

**NEWPORT CITY ELEMENTARY SCHOOL
BOARD MEETING AGENDA
Newport City Elementary School
August 25, 2016 at 5:30 P.M.**

Present**Board:**

Vicky Lantagne, Chair
Chris Royer
Wendy McGillivray
Mary Ellen Prairie
Kathy Nolan

**partial attendees

Staff and Administration:

Heidi Fortin, Asst. Principal
Elaine Collins, Principal
John Castle**, Superintendent
Nancy Griffith**, Recording Secretary
Samantha Knight**, Bookkeeper
Laurie Craig**, employee
Steven Petrie**, employee
Sean Boskind**, employee
Jennifer Ingram**, employee
Theresa Perrault**, Administrative Assistant
Samantha Laramée**, employee

I. Call the Meeting to Order at 5:30 pm.

Additions or Adjustments to the Agenda: None.

II. Public Comments, Communication with Parents/Staff/Citizens: None.**III. Unfinished/New Business:**Action:

A. Approve salary schedule and other changes for support staff contracts: CASTLE indicated that he had asked PERRAULT to put something in writing to bring forward to the board about NCES' full year employees desired changes from the proposed revised policy. PERRAULT indicated that she compared it more to Derby's benefits as she felt they were comparable in size of staff/school. LANTAGNE indicated that the NCES Full Year (FY) employees' counter proposal has three basic changes: increasing sick leave accrual to 75 days instead of 60, adding one day back to emergency/discretionary days that would be deducted from sick leave, and adding one holiday back. In discussion it was brought up that the group would be happy with twelve holidays if they could swap out MLK day for Battle of Bennington Day. The discussion moved on to how the FY employee group felt they were losing a day when the emergency/discretionary time was combined, but in reality the overall bank remains at 15 days for them, as the discretionary time is deducted from sick leave anyway. ROYER asked administration if there was a preference to have notice given prior to absences, and COLLINS indicated yes as it allowed them to plan more easily. So ROYER indicated he was fine going back to 2 emergency days with no notice needed and 2 discretionary days with 5 days' notice needed. COLLINS discussed how unpaid time was used frequently by some staff members, and that past practice has to stop. They need to fulfill their contracts. It was pointed out that there was an additional leave paragraph which could be granted by either the board or Superintendent. The group felt that the way the paragraph currently read would not give staff the impression that they could continue to excessively use unpaid time.

LANTAGNE wanted to summarize the additional changes that the Board and the support staff members agreed to this evening, so she clarified that she understood that the board will grant MLK day instead of Battle of Bennington day, they will go back to 2 emergency days and 2 discretionary days which are deducted out of sick leave, and sick leave will accrue up to 75 days. LARAMEE asked if this would apply to School Year employees in regards to the sick leave accrual and it was stated that yes, it would. **Motion** as per LANTAGNE 's summary – MCGILLIVRAY/NOLAN – **Approved.**

CASTLE then moved on to say that the Board still needed to decide about the proposed wage adjustment for the accepted four paraprofessional categories and their associated minimum hire rates of \$11.00/hr. (category 1), \$12.50/hr. (category 2), \$14/hr. (category 3) and \$15.50/hr. (category 4). At the last meeting they approved to move all paras under the \$11.00/hr. mark up to at least \$11.00/hr. Before going any further, the Board had asked for some budget repercussions which COLLINS AND KNIGHT presented in regards to savings on this year's new teacher hires. However, CASTLE indicated that due to the school needing to hire 5 new paras based on IEP needs, these savings will not nearly cover the proposal to bump up wages for all paraprofessionals based on their category placement. PRAIRIE indicated we should wait to do anything until after the next budget development cycle. PERRAULT was encouraged to see an initiative to have some structure around new hire wages but was concerned that if this model was approved, paras would have a hard time adjusting to the possibility of changing wages every year based on para assignments. ROYER stressed that these proposed rates are minimum hire rates, that if movements in categories occur, they would still get consideration for their years of service. COLLINS is struggling with both the financial repercussions of moving everyone this year due to the shortfall in last year's budget, but also is concerned about the feelings of the existing staff if salary adjustments are not made.

ROYER asked if administration has looked at current IEP requirement to see if some of the one on one positions could be eliminated, and COLLINS indicated that currently it is hypothetical as students are not in the building yet, but she suspects that some of the forecasted need was based on inadequate following of protocols and procedures, but will only truly know once students arrive. NOLAN indicated that no research supports that paras promote learning, they are used more as a band aid, but with proper systems in place this stop gap measure could be eliminated. COLLINS agrees, but it is a collaborative group decision as to what is in the student's best interest. COLLINS agrees that they can't take on any additional burdens financially but cannot say for sure if some of the para positions could be eliminated. CASTLE indicated perhaps having the new hires start at a level I placement, if possible, and move existing staff into higher category placements if they have the skills to meet the requirements of those placements. CASTLE reminded the board that the 5 new para positions were not in the budget either. COLLINS indicated that she was not involved in the assignment of categories of paras and is not comfortable making any final determination yet as she does not know the students. PRAIRIE and MCGILLIVRAY agree that these categories and assignment need to be more closely analyzed.

Discussion then moved on to BOSKIND's new wage for bus driving as he now has his school bus driver endorsement– **Motion** to pay Sean \$15.50/hr. - MCGILIVRAY/NOLAN – **Approved.**

Motion to have COLLINS come back at the first October board meeting with finalized categories and assignments and financial repercussions, and either make final decisions around para wages at that meeting or no later than the second October meeting – ROYER/MCGILLIVRAY - **Approved.**

- B. Approve ABBEY GROUP contract: COLLINS indicated there is no change from last year's contract. **Motion** to accept the contract - NOLAN/MCGILLIVRY – **Approved.**

IX. Other Business:

- A. Walk thru: The group skipped over this.

- X. **Agenda Items/Date for Next Board Meeting (September 12, 2016):** Approval of the August 1 minutes. PRAIRIE mentioned that she has questions around special education assessments and Medicaid money so the board would like to invite either Leanne or Richard to their next meeting.

- XI **Executive Session (if needed):** LANTAGNE moved to go into executive session for a financial matter at 7:13 pm. Board moved out of executive session with no action taken at 7:31 p.m.

- XII **Motion to adjourn** at 7:32 p.m. - NOLAN/MCGILLIVRAY – **Approved.**

Respectfully submitted,

Nancy Griffith
Recording secretary

Meetings:

	<u>Day</u>	<u>Date</u>	<u>Time</u>	<u>Location</u>
NCES Board	Monday	September 12	6:00 p.m.	NCES
NCSU Policy Committee	Thursday	September 15	5:30 p.m.	NCCC 316
NCSU Full Board	Thursday	September 15	6:00 p.m.	NCCC 380