brown. VOTE: motion passed, unanimously.

A motion made by Gibson seconded by Austin to accept with regret the resignation of Bob Marquis and thank you for all you have done. VOTE: motion passed, unanimously.

A motion made by Joanne Pepin seconded by Gibson to accept the Director of Curriculum, Assessment and technology position. VOTE: motion passed, unanimously.

**12. ADJOURNMENT:** A motion made by Gibson seconded by Austin to adjourn. Meeting adjourned at 8:15pm.

