

**SAU 56 School Board  
Public Hearing/Board Meeting**

**December 7<sup>th</sup> 2015**

**CTC Conference Room**

**6:30 pm**

- 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, Yoder, Bolduc, Hiller, Rivers, Gibson, Robinson, Brennan and Nelson. Absent: Kunz, Anderson and Leach

**Public Hearing**

Brennan opened the public hearing at 6:30pm. There were no public comments. The public hearing closed at 6:35 and the meeting immediately followed.

**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 Hiller to accept the consent calendar as presented. VOTE: motion passed, unanimously.

- November 16<sup>th</sup> 2015- Minutes of the SAU 56 Board Meeting
- November 23<sup>rd</sup> 2015- Minutes of the SAU 56 Budget Workshop

**3. BUSINESS AND FINANCIAL**

**3.1 Budget 2016-17 Approval:** A motion made by Hiller seconded by Paradis to accept the 2016-2017 budget as proposed. Austin stated that he would like to propose an amendment and it goes back to the document that was handed out at the last meeting that showed us the increase for certified and non-certified staff. He stated that his amendment is hard to be concrete about individuals because we would have to know what insurance plan they have. He stated that he would like to amend the budget in order to make people whole for switching to the consumer driven health plan. He stated that for example the secretary to the superintendent if her increase is \$1051 she could be out of pocket another \$900. He would like to amend the budget to make people whole and he asked Marie to look at it and it turns out to be about \$12,000 for all people on the list. Nelson asked if he is proposing that they get a onetime stipend to do that. Austin stated that it has to be part of the base salary otherwise you would give it this year and take it back next year. Gibson stated that he understands what Don is saying but he has a difficult time adding it to the base salary because we haven't done that for any other group so it would be inappropriate to do it for this group. It would be preferential treatment and he doesn't think it is appropriate. Bolduc stated that he agrees with Bob as to applying it to wages. Once we do that it stays there. He stated that we have been talking about health insurance for a long time and trying to change it to save money and then to turn around and give it back out doesn't make any sense. He stated that he would not be in support of that amendment. Hiller stated that we already decided 2% for certified and 2.5% for noncertified to help them. She asked what kind of raise does that mean. Austin stated that it is hard to answer not knowing who has which plan, some might be .5% some could be 3% that is why he couldn't come and say a certain percentage. Hiller asked why he felt we needed to cover the increase, it is just part of what happens and it is not our responsibility to pay enough to cover the cost. Austin stated that he looks at this change has more difficult than an increase to the prescription co-pay or going to open access where the costs aren't that much different. He stated that this can be an extreme cost. He stated that in the regular business world his company is doing the same kind of thing but also contributing additional money to a health savings account to make up the difference. He stated that he realizes that his employer is much bigger than SAU 56 but he also feels that this staff does a tremendous amount of work and to put them in a position to where it will cost them money to do what we are making them do is not fair. Bolduc asked if that is due to extra premiums or a visit to the doctor. He stated that if they don't go to the doctor we are going to give them money and they may never go. He stated that he can't support that because we are trying to change to save money so it doesn't make any sense to do that so he won't support that. Nelson stated that it is unfortunate that we didn't discuss this at the last meeting because many people agreed to a 2.5% increase to make up for the insurance cost and some members may have voted differently if we were going to turn around and give money back so not discussing them together makes it difficult. She stated that this has nothing to do with how hard people work and to say they deserve it because they work hard is not a valid argument. She stated that everyone works hard.

Gibson stated that he vaguely remembers that School Care kicks in an amount toward the deductible as well. D'Agostino stated that the total deductible for a single plan is \$2,000 and for two person and family it is \$4,000. School Care contributes \$1,000 for single and \$2,000 for two person and family as long as the employee does the health assessment. There would still be \$1,000 out of pocket for single and \$2,000 for family. Gibson stated that not to say that my life is any harder than anyone else's but I have to pay insurance at my work and I haven't received a raise in three years. He stated that everyone is having to deal with that and the best he would consider as a compromise is to contribute \$500 into a health savings account. He stated that he doesn't feel it is fair to do it for one group versus another. Bolduc stated that it is too late in the process and he disagrees with this. He stated that he disagrees with the compromise as well; we have to make up our mind to go one way or another. He stated that he won't be supporting this. Hiller stated that she really wants to help people but if we are going to get a zero tax cap and we already have obligations to pay things she is really hesitant to do anything more where some people may not get raises at all. The board voted on the amendment and the amendment failed. A motion made by Hiller seconded by Paradis to accept the 2016-2017 budget as proposed in the amount of \$1,168,188.00. VOTE: Motion passed, 10-1 with Robinson opposed.

**3.2 Property and Liability and Workers Comp Provider:** Supt. Mosca stated that we have to vote to accept Primex as our provider of Property and Liability and Workers Compensation. She stated that they are the only game in town. Nelson asked if the budget reflects what was proposed. D'Agostino stated that it came in as flat. Gibson stated that when you say they are the only game in town is that exactly what you mean. D'Agostino stated for pools yes. A motion made by Pepin seconded by Paradis to accept the proposal from Primex for Property Liability and Workers Compensation insurance. VOTE: motion passed, unanimously.

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

- **March 21<sup>st</sup> 2016- SAU Board Meeting 6:30pm**

#### **5. CLOSING COMMENTS**

**5.1 Visitors:** None

**5.2 Board Members:** Paradis stated that she has enjoyed working with all of you and she will miss them and she appreciates all the wonderful discussions. Hiller stated that she has been thinking about the lack of public awareness of the SAU meetings because they aren't televised. She stated that they have never had one person come to a public hearing and she doesn't think that the word is getting out there and there is no mention on channel 95. She stated that she would like to see it more open to the public. Gibson stated that the reason that you don't see public awareness of the SAU is because most people don't understand what the SAU is and they think that they don't have a say in it. He stated that hopefully with the remodel of the CTC there will be the possibility of televising these meetings and hopefully it will help with awareness. He stated that we could also report to our individual boards for the public aspect. He stated that it seems like the public sector is getting squeezed by the corporate sector as we are down to one liability carrier and we are down to two health insurance carriers and two or three bus companies. He stated that it there is probably nothing we can do about it but maybe we could ask the state school board association to have it as a topic of discussion to look into because it feels like we are getting into a monopoly and that ends up with price gauging and he thinks that it should be looked at. Nelson stated that she will make a note because she is the representative for Rollinsford to the NHSBA. She thanked Jess as she was the first friendly face to welcome her and she has always been friendly and she appreciates it very much and will miss her. Yoder stated that she would like to thank Jess and she will be missed. Brennan stated that she wanted to remind everyone that the SAU office will be closed the week of Christmas from the 24<sup>th</sup> through the 1<sup>st</sup>. She thanked Jess and she will be missed. Austin stated that he would also like to recognize Kyla for stepping up and she represented her constituents very well in the short time she has been here. Bolduc asked if the SAU office is open at all. Supt. Mosca stated that the board decided last year to close for a cost savings. She stated that they can be reached by email but that is the decision that was made. Gibson asked if we put it in next year's budget and maybe they should consider to get one body in the SAU not this year but possibly for future reference. Supt. Mosca stated that we always have 1-2 people except for this vacation but going forward we will always have a body. Austin stated that the budget that just passed assumes no change so next year it would be the same. Supt. Mosca stated that we have people

willing to work so it is up to the board. Gibson stated that we can make it a future agenda item. Brennan stated that we can see how this year goes and see if it works or doesn't and then amend it if we have to. Paradis asked if during that time if we could have someone check on the building. Supt. Mosca stated that we can have a maintenance person check. Bolduc stated that he has a problem with everyone taking vacation because there is no cost savings for personnel so what is the big cost savings for shutting down. Supt. Mosca stated heat, lights and the savings would be in the operating costs. D'Agostino stated that it is difficult to gauge the savings.

**6. Non-Public Session:** None

**7. ADJOURNMENT:** A motion made by Paradis seconded by Pepin to adjourn. Meeting adjourned at 7:10pm.