

SAU 56 School Board

Board Meeting

December 3, 2018

CTC-Mulligans Grill

5:30 pm

1. **CALL TO ORDER - ROLL CALL - PLEDGE OF ALLEGIANCE:** Kunz called the meeting to order at 5:30 pm. Upon call of the roll the following members were present: Kunz, Richardson, Nelson, Leach, Cavanaugh, Austin, Hanlon, Yoder, Cannon, and Larson. Excused: Brennan and Anderson. Absent: McCallion
 - Public Hearing for the SAU 56 2019-2020 Budget: Kunz asked if there were any comments from visitors on the 2019-2020 SAU Budget. He stated that seeing none he closed the Public Hearing.
2. **CONSENT CALENDAR**
 - 2.1 **Removal of items from the consent calendar:** None
 - 2.2 **Approval of consent calendar:** A motion made by Austin seconded by Cannon to accept the consent calendar as presented. VOTE: motion passed, unanimously. Nelson made a note that in the closing comments, Rollinsford and Somersworth had been working together for over 50 years, not 15.
 - November 19, 2018-SAU 56 Board Meeting Minutes
3. **GENERAL CORRESPONDENCE:** None
4. **BUSINESS AND FINANCIAL**
 - 4.1 **2019-2020 Budget- Discussion and Approval:** Gadomski stated that all of the budget material had been sent to the Board Members in their packets. Nelson asked if there had been any changes to the budget since the last meeting? Gadomski stated there had not. Nelson stated that they had discussed at the last meeting a proposal for some market adjustments for the SAU Professional Staff. She stated that she had come to the conclusion that the full proposal was premature. She stated that it is a big jump and just because the budget is down it's not necessarily a reason to spend that money that we saved. She stated that the people work hard and we are saving money are very good arguments for the increase in salaries but it is still a big jump. She stated that we are talking about a \$32,000 proposed jump. She stated that she would like to discuss going part way there. She stated that in the next few years SAU 56 will probably be redefined. She stated that at that point the entire increase will belong to one district. She stated that she would propose they cut the increase in half. She stated that it would remove about \$15,000.00 from the budget. Austin asked if she had specific numbers in mind? Or positions? He stated that Nelson must have done some homework to come up with a number that would be suitable. Nelson stated that we cut the proposed increases in half. Richardson stated that he has been involved in contract negotiations and will be in negotiations soon with the teachers. He stated that his thought is that Somersworth has always been in the detriment as far as salaries. He stated that he thinks of the longevity of our staff. It is good for consistency; it is good for history. He stated that it is good for the overall morale of the institution that we have. He stated that even with these increases we are still below Seacoast Market Value. He stated that he is in favor of this increase to give them more consistency with our neighboring cities and towns. Kunz stated that anyone who knows him knows how he feels. He stated that our townfolk keep any of our employees from any meaningful increases and put up a good fight to prevent it. He stated that what really concerned him the last time that this was discussed was that the SAU 56 Administration salaries are significantly lower than the surrounding towns. He stated that it is one of those things that if we don't increase the salaries now, then when? He stated when do you make that change? He stated that this is something that comes up every year. He stated that if you took only half of the proposed amount, how are you going to divide that up towards each position. He stated that everybody thinks they are doing a good job; the Superintendent thinks everybody is doing a good job. He stated that the number of hours people are putting in and the job duties are all things that need to come into the discussion. Austin stated that he agrees with Kunz. He stated that he does not recall a time when the proposed budget for the SAU has had a reduction in it, even with these requested changes. He stated that the timing is good and he knows our staff is undervalued for these positions for a long time. He stated that it would be nice to bring them up to a reasonable salary and not have this discussion anymore. He stated that he is in full support of these increases as presented. Kunz stated that

regardless of the reduction in the budget we need to pay a salary to these people and bring them up to where they need to be. Nelson stated that she had sat on this Board for six years and this is the first time that she has had a market adjustment proposal come up. She stated that she had done some research on the DOE site and the SAU salaries are not way out of whack. She stated that the only position that is out of whack is the Assistant Superintendent. She stated that she is not arguing that things are out of whack, she is not arguing that they deserve more, but this is a heavy increase and I think that 50% of the proposed increase would be better. Cannon stated that she is concerned of the cost of replacing these individuals. She stated that we need to retain them. She stated that to keep them here is to pay them what they are worth. Larson asked when the Assistant Superintendent position was created? Krauss stated that it came into being last year. Richardson stated that Betty Gilman was an Assistant Superintendent. Krauss stated that Bob Marquis then had that position until he left. Hanlon stated that the title of Assistant Superintendent had changed quite a bit over the years. He stated that it has been Assistant Superintendent and Curriculum Coordinator. Gadomski stated that Assistant Superintendents have fallen under a lot of different configurations. He stated that some are just doing curriculum responsibilities, some have Special Education responsibilities and some are coupled with the Business Administrator duties. He stated that in Exeter they have an Associate Superintendent who deals only with negotiations and collective bargaining. Hanlon stated that everything that Lane is doing now are things that Bob Marquis and Diane Law did. Krauss stated that when Bob Marquis left we renamed it to Director of Technology, Curriculum and Assessments. She stated that they then named it back to Assistant Superintendent last year. Larson stated that she was not aware that they had an Assistant Superintendent in the past. Richardson stated that when SAU 56 included Durham, Lee and Madbury there was an Assistant Superintendent because there were 5 towns in the SAU. Larson asked if in 2017-2018 was Lane's title Assistant Superintendent? Krauss stated yes. Nelson stated she was Curriculum Coordinator for one year, Assistant Superintendent for 6 months and Interim Superintendent for 6 months. Leach stated that it is important to look at this in the context of what we offer teachers. She stated that offering 3% to teachers is good but some of these SAU positions will be getting more than a 10% increase. She stated that it is important to balance and show how we compensate our teaching staff the way we compensate our SAU staff and having such a discrepancy between them is problematic. She stated that she leans towards Nelsons reasoning for increasing salaries by 50% of the proposed amount. Gadomski stated that Rollinsford teachers are above the average for salaries. He stated that the goal at the SAU is to get to the average or at least just below the average. He stated that the other issue is that the SAU has been at 80% health coverage since 2015 and that is something that we were trying to get to with bargaining agreements but the SAU has been there for quite some time. He stated that it is very hard to compare staff under a bargaining agreement with staff outside of the agreements. Austin made a motion seconded by Hanlon to accept the proposed 2019-2020 SAU budget as presented. VOTE: 9 yes, 2 opposed. Motion passes.

5. OLD BUSINESS: None

6. NEW BUSINESS

6.1 SAU 56 Policies, Drafts for First Reading: Gadomski stated that at the last SAU Meeting we discussed policies that we were trying to get in place for the SAU and the Staff Handbook. He stated that they have been working on the Staff Handbook and we will make changes and bring it to the next meeting on March 25, 2019. He stated that he got in touch with the School Board Association and asked what were required policies and what were recommended policies for an SAU. He stated that at this point he had put them on the agenda for a first reading to get them to the Board Members to be able to read and digest them and then have a second reading at the next meeting and make any adjustments. Hanlon asked if we would read these by title only as he did not know what the requirement was. Nelson stated that she had a couple of notes on these so if we could go through them and then make comments on them it would be helpful. Gadomski read:

AC Non-Discrimination

ACE Procedural Safeguards: Non-Discrimination on the Basis of Handicap/Disability

- ADB Drug Free Workplace
- ADC Tobacco Products Ban: Use and Possession in and on School Facilities and Grounds
Nelson stated that the use of “school” should be SAU facilities or school district. Gadomski stated that you could either say school or district. Nelson stated that we are an SAU Board. She stated that it did not mention a firearms policy.
- BBAB Roles and Duties of the Board Chairperson
- BBAA Board Member Authority
- BBBH Recognition of Organization and Operation of the SAU Board: Nelson stated that one of the responsibilities is to set all of the SAU salaries. She stated that this Board has never really done this. She stated that we really need to look at this to make sure it covers the amount of responsibility we want. Gadomski stated that if you sign the contracts, you set the salaries. Nelson agreed.
- BDB Board Officers
- BEDC Quorum
- BEDH Public Participation at Board Meetings
- CB School Superintendent
- CBI Evaluation of the Superintendent
- DB Annual Budget: Nelson stated that she thinks they need to eliminate the phrase that they work closely with principals.
- EHB Data/Records Retention
- GBA Equal Opportunity Employment
- GBAA Sexual Harassment and Violence-Employees
- GBEA Staff Ethics/Employee Conflict of Interest
- GBEAA/JRB Confidential Student Information
- GBEF School District Internet Access for Staff (Formally EGA)
- GBJ Personnel Records
- KE Public Complaints
- KEB Public Complaints about School Personnel, Employees, Students or Administration

Nelson stated that in the last two there is a lot of reference to school personnel and we are discussing SAU personnel. She stated that we need to make sure these are not worded differently than our individual policies. Austin stated that he is looking for a policy that explains how a Chair of the School Board is chosen. He stated that historically the Chair of this Board has swapped between districts each year. He stated that Policy BBAB addresses this. Nelson stated that with the state of the SAU in flux, how much energy do we want to put into these policies? Richardson stated that he had thought the same thing. He stated that when he looked at a lot of them, they were pointed at single district SAU’s. He stated that they are suggested policies by the School Board Association but perhaps we have the ability to tweak them to our own use. Gadomski stated that the School Board Association did note which ones were priority, which ones were recommended and which were optional. He stated that there are 7 that are listed as priority and required by law. He stated that for now we can cut back the list to just those 7. Nelson stated that we should concentrate on the ones that are priority. Hanlon made a motion seconded by Nelson to bring back the priority policies for a second reading. VOTE: 9 yes, 1 opposed. Motion passed.

7. FUTURE MEETING DATES/SUGGESTED AGENDA ITEMS

December 10, 2018 Snow Date-Public Hearing-6:30PM (SAU Board Meeting Immediately Following)

Gadomski stated that the next SAU Board Meeting will be on March 25, 2019 at 6:30 at the CTC Mulligans Grill.

8. CLOSING COMMENTS

9.1 Visitors: Ken Bolduc stated that in the policy for smoking needs to include vaping of any substance. He stated that the use of products or substances can include a number of things. He stated that it is important to get the two boards together to talk over issues.

9.2 Board Members: Austin wished everyone a Happy Holiday! Cannon stated that she had recently been elected as a State Representative for this area and that she would be remaining a School Board Member as long as she could. She stated that she would be working in Concord to make sure that funding for education is available to Cities and Towns.

9. ADJOURNMENT: A motion made by Austin seconded by Hanlon to adjourn. VOTE: motion passed, unanimously. Meeting adjourned at 6:14 PM.

