

Monadnock Regional School District (MRSD)
Non-Public Session
School Board Meeting Minutes
April 19, 2016
Emerson Elementary School, Fitzwilliam, NH

Members Present: Eric Stanley, Betty Tatro, Phyllis Peterson, Winston Wright, Karen Wheeler, Cheryl McDaniel-Thomas, Scott Peters, Bob Mitchell, Mike Blair, Lisa Steadman and Nicholas Mosher. **Absent:** Joseph Smith and James Carnie.

Also present: L. Witte, Superintendent, J. Fortson, Business Manager and L. Aivaliotis, Recording Secretary.

9:40 PM RSA 91-A:3, II (a) Setting Compensation: L. Witte passed out information to the Board regarding the suggested salary increases for the principals and assistant principals. She would like to propose offering the principals and assistant principals a two year contract. She explained we have a good team and it sends a positive message to the schools, staff and community. **MOTION:** P. Peterson **MOVED** to approve the compensation for L. Kalloger, A. Salzmann, M. Suarez, Dr. Kevin Stone, L. Spencer, R. Schafer and J. Longgood for 2016-2017 as presented by Superintendent Witte. **SECOND:** B. Tatro. **DISCUSSION:** K. Wheeler commented L. Witte mentioned a great team but Gilsum was not discussed. L. Witte explained A. Noel has a teaching contract. There will be a principal in Gilsum for the school year. We will be doing things differently over the summer. The new Director of Curriculum will allocate part of their time in Gilsum. L. Witte had discussed this with A. Noel. A. Noel is a teaching principal. There was careful consideration. M. Blair would like to add this issue to the agenda at the next meeting. K. Wheeler commented everyone approved Gilsum but it is not mentioned in the list. L. Witte explained the principal at Gilsum position is a stipend position. A. Noel is approved as a teaching principal with a stipend. N. Mosher said the salaries are competitive but not overly generous. S. Peters commented it is a 1.5% increase and we should assume you feel these people have all preformed the same. L. Witte explained the raises are not merit based. They perform to expectations and above. They all work together as a team. P. Peterson asked if student growth is part of the evaluation. N. Mosher commented if not merit based he would like to see if we are in the ball park in regards to pay as in other districts. B. Mitchell is not sure L. Witte is getting the information from the halls. There is a concern on what they are sharing with you. He would not give all the administrators the same increase. S. Peters does agree. He is concerned the offer is too little for Dr. Stone he is deserving of a little more. The two year contract is a good olive branch. The Board discussed the traveling Dr. Stone has to do. N. Mosher would disagree. No one should get a payment from driving to their job. S. Peters said he is an achieved principal and we want to keep the good talent. **VOTE:** 9.682/0/1.121/2.196. **Motion passes.**

MOTION: S. Peters **MOVED** to offer each District Administrator a two year contract. **SECOND:** P. Peterson. **DISCUSSION:** N. Mosher does not agree, it should be based on performance. B. Tatro would suggest not including J. Longgood. C. McDaniel-Thomas said this motion is a good measure to keep them here. W. Wright does not agree with a two year contract.

B. Mitchell is not in favor of the two year contract either. P. Peterson is in favor of it. It sends a message to work on your long term goals. S. Peters said it is time to start trusting our administration. This District needs consistency. He does have some concerns. M. Blair said to trust the Superintendent, give her the latitude. N. Mosher said he is comfortable if we have a merit based evaluation. L. Witte explained her reasons. W. Wright will support as well as B. Mitchell. **VOTE:** 9.833/.214/.757/2.196. **Motion passes.**

MOTION: P. Peterson **MOVED** to leave Non-Public Session. **SECOND:** C. McDaniel-Thomas
VOTE: 10.804/0/0/2.196. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
MRSD Recording Secretary