

1. **CALL TO ORDER - ROLL CALL - PLEDGE OF ALLEGIANCE:** Brennan called the meeting to order at 6:30pm upon call of the roll the following members were present: Austin, Pepin, Paradis, Philpott, Bolduc, Nelson, Pass, Robinson, Brennan, Rivers, and Gibson. Absent: Hiller, Kunz and Leach.
2. **CONSENT CALENDAR**
  - 2.1 **Removal of items from the consent calendar:** None
  - 2.2 **Approval of consent calendar:** A motion made by Paradis seconded by Nelson to accept the consent calendar as presented. VOTE: motion passed, unanimously. Approved were:
    - March 23, 2015- Minutes of the SAU 56 Board Meeting
3. **GENERAL CORRESPONDENCE:** None
4. **BUSINESS AND FINANCIAL**
  - 4.1 **Budget:** D'Agostino stated that in the packet are the financials as of May 8<sup>th</sup>. She stated that under the 2320 line there is a negative \$17,298.79 and that includes the payout for Mr. Marquis. Austin stated that under the other support services it says it is negative due to the retiree premium holiday and asked what that was. D'Agostino stated that we had to return their portion because they are not contributing anymore.
5. **EMPLOYEES:**
6. **OLD BUSINESS:**
  - 6.1 **Superintendent Evaluation –Sub Committee Report:** Nelson stated that they have been trying to find a way to replace the 15 page evaluation. She stated that she listened to a lot of people at the NHSBA and the Superintendent evaluation came up. She stated that they had some good discussions on the committee and they took a step back and the recommendation that they came up with is the timeline and annually for a sitting superintendent evaluation committee and they recommend that it be made up of the three board chairs from Rollinsford, Somersworth and the SAU. She stated that the most important thing to do is work with Jeni in June for goals for the upcoming year. She stated that we can move forward with that immediately. She stated that we may want more with a different superintendent. She stated that each board chair will work with their individual boards to bring to the sitting committee. Rivers stated that they looked at other districts and he focused on Ohio where they had 29 people on the committee to come up with a standard evaluation that ran 36 pages and there was boiler plate stuff and they called it standards based and then they through in some goals. Bolduc stated that the only thing that bothered me on the evaluation was that it is based on who the superintendent was. He stated that if we have an evaluation we should do it no matter who the superintendent is. He stated that we have to treat them equally and we need to do the same thing for everyone. He stated that he has trouble with the evaluation here in front of us; he stated that he doesn't know the answers to all the things that go on in the office. Brennan stated that all of us have to do this, even if we skip over questions we will come up with a collective evaluation on Jeni so all of our thoughts are made known. Bolduc stated that we need to take a look at it and refine it. Philpott stated that we did refine it and it still came out to 11 pages. She stated that they put in indicators of success and took from different things. She stated that as a collective group there are certain things we had talked about to have indicators for the separate school boards and then bring those to the committee. Austin stated that he is the only one who voted against this proposal at the last meeting. He stated that he kind of likes the concept of the standing committee but he wouldn't want the three chairs dictating it without input from their boards. He stated that his biggest objective is the difference between what the Superintendent does for Rollinsford and Somersworth in terms of specific goals. He stated that Somersworth may have different issues than Rollinsford. He stated that he would expect the SAU to provide the same services in some areas but for this board to evaluate the superintendent on anything other than what happens in that building is nearly impossible. He stated that he knows that it is 15 pages but shame on us if we can't answer these questions, if we are paying attention at our meetings we should be able to answer them and I think it is incumbent on us to pay attention during the year so we know what is going on. He stated that his role is different being the chair because he interacts with Jeni more often but if we listen to the administrative reports and we get updates we should get a good idea of what happens in the schools and if we do our job right we may come up with four to

five goals out of this document to set and then measure the progress against. Gibson stated that he thinks that this is a terrible form, it is redundant and the same information is in different categories and he believes in simplicity. He stated that one thing he has found in most companies is that they have job standards that they expect to be met by any association. He stated that going through the form it is looking to find out does the superintendent properly prepare a budget, provide leadership and it we could break this down to two pages. He stated that most of the stuff should be the 1-5 system and then have a few more generalized items at the end to use to determine goals. He stated that he hasn't liked this form since the start. He stated that what Ken is saying about can't answer the questions; they are the same but in multiple categories. He stated that he thinks that the chairs have a more intimate relationship with the superintendent and they should provide direction. He stated that if we are paying attention we should have a good idea if they are doing their job. He stated that there is a wide spread of individual opinion on this board and he doesn't think that the responsibility of the evaluation should reside with this committee except for keeping on timeline to make sure that the evaluation is done and we need to be more serious and set realistic goals with timelines. Nelson stated that this came up at the NHSBA and it turned out that the most successful board and superintendent interaction was built on trust and if we get together at the end of the year with a small group with the Superintendent to talk about what went well and what didn't to put goals in place and keeping it simple and focused to that year and that superintendent. She stated that the focus on goals and what that individual needs to meet the goals of the district and she likes the idea of simplicity and she has not been impressed with the way that we have been doing it. Robinson stated that he spent a couple of hours and answered the questions on this form and he could answer a lot. He stated that his problem is the rating scale; we need more on how we can work on things on the lower side. He stated that he appreciates what the committee did and he likes the recommendation to move forward and progressing with this action. He stated that we keep talking about it but nobody agrees and he thinks that the committee put a lot of work in. He stated that he would like them to sit with the Superintendent to set goals and talk about next year at a minimum. A motion made by Robinson seconded by Gibson to move forward with the committees plan and timeline as presented. Brennan stated that the motion is to approve the timeline and have the evaluation committee led by the three board chairs and follow the timeline and come up with goals to complete by June 30<sup>th</sup>. Gibson stated that he doesn't have a problem doing this as a starting point but we need to iron it out and he doesn't think that it should just be the executive committee. Joanne Pepin stated that the timeline says that in May the chairs will share and review with the entire SAU board. It says that the SAU chair and board finalize it and she took that as the board would still have the final say in the evaluation, we can discuss and still individually have input. Nelson stated that it also says that the chairs will get information from the boards. Supt. Mosca stated that she will meet with the three chairs in June and set goals and throughout the year it will be the responsibility of the chairs to meet with you in nonpublic to get feedback to gather information and in April ask for final input and put something together to share in May. Paradis stated that if we approve this would it replace the 10-15 page document. Austin stated that we would have to develop something. Brennan stated correct, this gives us a timeline to stay on track with the process throughout the year. VOTE: Motion passed, with Austin, Gibson and Bolduc opposed.

**6.2 Superintendent Evaluation:** Discussed in Non-Public.

## **7. NEW BUSINESS:**

**7.1 SAU 56 Board Meeting Schedule for 2015-2016:** A motion made by Joanne Pepin seconded by Paradis to accept the SAU 56 Board Meeting Schedule as presented. VOTE: Motion passed, unanimously.

**7.2 Nomination of Certified and Non- Certified Staff:** A motion made by Austin seconded by Paradis to accept the nomination of certified and non-certified staff as presented. Pepin asked how long the two grant funded positions are for. Supt. Mosca stated that we get IDEA grant funding every year and they exist at the SAU level so they can service both districts. VOTE: motion passed, unanimously.

**7.3 Health Cost- SAU 56:** D'Agostino stated that both districts already received the results from us going out to bid on what the rate differences would be and this is for what it would be for the SAU office if we went to the consumer driven plan. Nelson asked how we encourage or find out if they go to the consumer driven plan. Supt. Mosca stated that the SAU is the only nonunion group so the board dictates what happens. Nelson asked at what point we can act on that. D'Agostino stated that it could be July 1<sup>st</sup> or you could do it for the 16/17 year since the budget has already passed. Nelson stated that so we would have to act tonight if we

wanted to do July 1<sup>st</sup>. D'Agostino stated that it doesn't give much notice to the employees, but it is the board's decision. Nelson stated that the 15/16 budget has already been approved. Supt. Mosca stated yes, so that both districts can get their amount for the assessment. D'Agostino stated that it was also adjusted again. Nelson stated that she is assuming that it is the will of everyone not to do anything tonight but we need to make a decision on whether we want to enact this immediately or wait until 16/17. Bolduc stated that the board should have a committee to look at it and put it on a future agenda. Robinson stated that he would like to see a committee to take action in September. Pepin stated that would give employees time to plan. Bolduc stated that we have to do something, health insurance has been a concern to many people and we have to take into consideration the employees and the tax payers. D'Agostino stated that we already went through the process of researching this already, this is based on that and this is the best plan with the lower premium. Supt. Mosca stated that we had a big meeting where everyone was invited to attend and hear from schoolcare. Nelson stated that is the coverage comparable to what they are receiving now. D'Agostino stated that the coverage is the same but there is more out of pocket but the premium is less. Supt. Mosca stated that the SAU employees are the only ones that have gone to 90/80/80 split which has been a push the board has been driving. Bolduc stated that he appreciates that but the thing that bothers him is when we renegotiate a contract that you don't talk about this enough and people are afraid to say that we can't do this anymore. He stated that this is the place to start and we have to look seriously at health with the districts to do 90/80/80, we need to bite the bullet. Gibson stated that health insurance has been on the table a long time and it is the stickiest point in negotiating with the unions when we bring it up. He stated that it has been on the forefront of the agenda. He stated that in Somersworth all the contracts have been going down for our contribution through percentage and prescription and copays. He stated that it has been a piece meal process. Robinson asked if the administration is recommending this process. Supt. Mosca stated no, all we are doing is presenting the information as we did with all the districts. Robinson stated that he agrees that we should look for action in the following year. Joanne Pepin stated that a committee would be redundant. A motion made by Joanne Pepin seconded by Bolduc to accept changing to the consumer driven plan for the 16/17 budget starting July 1<sup>st</sup> 2016. Gibson stated that he is not in favor of doing that, I can see putting it on the agenda as a discussion and still give people at the SAU time to plan accordingly. He stated that there are so many changes going on in health insurance and doing this at this point could be possibly unnecessary. He stated that he doesn't like the idea of one group in one plan. He stated that one of the points in negotiations is to get everyone on the same plan and the same benefits. He stated that the SAU has been in front all along with meeting our objectives and he doesn't think we should make them walk out in front once more. Philpott stated that she agrees because she is not sure that these numbers would even be the same because the numbers change all the time. D'Agostino stated that this is based on next year's rates compared to this year's rates and the rates do normally go up. Nelson stated that waiting for a full conversation on the full budget would make sense. Bolduc stated that he worries that everything gets pushed back and insurance is every changing and if we talk about it in September it will be the same story as now and somewhere we have to put our foot down and decide what we want to do. He stated that somewhere along the line we have to make up our mind on what we want to do. Rivers stated he went to the presentation and he was having trouble trying to absorb everything and he has no idea what the feedback has been from that presentation. Gibson stated that he is not opposed to going to the plan but he doesn't want to do anything until the budget cycle. Bolduc stated that he has never been happy doing business with schoolcare and he hopes that someday we will have more companies who want to sell us insurance and if we get more people maybe we can get a lower rate. Joanne Pepin stated that since she made the motion she would like to rescind that motion and asked that it be put on the September agenda. Bolduc stated that he would agree to rescind his second on the motion.

**7.4 Summer Hours-SAU Office:** Supt. Mosca stated that for the past seven years or maybe longer the SAU office once school is not in session we shut the office at 1pm on Fridays. She stated that folks use their accrued time. She stated that they are making the board aware that they would like to do the same as they have done. She stated that it will be from after school ends until school is about to come back. Austin stated that he asks every year has it been your experience that there is no loss of service. Supt. Mosca stated no, we post it and folks are wonderful and all staff answers emails after hours anyway and folks are good about getting done what needs to be done. A motion made by Austin seconded by Paradis to accept the summer hours as presented. VOTE: Motion passed, unanimously.

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

Paradis asked if we have anything on the website for homeschoolers, it has been suggested by David Watters that we may want to have it on there. Pass stated that at minimum a sample letter to let people know what they are supposed to do. Paradis stated that maybe just a quick link and who to contact. Pass stated that there is a lot of stuff out there and you don't know how reputable it is so it would be nice. Supt. Mosca stated that she will put up the letter.

## **9. CLOSING COMMENTS**

**9.1 Visitors:** None

**9.2 Board Members:** Nelson stated that she is not sure that the superintendent evaluation subcommittee needs to be in nonpublic. Austin stated that he agrees.

**10. Non-Public Session:** A motion made by Austin seconded by Philpott to enter into non-public session in accordance with chapter 91-A: 3, II (b) Personnel. VOTE: Upon roll call vote, the motion passed unanimously. A motion made by Austin seconded by Paradis to exit out of non-public session. Exited out of nonpublic at 8:32pm.

**11. ADJOURNMENT:** A motion made by Gibson seconded by Rivers to adjourn. Meeting adjourned at 8:34pm.