

Concord School District
Board of Education
Special Board meeting
April 11, 2018

Board members present: Jennifer Patterson, Nathan Fennessy, Pam Wicks, Maureen Redmond-Scura, Tom Croteau, Jim Richards, Chuck Crush and Liza Poinier

Administrators: Terri Forsten, *Superintendent*, Larry Prince, *Human Resources Director*

The meeting was called to order by Board President Jennifer Patterson at 5:30 p.m. The first agenda item was a recommendation from the Negotiations Committee for ratification of the Concord Educational Assistants Association (CEAA) successor collective bargaining agreement, with an effective date of September 1, 2018.

Nathan Fennessy, Negotiations Committee Chair, reviewed the highlights of the new agreement, including:

- 1.) 2-year agreement (Sept. 1, 2018 – August 31, 2020)
- 2.) Salary: 2.50% increase to those on top steps only – Year 1
2.00% flat increase to the base – Year 2
Cost: Year 1: \$144,261.29
Year 2: \$157,593.20
- 3.) Health Insurance:
Employee/employer contribution percentages to remain at current 2017-2018 levels for both years of the agreement:
Single plan: Employer: 95%
Employee: 5%
Those hired on or after July 1, 2015:
Employer: 85%
Employee 15%
- 4.) Registered Behavioral Technician (RBT) Stipend:
Members who are RBTs will receive a stipend of \$0.30 per hour. Notification to the District of RBT status must be made by no later than August 31 in order for the increase to take place in that school year.
- 5.) Tuberculin Test: no longer required for new hires
- 6.) Retiree Health: The District contribution to the cost of health insurance will not be available to those hired on or after July 1, 2018.

The Board voted 7-0 (one abstention) to accept and ratify the new agreement (motioned by Mr. Fennessy, seconded by Chuck Crush). Mr. Croteau abstained from the vote, as his spouse is a member of this bargaining unit.

(Larry Prince exited the meeting)

Superintendent Forsten introduced Barrett Christina, Executive Director for New Hampshire School Boards Association, and Will Phillips, Staff Attorney for NHSBA. The School Board members were pleased to be members of NHSBA and appreciated the guidance from NHSBA around ongoing legislative issues and policy development.

The focus for the remainder of the meeting was for the Board to gain training in the areas of Right to Know under RSA 91-A, Meeting and Board Communications, Emails-Social Media Comments-Electronic Communications, Public Comments at Meetings and on District Websites, Board Member Social Media Pages, School Board Hearings, Legislative and Quasi-Judicial, Superintendent Responsibilities, Board Hearings, Hearing Procedures, Conflict of Interest, Collective Bargaining and Preponderance of the Evidence. There were also policies offered for consideration on social media websites and public participation at Board meetings.

(Powerpoint presentations and written information, attached)

There was a conversation about weapons on school grounds or at Board meetings. The conflict between federal and state laws was highlighted. The Board may consider developing a protocol for calling police if someone were to come to a school or to a Board meeting with a weapon. The police might ascertain whether the person has a permit to carry or not; they would not have the authority to ask them to leave the campus unless the person was being disruptive.

The Board voted 7-0 to adjourn (motioned by Maureen Redmond-Scura, seconded by Mr. Fennessy).

The meeting adjourned at 7:17 p.m.

Respectfully submitted,

Maureen Redmond-Scura, *Secretary*
Terri Forsten, *Recorder*