

**SCHOOL ADMINISTRATIVE UNIT NO 55 BOARD
MEETING MINUTES**

May 12, 2016 – Nonpublic Session II
7:32 PM

Superintendent's Office
30 Greenough Road, Plaistow, NH

Dr. Earl Metzler, Superintendent of Schools
Dr. Roxanne Wilson, Superintendent

Jason Cipriano, Chairman
Susan Sherman, Vice Chair

Board Members Present

Cathleen Abruzzese, Suzanne Barr, Peter Bealo, Jason Cipriano, Robert Collins, Wayne Dinsmore, Donna Green (7:06-9:02pm), Daniel Guide, Jack Sapia, Susan Sherman, Gregory Spero, Kelly Ward and Karen Yasenka. Absent: Stefanie Dube.

MOTION:	Mr. Collins motioned the board go into nonpublic session under RSA 91-A:3, paragraphs (a) the dismissal, promotion and compensation or disciplining of any public employee, and (c), matters which, if discussed in public, would likely affect adversely the reputation of any person and (i) consideration of matters relating to preparation for and the carrying out of emergency preparations to prevent widespread injury and loss of life; seconded by Mr. Guide.
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The board was polled:	Abruzzese – yes	Guide – yes
	Barr – yes	Sapia – yes
	Bealo – yes	Sherman – yes
	Cipriano - yes	Spero – yes
	Collins – yes	Ward – yes
	Dinsmore – yes	Yasenka – yes

The board entered nonpublic session at 7:03pm.

EMERGENCY FUNCTIONS (RSA 91-A:3, (i)) (7:03pm-7:32pm) - see nonpublic minutes session I

SUPERINTENDENT'S EVALUATION (RSA 91-A:3, (a) and (c)) (7:32pm-9:57pm)

Chairman Cipriano asked board members to review the evaluation summary of the Superintendent noting the newest board members did not participate in the evaluation survey. He outlined the process of the meeting which would be to review the materials and offer comments and suggestions to be included in the evaluation letter. Items to be included in the letter are areas of strength and areas to consider as development opportunities. The board will also have the option of authorizing the chair and vice chair with drafting the letter on behalf of the board. Actionable items will include the consideration of adjusting the Superintendent's base salary and awarding a performance bonus up to 4%. He then opened the floor to board comments.

MOTION:	Mrs. Green motioned to keep the terms of Dr. Metzler's monetary compensation the same in terms of salary and award no bonus. The motion failed for a lack of second.
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MOTION:	Mr. Collins motioned the board grant the full performance bonus of 4% and increase the base salary by 5%. The motion failed for lack of second.
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Lengthy discussion ensued on the current base salary (\$149,450), historical raises and bonuses, job performance, goals, leadership and staffing improvements, other NH superintendent salaries, and salary trends.

MOTION:	Mr. Sapia motioned the board increase the base salary by 3.5%; seconded by Mrs. Sherman.
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Discussion: Members opined the number was both a bit too high and a bit too low.

Chairman Cipriano called the vote. The motion failed 6-6-0; however it was noted one member did not vote. A recount was called. The motion passed 7-6-0. Arguments were made about the validity of the recount. The Chair opened the floor to motions for reconsideration.

MOTION: Mr. Bealo motioned to amend the motion to reflect an increase in base salary of 2.75%; seconded by Mr. Dinsmore.

Discussion: Clarification was made on the terms of the performance bonus as was that the board has the ability to shape the goals on which the performance bonus is based; therefore the board cannot hold the Superintendent responsible if the board believes those goals are inadequate. Arguments were made for and against which parties were responsible for the climate in the Town of Sandown.

Chairman Cipriano called for the vote to amend the motion to a 2.75% increase in base salary. The motion failed 5-7-1.

MOTION: Mr. Sapia motioned to amend the motion to reflect a 4% performance bonus to the original motion; seconded by Mrs. Sherman. The motion to amend the motion passed 11-2-0 (Mrs. Green and Mr. Dinsmore opposed).

[For clarification: the motion on the floor is to increase the base salary by 3.5% and award a 4% performance bonus.]

MOTION: Mr. Collins motioned to amend the motion to reflect an increase in base salary of 4%; seconded by Mr. Guide.

Lengthy discussion ensued on being mindful of the taxpayer, blue collar v. white collar salary expectations and qualifications, the scope of the work as Superintendent, the number of staff and students the Superintendent is responsible for, public perception in that much of what the public perceives does not fairly represent actuality as it relates to the Superintendent carrying out the directives of the board, Hampstead's percentage of the actual salary in relation to the service provided, responsiveness and access, and the improved academic focus of both school districts.

CALL THE QUESTION: Mr. Bealo called the question; seconded by Mr. Ward. With no further discussion allowed the motion to call the question passed 11-1-1 (Mr. Collins opposed, Mrs. Green abstained).

Chairman Cipriano called the vote on the motion to amend the motion by increasing the base salary to 4%. The motion to amend passed 8-4-1 (Mr. Bealo, Mrs. Green, Mr. Dinsmore and Mrs. Yasenka opposed and Mrs. Abruzzese abstained).

[For clarification: the motion on the floor is to increase the base salary by 4% and award a 4% performance bonus.]

MOTION: Mrs. Abruzzese motioned to amend the motion to reflect an increase in base salary of 3.75%; seconded by Mr. Bealo.

CALL THE QUESTION: Mr. Sapia called the question; seconded by Mr. Ward. With no further discussion allowed the motion to call the question passed 12-0-1.

Chairman Cipriano called the vote on the motion to amend the motion by increasing the base salary by 3.75%. The motion to amend passed 10-3-0 (Mr. Ward, Mr. Collins and Mr. Guide opposed).

[For clarification: the motion on the floor is to increase the base salary by 3.75% and award a 4% performance bonus.]

CALL THE QUESTION: Mr. Bealo called the question; seconded by Mrs. Sherman. With no further discussion allowed the motion to call the question passed 13-0-0.

Chairman Cipriano called the vote on the newly amended motion to increase the base salary by 3.75% and award a 4% merit bonus. The motion passed 11-2-0 (Mrs. Green and Mr. Dinsmore opposed).

It was noted the motion as passed reflects an increase in salary in the amount of \$5,604.38 and a performance bonus in the amount of \$5,978.00.

MOTION: Mr. Bealo motion to restrict reconsideration on the motion; seconded by Mrs. Sherman. With no further discussion the motion passed 9-4-0 (Mrs. Green, Mr. Guide, Mr. Collins and Mr. Dinsmore opposed).

MOTION: Mr. Sapia motioned to authorize the chair and vice chair to draft an evaluation letter consistent with the board's assessment of Dr. Metzler job performance; seconded by Mr. Bealo.

MOTION: Mr. Collins motioned to table the decision until after the discussion on the letter's content; seconded by Mr. Guide. With no further discussion the motion passed 13-0-0.

Board members then offered a list of pros regarding Dr. Metzler's strength as a top educational leader as well as the challenges of living within the school district. It was noted that the board owns whatever criticisms exist relating to the directives and actions of the Superintendent as those are at the bequest of the board; they are not actions independent of the board.

At 9:02pm, Mrs. Green stated she felt her opinions and comments would not be incorporated into the letter and then excused herself from the meeting. Mr. Bealo advised her that it is likely the meeting minutes would be sealed thus she should refrain from blogging on the matter.

The board continued listing the strengths of the Superintendent and examples were noted. [REDACTED]

Discussion on the necessity of a June meeting transpired and dates for consideration were noted. Agenda items would include a review of the evaluation letter (subsequent to its delivery) and review of the COPsync contract.

MOTION: Mr. Bealo motioned the board meet on June 15, 2016 at 7pm at the SAU; seconded by Mr. Spero. With no further discussion the motion passed 12-0-0.

Chairman Cipriano then called for a vote on the previously tabled motion to authorize the chair and vice chair to draft an evaluation letter consistent with the board's assessment of Dr. Metzler job performance. The motion passed 12-0-0.

¹ Redacted to protect the reputation of district employees per district legal counsel.

Suggestions were made relative to a press release.

MOTION: Mr. Guide motioned to seal the minutes of this nonpublic session as the board determines the divulgence of the information would likely adversely affect the reputation of any person other than a member of the body or agency itself with the exception of disclosing the final decision on the determination of salary, bonus and the delivery of the evaluation letter; seconded by Mr. Collins. With no further discussion the motion passed 12-0-0.

MOTION: Mr. Collins motioned the board exit nonpublic session; seconded by Mr. Ward.

The board was polled:

Abruzzese – yes	Guide – yes
Barr – yes	Sapia – yes
Bealo – yes	Spero – yes
Cipriano – yes	Sherman – yes
Collins – yes	Ward – yes
Dinsmore – yes	Yasenka – yes

The board re-entered public session at 9:57pm.

Respectfully submitted,



Catherine Belcher
Recording Secretary

Minutes approved by the SAU Board on June 15, 2016.
Minutes were unsealed on August 29, 2016.