Northwood:  
Brian Winslow, Vice Chair  
Stephanie Arroyo  
Shane Wells - absent  
Amy Hanavan  
Keith McGuigan

Northampton:  
Susan Levenson, Chair  
Christine Dabrio - absent  
Kathryn Brosnan - absent  
Roslyn K. Chavda – absent  
Kelley Gordon - absent

Strafford:  
Bruce Patrick - absent  
Misty Lowe  
Kerry McMahon  
Erica Helm  
Debbi Hinrichsen –arr.  
6:57 p.m.

Others:  
Mr. Scott Reuning, Superintendent of Schools, SAU #44  
Mr. Nate Byrne, Director of Student Services, SAU #44  
Mr. Robert O’Sullivan, Business Administrator, SAU #44  
Ms. Amelia Trapp, School Board Secretary, SAU #44

Call to Order:  
Mrs. Levenson called the Joint Board Meeting to order at 6:21. Roll call was taken, and a quorum was present. The payable manifests were reviewed by each member.

Approval of Minutes:  
Mr. Winslow made a motion to approve the minutes both public and nonpublic from the meeting on May 13, 2019. He was seconded by Mrs. Helm. All members were in favor of the change. 7 members were in favor of the motion with 1 abstention.

Business Administrator’s Report:  
Mr. O’Sullivan gave his report. The June 2019 Financial Reports are in order. The reports included in the packet are the SAU 44 Administrative Office, SAU 44 Preschool, and the IDEA Grants. The SAU will not exceed the 2019 budget. The SAU 44 Preschool also has a positive balance and after the year-end close-out, will be returned to the towns at a prorated basis. The purchase orders are being closed out in preparation of the June 30th fiscal year completion. The Infinite Visions project is still on schedule and on budget. Mock payrolls have been run for each district. Everything is being prepared for the live payrolls in July 2019. Mrs. Levenson said the Board hoped the audit was done sooner this year than the previous year.

The Audit Committee had also discussed Tyler Technologies and the data that is being moved over. The situation they are facing is due to Strafford researching leaving the SAU. Mrs. Levenson wondered why they should pay such a high cost to move data from one space to another, especially based on the idea that any district could leave if they chose to do so. Mr. O’Sullivan said the SAU was surprised that Tyler was treating each district as a new customer.
instead of viewing the three districts together as one entity. That is one of the reasons they are disagreeing with the overall cost.

Mr. McGuigan asked why it was the SAU’s business to debate it and Mrs. Levenson said it was a situation that could impact any district based on a decision made by their community. Mr. McGuigan said Strafford should be reviewing this information as part of their process of leaving the SAU. Mrs. Levenson said that Strafford was asking the questions, but her concern was that it could affect other districts as well and awareness was important. Mr. McGuigan said he did not understand why the SAU and or Business Administrator should be negotiating any contract on the behalf of a theoretical event. He also said it was not logical to base decisions on hypothetical circumstances.

Mr. Reuning said that although Strafford was studying the withdrawal process, they were still a part of SAU #44’s entity, even if their Withdrawal Committee proposal was approved by their voters and the Department of Education for an additional year. Mr. Reuning said he was only providing the data; it was up to Strafford to make their decision(s) based on that data. He felt he would continue that with any district.

**Student Services’ Report:**

Mr. Byrne gave the information that had been requested at the previous meeting. He provided the information for special education from preschool to the age of 21. Mr. McGuigan asked what the typical developing peer category was, and Mr. Byrne said it was the students that were used as role models for the program. Mrs. Lowe asked whether the local level’s month-to-month enrollment numbers would be crucial information for this chart and Mrs. Levenson said she was always interested in data.

Mr. Byrne said the data was run from two data sets; Mr. Reuning gave him some advice on pulling the special education enrollment. Mr. Byrne said these numbers change rapidly on a week-by-week basis. Mr. Reuning said the preschool portion would be added to the packet each month. Mrs. Lowe and Mrs. Levenson thanked him for the information. Mrs. Hinrichsen asked that the report be further broken down by High School, Elementary and Preschool per district. Mr. Byrne said he would record the students 21 years and older under the High School data block. Mr. Reuning said the revised information would be sent out to the Board members the next day.

| 6/3/19 Step-by-Step |  |
|---------------------|---------------------|---------------------|
| **District** | **Identified Students** | **Typically Developing Peers** |
| Northwood | 12 | 20 |
| Nottingham | 7 | 10 |
| Strafford | 10 | 10 |

**Total Number of Identified Students Per District**

<table>
<thead>
<tr>
<th><strong>District</strong></th>
<th><strong>Identified Students</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwood</td>
<td>116</td>
</tr>
<tr>
<td>Nottingham</td>
<td>85</td>
</tr>
<tr>
<td>Strafford</td>
<td>85</td>
</tr>
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Personnel Report:

Nominations:
- Jarred Houghton, for the position of ESY Teacher High School, with the salary of $1,680; this position is billed to Northwood.
- Holly Crowley, for the position of OT for ESY, with the salary of $148.08.
- Katy Piotrowski, for the position of Speech Pathologist for ESY, with the salary of $489.97. The two positions above are broken down by percentage based on the districts’ needs.

Mrs. Lowe made a motion to accept the three nominations and was seconded by Mr. Winslow. All members were in favor of the motion.

- Mary Bulger, for the position of Administrative Assistant SAU, with the salary of $18.50 per hour.

Mrs. Lowe made a motion to accept the position and was seconded by Mr. McGuigan. Mrs. Hinrichsen asked if she would be the Webmaster and Mr. Reuning said she currently being trained in those responsibilities. All members were in favor of the motion.

Resignation:
- Amy West, to resign from the position of Administrative Assistant SAU, effective June 6, 2019.

Mrs. Lowe made a motion to accept the resignation and wished Ms. West the best in her next adventure. Mrs. Helm seconded the motion. All members were in favor.

Superintendent’s Report:

Data Governance Plan Manual:
Mr. Reuning said the technology staff from the three districts met on a monthly basis to review this plan and bring it up to date. This document relates to the SAU; however, the three districts will have their own similar plans as well. Mrs. Hinrichsen said Strafford had budgeted a specific amount of money to cover the technology based on worst-case-scenario.

Mr. McGuigan wondered why it had not gone to the Technology Committee before coming to the full board. Mr. Reuning said that option was available. Mr. McGuigan asked if he expected the Board to approve it this evening and Mr. Reuning said that was the Board’s decision. The paper copy was easier to review versus the electronic copy. The state expected the policy to be in place by June 30.

Mr. McGuigan did not have an issue approving the plan this evening. Mrs. Levenson said the policy needed to be updated based on the year it was approved. The Board spoke about the Record Retention Policy. Mr. Byrne said he would work with Mr. Stanley to update the policy. Mrs. Arroyo asked that page numbers be added to the manual. Mrs. Lowe made a motion to accept the Data Governance Manual as presented with the exception of a need to update the policy for special education records retention and all other record retention. This
motion also includes adding page numbers to the manual. Mrs. Hinrichsen seconded, and all members were in favor.

≠ **Transportation Bid – Durham School Services:**

Mr. Reuning said the 3-year transportation contract is expiring and the SAU sent the information out to be re-bid. Mr. McGuigan asked how much they were paying this year and Mr. O’Sullivan said he could obtain that information. Mr. Reuning said the bid price is cheaper than their current cost. Mrs. Levenson said the transportation is for the special education needs and is funded through the SAU; the districts are billed back at the end of the year. Mrs. Lowe asked if this was the only bidder and Mr. Reuning said it was. Mr. McMahon asked if it was a prorated amount per district and Mr. Reuning said the routes were provided for the three districts, however the payment is split between the three districts based on their bus runs. This service is for out-of-district preschool as well as in-district transportation.

Ms. Doris Nichols, from Durham School Services, was present to give their bid presentation. She answered some questions brought forth by the members. Total contract amount is $607,741 and the performance bond for year 1 is $1,241.00. The performance bond is insurance that guarantees the company will perform; it is held in case the company goes out of business or loses drivers, etc. Mrs. Lowe asked Mr. Reuning if he was in favor of the performance bond and Mr. Reuning said in the past, he did not use it; however, over the past year, the transportation industry had experienced issues. Mrs. Levenson asked if the Board was prepared to accept the bid. **Mr. McGuigan made a motion to accept the bid to include the bond from Durham School Services and was seconded by Mr. Winslow. All members were in favor of the motion.** Ms. Nichols left at this time.

≠ **Title IIA Reallocation Grant: Personnel Report**

**Nominations:**

- Lisa Burke, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Nate Beuttenmueller, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Nicole Bolduc, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Ellen Gibson, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Lauren Hathaway, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Jennifer Cote, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Erin Elwood, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Sarah Gilmore, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Christine Warnick, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Beth Eaton, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Lauren Asmega, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Georgia Garland, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Eileen Glaude, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Matt Nadeau, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Sarah Roy, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Shelly Welch, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Susan Matlack, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Katherine Cahoon, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Matthew Tucker, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Kerri Quigley, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Audra Lewis, for the position of Summer Competency Based Education Institute, with the salary of $540.
- Theresa Nevins, for the position of Summer Competency Based Education Institute, with the salary of $540.

Mr. McGuigan accepted the nominations as presented and was seconded by Mrs. Lowe. Mr. Reuning said three building administrators would also be attending, but they were not paid stipends. A mileage calculation is covered in the grant. The Summer Competency Based Education Institute is a 3-day workshop held in Exeter and led by Two Revolutions. All members were in favor of the motion.

≠ Vacation Request:
The staff is busy closing the fiscal year as well as implementing Tyler Technologies and are unable to take their vacation. Mr. Reuning said he is requesting that the Board approve the staff to carry over their vacation until August 31, 2019. The vacation days unused after that date would be lost.

Mrs. Hinrichsen made a motion to extend the vacation time for the individuals named on the SAU Attendance Plan Balances by Employee sheet: Viola Cannella, Charlene Hodgdon, Melissa Kerivan, and Linda Osburn. Mr. Winslow seconded the motion. Mrs. Lowe asked how that is tracked and Mr. Reuning said they would still receive their days moving forward but would need to use the vacation days left over by September 1, 2019. Mr. McGuigan said he appreciated their hard work and willingness to stay into the summer months to accomplish the turnover. All members were in favor.
Review of Agenda Items:

- **Update the Joint Board Timeline:** Mrs. Levenson asked the Board to review the timeline and they would pencil in the items they wished to have. Mr. McGuigan said it would be feasible to add items each month as they have that meeting instead of predicting the items needed. Mrs. Levenson agreed and said the DOE Reports needed to be added to the local meeting agendas.

- **Audit Committee Draft Policy:** The Audit Committee recommends that there be an unassigned fund balance policy. Mrs. Levenson said there were numerous policies to choose from to build their policy. Mr. McGuigan asked if the SAU needed a capital reserve fund. Mr. O’Sullivan said it was not the best idea because of the kind of entity they were. Mr. Reuning said it would be looked into. Mr. Reuning said they could not make decisions on the unassigned fund balance until after the audit came back.

- **Goal Review:** The Management Committee met and discussed the goals; Mrs. Levenson was assigned with revising and tidying each bullet point; however, she was unable to care for it before the meeting. She asked the other committee members, Mrs. Lowe and Mr. McGuigan, to fill-in the conversation as needed.

  The Management Committee had discussed the goals and their specific hierarchies, i.e. the SAU Goals pertain only to the SAU and the goals for the local districts are in their own jurisdiction. They also built off the idea that not only are they Superintendent goals, but they are also goals from the Boards for [their] Superintendent. Mrs. Levenson said the committee also discussed the evaluation tool and asked the Board if the tool was enough or also needed to be revised as well.

  She passed out copies of the NH School Board Tool as a guideline. Mr. McGuigan said that conversation was one of the larger steppingstones as they thought to start with the evaluation tool and use it to start other conversations. He said their current tool was not very helpful for evaluations even if that is what is was built for.

  Mrs. Levenson asked the Board to take this discussion moment to step in and assist in the revising and editing during the meeting as she was not able to complete it beforehand. Mrs. Lowe said that during the discussion of bringing certain goals back to the local boards, it was highlighted that doing so would actually help the local boards and their deciding of when to meet. She mentioned that members of the local boards were concerned with the idea of meeting less also meant meeting longer and she felt that this information should be considered in maintaining the efficiency of the meetings.

  Mrs. Levenson said two of the policies came from the auditors’ municipalities and two others came from local school districts. She said the Bedford School Board Summary was also an interesting read that would follow in a later packet. She felt that Bedford’s School Board’s position statement on how items at their meetings are handled was crucial to the Joint Board’s further discussion on meeting dates.

  Mrs. Lowe had discussed the SMART Goals and their execution at the Management Committee; Mrs. Levenson passed out the SMART Goal Sheet she had made copies of. She asked Mr. Reuning if she had missed anything that he had documented at the meeting and he said she had transferred the discussion to this meeting very well. Mrs. Lowe said he had also
spoken of the NH School Board Association having an evaluation tool that they could review and possible take from to revise their tool.

Mrs. Levenson said Northwood was using that same tool to help their evaluation process. She asked in view of the timeline, that the Board review and pencil in their revisions this evening. However, they planned to take some time off over the summer and she asked that the members keep these items in mind upon their return to their September meeting.

Mr. Byrne came back to the meeting with the copies of the SMART Goals and the Board reviewed the documents. Mrs. Levenson spoke on the bullet points that the committee had discussed to reduce and or revise.

Mrs. Lowe made a motion to accept the SAU 44 Data Governance Manual with the changes and was seconded by Mrs. Hinrichsen. All members were in favor.

Legal Opinion Review from Proposed Governance Policy: Mr. Reuning spoke with Attorney Graham; Mrs. Levenson asked the Board if they had any questions or thoughts. She felt the larger question was if they wanted to do a different kind of governance or fewer meetings. Many discussions had been made but no motions had been started or carried out to solidify the opinion(s). Mrs. Levenson said there should be a more efficient structure for the meetings and only bring information that pertained to the three districts as a whole. She also had attempted that process by placing time frames with each meeting’s agenda point to curb the unnecessary jargon.

Mrs. Hinrichsen said the meetings have felt smoother with the time frames on the agenda. She felt they should stick to that change. Mrs. Levenson asked if they were prepared to form a committee that would be a representative of the Joint Board to work out the procedure of that or would they rather try to have fewer meetings that were focused differently.

Mr. McGuigan said he was in favor of having his local board’s representative on a committee, however, he was not convinced that fewer meetings were the answer. He spoke of the rational regarding each member’s responsibility over their local budget and how they have 1/5 overview over the $11-12 million dollars to serve their communities. The SAU budget is $1.6 million dollars and 15 members are on the Joint Board to oversee that.

He felt their attention should be spent largely on their local boards versus the Joint Board. Mrs. Lowe echoed the timeframes on the agenda and said Mrs. Levenson was very efficient in her position as Board Chair. She felt that many ideas had already been discussed and to take it a step further by building a committee when not one member has clarified their stance was not a comfortable idea.

Mrs. Hinrichsen said Strafford had spoken to Mrs. Lowe, their Management Committee representative and they were clear on their concerns. Mrs. Hinrichsen said Strafford would prefer not one person on the Governance Committee but rather two, for accountability. Second, every decision would need to be brought back to the local board(s) for discussion before a vote was taken. Third, Strafford would not be comfortable voting on anything unless there was substantial representation from each local board present at the committee.
Mrs. Lowe said based on one local board’s concerns, she didn’t think establishing a committee was in their best interest even though she was open to the idea. The Joint Board has discussed this possibility for almost a year and has not made a strong decision for or against it. Mrs. Levenson said she felt the Board was attempting to begin it but was not fully comfortable with it either. Mrs. Lowe referred to the Timeline and said that based on the months that were void of action-required items, they should decide the meeting frequency there.

Mrs. Hinrichsen thought that is what was originally asked of the Management Committee to review and discuss. Mrs. Hanavan asked for clarification on the comment that Mrs. Hinrichsen had made regarding Strafford wishing to send two people for accountability and not being willing to vote unless there were substantial presence from the other boards. Mr. McGuigan said they would be public meetings, so anyone could attend. Mrs. Hanavan said they could still reach a consensus even if there was only one vote, however, she felt the other boards should not require having to send their representative to these meetings or multiple individuals from their local board.

Mrs. Levenson asked Mrs. Hinrichsen to continue her thought. Mrs. Hinrichsen said if they had fewer meetings, she did not think it would run into longer time frames as their agendas would reflect the change. Second, she thought the problem they had moving forward was based on the Superintendent seeming uncomfortable with the run-around of information as the Governance Board had to close their meetings without decisions made based on the information having to be taken back to the local boards for discussion and their position on the vote.

Mrs. Hinrichsen felt it was overwhelming for Mr. Reuning to go to each of the local boards with additional information that needed to be decided on by this miniature board. Mr. Reuning said it created another layer and he asked they not take his comment as disrespectful, but it was already quite a bit with three districts. He felt it could work but asked the Board to keep in mind that it might not work the first few times. Mr. McGuigan said that was also two proposals ago and they decided not to move on that either.

Mrs. Levenson said she thought there were too many committees as it were. Last week, she attended a committee meeting every single day. That was an unusual week for meetings, but next week are the scheduled graduations and she wanted to have efficient and effective meetings where the board decided what they cover at the next agenda and do not touch any item from the local districts. Mrs. Levenson said they also assigned committees that never meet or meet once per year.

Mr. McGuigan agreed and said that as board members, they had limited attention that should be used proportionately to the importance of the item. He said they do too much, and he agreed to reduce committees or other areas to make it easier on everyone. Mrs. Levenson said she would like their first step to be to have fewer meetings and cut down on the committees; Mr. McGuigan felt that was backwards. Mrs. Helm said they should be more diligent about what is local and what is SAU.

Mrs. Levenson said they would have fewer policies as well. The Audit Committee took up a lot of the conversation with the unassigned fund balance. The Tech Committee will have information from time to time. A budget would be discussed, and it should be discussed locally as well. Northwood and Nottingham have larger jurisdiction on the budget versus Strafford because of the structure.
Mrs. Hinrichsen asked if it were possible for the Management Committee to review the calendar and propose fewer meetings. Mrs. Levenson said they should do it right now at this meeting. Mrs. Lowe said they had their timeline in their packet, and it was easily discussed. Mrs. Hinrichsen thought it would be wise to start their reduced meetings for six months and evaluate that decision to see how it works.

Mr. McGuigan did not want the Management Committee to decide which months to meet but rather to have the full board discuss it now. The thoughts are below:
- Not meet in March, July, August or December.
- Reorganization meeting in April instead.
- Budget hearing in November.
- The Intent to Hire discussion in December happens every 2 years with Superintendent Contract. It is not needed this coming December. It could also be done in November.

Mrs. Levenson said she could meet with Mr. Reuning to further skim the agendas to reduce the time it takes per meeting. Mr. McGuigan said he was also concerned with meeting a quorum if they chose to meet every other month. Mrs. Lowe said this entire year had not been a struggle up to this month and the individuals missing had teacher obligations.

Mrs. Levenson and Mrs. Hanavan discussed the idea of certain boards sending the representatives they wanted to. Mr. McGuigan spoke of SAU #53 and how they do their meetings; he thought it was interesting and felt they should ask some questions about their process. Mr. Winslow referred to his previous comment at the last meeting if the packet from the governance board could be sent to the Joint Board before their meeting occurred so the information would be visible for all members. Mr. McGuigan said there needed to be a prior posted public meeting in order to have the discussion.

Mrs. Levenson asked if the members were interested in returning to their local boards to ask if this is what they wished to do. Mr. McGuigan said it did not solve their true issue. Mrs. Hinrichsen laid out a timeline:
- Remove July and August.
- Meet in September, October, and November.
- Remove December.
- Meet in January.
- Remove February and March.
- Meet April and May.
- Remove June.
- The Superintendent Review is discussed at the local board anyway and the consensus is given to the local chairs to present it to the Superintendent.

Mrs. Levenson said many ideas had been discussed this evening ranging from fewer meetings to fewer individuals attending. Mr. McGuigan asked Mr. Reuning how nominations would be taken care of if they chose to have fewer meetings. Mr. Reuning said he was a bit apprehensive to have two months in a row without a meeting. The Board could give Mr. Reuning the authority to hire in the interim months.

Mrs. Levenson said the Board should take July off and commit to meetings that are equal and efficient. Mr. McGuigan said it was a noble idea, but it was tough to strive for. Mr. Winslow said if they were going to take July off, that they should assign another individual to produce a calendar that the Board can vote on at the next meeting.
Mrs. Lowe asked if they could just vote on it tonight as they have already discussed it for almost a year. Mr. Winslow thought it would be best to read through a proposal. Mr. McGuigan said they are also missing members at this meeting. Mrs. Levenson said they could meet in August. Mrs. Lowe asked if the Management Committee should create the two proposals. Mr. McGuigan said he was not interested in being involved in this portion of the discussion any longer. Mrs. Lowe said she was happy to create a proposal for the calendar.

Mrs. Levenson said she and Mr. Reuning would meet to strategize the agenda. Mr. McGuigan asked if an individual could investigate SAU #53 and Mrs. Levenson said she had researched them for Nottingham. Mr. McGuigan said he did not understand how it worked. The legal opinion differs from how they seem to run their meetings. Mr. Reuning said he would call them as well.

Mrs. Hinrichsen asked how Nottingham felt about these proposals and Mrs. Levenson said they did not mind fewer meetings, but they were concerned with the meetings not being timely and running late. They also did not care for the executive piece because of the information having to be taken back and forth. Mrs. Hinrichsen said Strafford was very similar in their response as well; two boards were showing to be not in favor of the executive board so why should they continue to pursue it when the majority was not interested?

Mrs. Lowe made a motion to have the full Joint Board meet six times per calendar year and as needed. Mrs. Hinrichsen seconded the motion. The motion carried with 5 in favor and 4 opposed.

SAU Treasurer Procedure Discussion: Mr. Reuning drafted a model procedure for the Board to review. He said he was not ready for additional conversation until August. He spoke with AP, but he has yet to discuss it with Payroll. Mrs. Hinrichsen asked if it would be similar to how it is done now. Mr. Reuning said that was an option; he also said that it was based on timeliness regarding the scheduled Joint Board meeting and the local boards meeting the week prior to sign the manifests.

Mrs. Hinrichsen said she did not think that the volunteer should be doing the signing at the meetings, especially not for the first few months. They should do it at the SAU, taking the time to understand each piece and reviewing all the bills. Mrs. Hinrichsen said it had taken her time to understand it when she started.

Mrs. Levenson said there was a law that determined the treasurer was not authorized to sign without the board’s approval. Mrs. Hinrichsen said the local districts and the SAU are different based on the manifests.

Policies: Corrections and Reaffirmations

- #DAF: Administration of Federal Grants – Second Reading
- #DI: Fiscal Accounting & Reporting – Second Reading
- #DID: Fixed Assets – Second Reading
Mr. McGuigan made a motion to adopt all policies and was seconded by Mrs. Hinrichsen. All members were in favor of the motion. Mrs. Levenson signed the Grant Assurances for the SAU.

New Business: Preschool Teacher Salary Policy

Mr. Winslow submitted a draft to the Board, and they reviewed it at this meeting. Mr. McGuigan suggested that they discuss the policy this evening and then send it on to the policy committee for any changes. They would then present it to the Board for First Reading at a later date. Mrs. Hinrichsen shared an email the Board had received regarding this new policy. Mrs. Levenson asked if it were feasible to allow email correspondence in the meeting and Mr. Reuning said there was nothing wrong with it. Mr. McGuigan expressed his appreciation to Mr. Winslow for researching the information. The Potential Fiscal Implications of this policy are:

<table>
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<tr>
<th></th>
<th>Northwood</th>
<th>Nottingham</th>
<th>Strafford</th>
<th>Average</th>
<th>Budgeted</th>
<th>Difference</th>
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<td>FY 19-20</td>
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<table>
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<tr>
<th>% Allocation to PreK</th>
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<tr>
<td>Strafford 25.46%</td>
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The Strafford estimation is incorrect as the current amounts are not uploaded to the website. Mr. Winslow estimated that amount based on a 3% increase per year. Mr. Reuning said it was on the SAU website. Mrs. Hinrichsen said she and Mrs. Lowe were researching pulling Strafford out of the Preschool. If that changed, they would need to give notice to the SAU in September for their budget preparation. She asked if they wanted to hold off on the discussion until this was taken care of.

Mr. Winslow asked if it they left the SAU through a town or board vote. Mr. Reuning said Strafford was looking to leave the Preschool and that was an individual board choice.
Strafford hopes to give the SAU a year’s notice. Mrs. Helm said it was not feasible to revise the salaries every time a contract is renegotiated.

Mrs. Hinrichsen wondered how the teachers’ union would respond to this kind of policy. She also wondered how individuals not in the union were evaluated and if that was tied to their pay raises. Mr. Winslow said teachers not under the union are not treated differently than teachers with a union in regard to raises and evaluations.

Mr. McGuigan said they would not be paying union dues so their salaries should be reduced by the union due amount. Mrs. Lowe spoke of other pieces in the union package and Mr. Winslow said it would cover salaries, not benefits. Mr. Byrne said they would be receiving other staff under these conditions as well, such as OT, speech therapists, etc.

Mr. Reuning gave the history of the OT and speech therapists being put under the umbrella of the SAU. Mr. McGuigan said the policy should change to say that it would apply to Preschool Teachers Only. The Board discussed whether the scales would start at the lowest salary in the district or the average salary in the district. Mr. Reuning asked how they wanted to use the Salary Scale as well as how they would hire and retain the employees.

Mr. Winslow said they would be receiving feedback from the town and they would then factor in the lower and higher salaries within the SAU. Mr. McGuigan agreed. Mrs. Helm said she did not have a strong opinion on the policy, but she agreed with Mrs. Lowe. She felt the process they do every year with the salary discussion needed to end and there needed to be a baseline. Mrs. Hinrichsen said this should only cover Preschool. Mrs. Arroyo left at this time.

Mr. Reuning said he felt Strafford was slighted because of how their salaries were built. The compromise from the Board to identify the differences should be to go for the lower number until they figure out the policy and or scale. Mr. Reuning said he has not seen too many pay-policies, but in the absence of a CBA, a Board would implement or adopt policy to address it.

Mrs. Levenson asked the Board for their comfort level on the policy. Mrs. Hinrichsen said that the boards had gone through a few years where the budget was very tight, and no staff member had a salary increase. Mr. Winslow asked if he needed to make a motion to move the draft to first reading as he wanted it in place before budget season.

Mr. Winslow made a motion to move Policy #GDBC to First Reading with an amendment that it applies to Preschool Teachers. He was seconded by Mrs. Levenson. The policy would use the average; Mrs. Levenson made a motion to amend it to the lowest cell instead of the average and Mr. McGuigan seconded the amended motion. Mr. Winslow said he would vote against it because the CBA did not take care for the work that these teachers did on a regular basis. Mrs. Hanavan agreed. The motion for the amendment failed, with 2 in favor and 5 opposed.

The Board moved to the original motion that was made to move Policy #GDBC to First Reading. Mr. Winslow asked if there was any further discussion to be made. The motion for the policy failed, with 3 in favor and 5 against.

Mrs. Levenson agreed that they needed a pay scale; she made a motion to have the SAU administration come up with a Preschool Teacher Salary Pay Scale that will adjust year-by-year. Mrs. Helm seconded the motion. The motion failed, with 3 members in favor, 4 members against and 1 member abstained.
Old Business/Open Items:
- Preschool Teacher Policy
- Future Meeting Dates
- Governance Proposal
- Management Committee working on meeting schedules & Joint Board Format
- Finalize Goals

Future Meeting Date:
August 12, 2019          6:15 p.m.  Joint Board Meeting: SAU Office

Nonpublic Session:
Mr. McGuigan made a motion to enter nonpublic under RSA 91-A:3, II (a, c) and was seconded by Mr. Winslow. Roll Call was held, and 8 members were present. The Board entered nonpublic at 9:35 p.m. and personnel matters were discussed. Mrs. Hinrichsen made a motion to re-enter public session and was seconded by Mrs. Helm. The Board came back into the public session at 10:04 p.m.

Return to Public Session:
Mr. Winslow made a motion to accept the resignation of Melissa Kerivan with regret and was seconded by Mrs. Helm. All members were in favor of the motion.

Motion to Adjourn:
Mrs. Hinrichsen made the motion to adjourn and was seconded by Mrs. Helm. All members were in favor. The Joint Board Meeting on June 10, 2019 was adjourned at 10:06 pm.
June 10, 2019

SAU #44
23A Mountain Ave.
Strafford, NH 03884
8:15 p.m.

Documentation of the Nonpublic Session

Present Members: Mrs. Levenson, Chair – yea, Mr. McGuigan – yea, Mrs. Lowe – yea, Ms. Helm – yea, Mr. Winslow, Vice Chair – yea, Mrs. Hanavan – yea. Mr. McMahon – yea, Ms. Hinrichsen – yea. Mr. Wells, Mrs. Dabrieo, Mrs. Brosnan, Dr. Chavda, Mrs. Gordon, Mrs. Arroyo, and Mr. Patrick were absent.

Specific Statutory Reason cited as foundation: RSA 91-A:3, II:

   a. The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting, and (2) requests that the meeting be open, in which case the request shall be granted.

   c. Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine or other levy, if based on inability to pay or poverty of the applicant.

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