

BOARD MEETING MINUTES

PRESENT: Board Members Robert Weir, Timothy Fleury, Jennifer Lucas, James Noyes, Becky Beno; Superintendent Pierre Couture; Business Manager Kristin Franklin; Principal Sue Greenlaw

CALL TO ORDER: Bob Weir called the meeting to order at 5:30 PM.

PUBLIC INPUT: none

I. APPROVAL OF MINUTES OF THE OCTOBER 8, 2019 BOARD MEETING

MOTION BY TIMOTHY FLEURY, SECONDED BY JENNIFER LUCAS, TO APPROVE MEETING MINUTES FROM OCTOBER 8, 2019. ALL IN FAVOR, MOTION CARRIES

II. FINANCIAL

Business Manager Franklin reviewed the financials and related data.

\$86,000.00 budget surplus. One way to use the money would be toward rebuilding the front steps (construction would be delayed until able to use the surplus), could also use the Building Funds then put money back via a warrant article for the upcoming meeting (construction could be completed more quickly). Board members are "agents to expend" so can vote to use the funds. Fund through raising taxes or use Building Fund then use surplus to refund the Building Fund through a warrant article. Can get bids before the budget hearing. Discussion ensued.

Adequacy Aid: more fund balance to carry to next year, like a savings account. Fiscal Year 21: \$654,612 of which \$20,704 is one time. Discussion ensued.

- a. Tuition Rate: do we need to set a tuition rate? Someone had asked. Right now, there is a consistent rate throughout the SAU. Elementary School rate is \$13,635.00 for the current year.

MOTION BY JAMES NOYES, SECONDED BY BECKY BENO, TO SET THE TUITION RATE FOR SCHOOL YEAR 2019-2020 AT \$13,635.00 AND FOR SCHOOL YEAR 2020-2021 AT \$13771.00. ALL IN FAVOR, MOTION CARRIES

- b. General Information: none

III. PRINCIPAL'S REPORT

Principal Greenlaw reviewed Principal's Report and related data.

- a. Principal's Written Report: Requesting input for the format of the Principal's report. Add Benchmarking. 162 students currently, increased from last month. The gate on the driveway side of the building is being kept open for the winter. Mike and Sue looking into rebuilding the gate. LaFlamme's did return to make some changes/add rollers but the size is not working. The fence was also bending during a windstorm. May need to be reinforced. Warranty is 7 years. May look into that piece being chain link.
- b. Communication Survey: being worked on, Donna Brooks is
- c. Other:

IV. SUPERINTENDENT'S REPORT

Superintendent Couture reviewed the following and related data.

- a. Substitute Rates: Current \$75/day bachelor's degree and \$65/day without a degree. Recommend increasing by \$15 to \$90 and \$80. Effective immediately.

MOTION BY JAMES NOYES, SECONDED BY JENNIFER LUCAS, TO APPROVE AN INCREASE IN THE SUBSTITUTE RATES TO \$90/DAY FOR BACHELOR'S DEGREE AND \$80/DAY WITHOUT A DEGREE, EFFECTIVE IMMEDIATELY. ALL IN FAVOR, MOTION CARRIES

- b. Structural Assessment Agreement: Proposal from a structural engineer, HEB Engineers in North Conway, NH. \$4,200.00. Money to come from surplus.

MOTION BY TIMOTHY FLEURY, SECONDED BY JAMES NOYES, TO ACCEPT THE STRUCTURAL ASSESSMENT AGREEMENT FROM HEB ENGINEERS FOR \$4,200.00 AND FOR BOB WEIR TO SIGN THE CONTRACT. ALL IN FAVOR. MOTION CARRIES.

- c. Budget Hearing/Annual Meeting Dates: February Budget Hearing: February 18th Board Meeting at 5 pm and Budget Hearing at 7 pm. March Annual Meeting: March 17th Board Meeting at 5 pm and Annual Meeting at 7 pm.
- d. Heating System Improvements: Lack of controls currently. Looking into thermostat in each classroom controlled by a computer to change heat throughout the day. Calendar to set weekends and vacations to "set back". Lisbon just had this installed. Mike would have access from home and his cell phone. Discussion ensued. Energy Efficient Initiatives gave an estimate of \$115,000. \$15,000.00 in rebates and savings of \$9400.00. This is not a bid just an idea. Will need an RFP. The process could take place over 2 years. Recommend doing the stairs first, then the heating system. Discussion ensued. When do we need to replace the roof surfacing? 5-10 years (unofficially).
- e. General Information: The Culver Family asked for donations for Bailey to go to "Give Kids the World", in Florida. They provide free vacations for families going through medical difficulties. Board will donate \$100.

V. BOARD OF EDUCATION REPORTS

- a. None

VI. POLICY COMMITTEE

School Board Association recommends policy. Principal Greenlaw cross references policies with what BES already has in existence. Wellness Committee works hard to ensure following policy. Café Services has been working with Principal Greenlaw to ensure following policy. Retention Policy changes explained by Principal Greenlaw. Discussion ensued.

- a. JLCF – Wellness Policy, First Reading
- b. IKE – Promotion and Retention of Students, First Reading

MOTION BY BECKY BENO, SECONDED BY TIMOTHY FLEURY, TO ACCEPT THE FIRST READINGS OF THE JLCF AND IKE. ALL IN FAVOR, MOTION CARRIES

VII. NON-PUBLIC SESSIONS AS PER RSA 91A:3 I, II (if needed)

- a. Negotiations

MOTION AT 6:24 PM BY TIMOTHY FLEURY, SECONDED BY JENNIFER LUCAS, TO GO INTO NON-PUBLIC SESSION. ROLL CALL AT 6:24 PM: WEIR, FLEURY, LUCAS, NOYES, BENO.

Bob Weir discussed teacher negotiation agreement details.

MOTION AT 6:46 PM BY BECKY BENO, SECONDED BY TIMOTHY FLEURY, TO COME OUT OF NON-PUBLIC SESSION. ROLL CALL AT 6:46 PM: WEIR, FLEURY, LUCAS, NOYES, BENO.

MOTION BY BECKY BENO, SECONDED BY JENNIFER LUCAS, TO RATIFY THE 3-YEAR PROPOSED COLLECTIVE BARGAINING AGREEMENT WITH THE BETHLEHEM EDUCATION ASSOCIATION. ALL IN FAVOR, MOTION CARRIES

Budget Discussion: Business Manager Franklin reviewed some budget changes. Principal Greenlaw explained changes due to plowing. Discussion ensued. Occupational Therapy moving to contracted services. \$120/hour. Speech Therapy billing will be changed after volatile discussions each year. Will move to district shares based on last year's numbers so will know the proportion for each school. Discussion ensued. Overall budget decreasing. Paraprofessionals not represented by collective bargaining agreement and only paid for 4 holidays. Recommend 8 paid holidays and a 4% salary increase for a \$9837.40 increase for next year. Discussion ensued. A student placement is changing so the special education budget is decreasing. Discussion ensued.

MOTION BY TIMOTHY FLEURY, SECONDED BY JENNIFER LUCAS, TO APPROVE THE RECOMMENDATION OF A 4% INCREASE TO THE PARAPROFESSIONAL SALARY AND PAID HOLIDAYS FROM 4 TO 8-DAYS. ALL IN FAVOR, MOTION CARRIES

VIII. OTHER BUSINESS
a. None

IX. ADJOURNMENT
MOTION AT 7:18 PM BY JAMES NOYES, SECONDED BY TIMOTHY FLEURY, TO ADJOURN. ALL IN FAVOR. MOTION CARRIES.

The next Board Meeting will be held on **January 14th at 5:30 pm.**

Respectfully submitted,

Michele Giarrocco
Board Clerk