

Monadnock Regional School District (MRSD)
SEALED
SAU 93
Non-Public Meeting Minutes
May 19, 2015
Monadnock Regional MS/HS, Swanzey, NH

Members Present: Pat Bauries, Winston Wright, Betty Tatro, Lisa Steadman, Karen Wheeler, Barry Faulkner, Jim Carnie, Nicholas Mosher, Bob Mitchell, Scott Peters, Joseph Smith, Mike Blair and Phyllis Peterson.

Also present: K. Pfeifer, Interim Superintendent, Lisa Witte and L. Aivaliotis recording secretary.

B. Faulkner asked J. Fortson to leave the meeting.

10:00 PM RSA 91-A:3 II (b) Hiring of a Public Employee: B. Faulkner explained he was asked by the Board to work with K. Pfeifer to work out the terms in the Superintendent contract. L. Witte, B. Faulkner and K. Pfeifer were in agreement to most of the terms. They had left the salary line blank. He said the Board will have to discuss the binding arbitration clause. K. Pfeifer said he is opposed to it. He said the Board would be going down a slippery slope. If one person gets it they will all want it. P. Bauries commented K. Pfeifer is correct. The Unions are always asking for binding arbitration and we have not agreed to it. If you give it to one everyone will want it. B. Faulkner explained he had a conversation with L. Witte and she understands the concerns of the binding arbitration clause. She would agree to take it off the table. She said she was being advised on the binding arbitration issue. If you take out the binding arbitration, clause 7 can be changed back to the original. She is asking for an evaluation once a year. ***K. Pfeifer leaves the meeting. K. Pfeifer made copies of the new agreement.*** B. Faulkner commented on a revised contract which was sent out this afternoon. L. Witte said she did not receive it. L. Witte passed out information on area superintendent salaries, district enrollments and other variables that contributed to her suggested salary of \$120,000.00. She commented the position of the Assistant Superintendent does not exist so the burden of those responsibilities will shift to the superintendent. S. Peters asked her if she compared the experience in her computation. L. Witte said she did not. L. Steadman asked L. Witte her current salary. L. Witte she said it was not relevant to the conversation. She said it is based on the needs of the District. She declined to state her salary. B. Faulkner mentioned moving expenses. L. Witte would hesitate receiving housing reimbursement. She wants to pay for it out of her salary. L. Steadman suggested a stipend. L. Witte prefers to attach it as salary but will not rule out a stipend. ***L. Witte leaves the meeting.*** B. Faulkner went around the room and asked the Board Members what they would suggest as a salary. P. Bauries said she does not have a doctrine and has limited experience. She would suggest \$115,000.00 with the understanding she needs to prove to us she is on top of her job and have an evaluation then the Board will make a decision on the salary for the 2nd and 3rd year. She is not willing to give a stipend for travel. J. Carnie feels the same way. He did not like the comparisons. L. Corriveau was receiving \$135,000.00 and had years of experience and a PHD. He is in favor of \$105,000.00 but not much more. He will do the \$115,000.00. K. Wheeler agrees with a lot of what has been discussed. J. Smith commented L. Witte has more experience than L.

Carey and she makes more. It was commented L. Carey does not make more. J. Smith said \$120,000.00 is a bargain. P. Peterson commented L. Witte has not been an administrator in a school system. She would be in favor of \$112,000.00-\$115,000.00. She would be willing to discuss more possibly in the 2nd and 3rd year. She would not agree with a stipend for housing. W. Wright is very impressed with her and said \$120,000.00 is not unreasonable. He does not believe she is lacking experience. We have to take a risk if we want her. He would say \$115,000.00-\$120,000.00. S. Peters believes she is smart enough to come back with an offer. She probably does not feel it is an increase with the traveling. B. Faulkner said he discussed a counter offer but she would not go down. She is asking for \$120,000.00. S. Peters said the other option is to keep K. Pfeifer for another year. M. Blair suggested \$117,500.00 plus \$5000.00 as a travel stipend or \$115,000.00 plus \$5000.00 for a travel stipend. The \$5000.00 does not go toward her salary but is a nice gesture. P. Bauries commented a stipend is considered part of the salary. B. Tatro said \$115,000.00-\$120,000.00 with a \$5000.00 stipend is not bad in a \$31,000,000.00 budget. N. Mosher does not see her staying more than the 3 years. She is an Art Major and does not have typical experience as a superintendent. He does not believe we should pay for her travel to Manchester. He is okay with having K. Pfeifer for another year. He would be willing to give a salary of \$110,000.00-\$115,000.00. L. Steadman said she believes it is an ego thing. She would suggest not pointing out her short coming regarding her education. She would suggest offering \$115,000.00 and tell her a 5% increase in year 2. She believes \$120,000.00 is not too much for this woman. We know she wants \$120,000.00. P. Bauries would suggest \$115,000.00 with a \$5000.00 bonus at the end of the year. L. Steadman would suggest a 6 month performance bonus. B. Faulkner reviewed the changes on the contract. He said she will receive 20 days for vacation, 3 personal days and 12 wellness days. The insurance is 85% paid by the District and 15% is her portion. **MOTION:** P. Bauries **MOVED** to offer L. Witte \$115,000.00 for the 1st year and with a good evaluation a bonus of \$5000.00 after 1 year. The bonus is a onetime payment based on the performance review. **SECOND:** N. Mosher. **DISCUSSION:** J. Smith suggested \$2500.00 after 6 months and another \$2500.00 after one year. S. Peters commented it is very clear the base and the bonus and the Board will review the salary for the second year. **VOTE:** 13/0/0/0. **Motion passes. L. Witte returns to the non-public session.** B. Faulkner informed L. Witte the Board agreed on a salary of \$115,000.00 with a bonus of \$5000.00 in June based on a satisfactory performance and a salary adjustment at that time as well. L. Witte would prefer the \$5000.00 to be part of the salary. B. Faulkner commented the Board would like to have room to move in future years. L. Witte suggested \$118,000.00 as the salary and a bonus of \$2000.00. **L. Witte leaves the non-public session. MOTION:** J. Smith **MOVED** to offer L. Witte a salary of \$118,000.00 with a \$2000.00 bonus after a performance review in June. **SECOND:** K. Wheeler. **DISCUSSION:** J. Carnie said he does not have a problem with the offer but it will mount up. We were discussing \$115,000.00-\$120,000.00 and now it is \$118,000.00 and next year it will be \$123,000.00. **VOTE:** 9.475/0/3.525/0. **Motion passes. The Board will seal these minutes in Public Session. L. Witte returns to non-public session.** B. Faulkner congratulated L. Witte.

MOTION: P. Bauries **MOVED** to leave Non-Public Session at 11:25 PM. **SECOND:** J. Smith. **VOTE:** 13/0/0/0. **Motion passes.**

Respectfully submitted,
Laura L. Aivaliotis, Recording secretary