

LAFAYETTE SCHOOL BOARD
LAFAYETTE REGIONAL SCHOOL
MAIN STREET
FRANCONIA, NH 03580

DATE: FEBRUARY 4, 2013
TIME: 5:30PM

MINUTES

PRESENT: Chairman Tina Peabody, Board Members Thomas Eyman, Luther Kinney, Linda Gaitskill, Mary Jo Greene; Superintendent Paul MacMillan; Business Manager Sandra Stone; Principal Gordie Johnk; Administrative Assistant Toni Butterfield

The meeting was called to order by Chairman Peabody at 5:35 PM.

PROFESSIONAL STAFF CONTRACT

Tom Eyman advised the Board that after four hours of mediation, a settlement was reached between the Lafayette Education Association and the Lafayette School District. Mr. Eyman briefed the Board on the items agreed to in the settlement of a two year contract.

In year one of the contract, 2013-2014 all but two employees will be off step and will receive a 1.5% increase which does not affect the base; the two on step employees will receive one step at the onset of the contract and one step on June 30, 2014. Health Insurance has been changed to MT20 at an 87/13 split. New staff (hired from outside the district) on 7/1/13 or after will be provided MT20 at an 80/20 split.

In year two of the contract, 2014-2015, employees off step will receive a 1% increase in the form of a stipend which again will not affect the base. Those on step will receive the third and final step to make them whole resulting from the years without a contract. Health Insurance will remain at MT20 but the split will go to 86/14. All new staff hired after 7/1/14 will be provided MT20 at an 80/20 split.

Mr. Eyman briefed the Board on the costs associated with this agreement. Following a brief discussion, MOTION BY LINDA GAITSKILL, SECONDED BY LUTHER KINNEY TO APPROVE THE TWO YEAR CONTRACT BETWEEN LAFAYETTE EDUCATION ASSOCIATION AND THE LAFAYETTE SCHOOL DISTRICT AS PRESENTED. An additional brief discussion on language changes ensued. ALL IN FAVOR, MOTION CARRIED.

SUPPORT STAFF HEALTH INSURANCE

Health Insurance plans and premiums were discussed. Currently all Lafayette Support Staff are eligible to receive the Blue Choice \$5 plan at a 90/10 split. The District pays 90% of the Blue Choice premium. The majority of employees take the MT5 plan. Since 2011 new employees are offered the MT15 which contains deductibles at an 80/20 split. The Board is looking at changing what the district pays for the grandfathered employees to 95% of the MT20 plan. Employee's who wish, can opt to go to a higher plan and absorb the difference in cost themselves. Following a discussion, MOTION BY TOM EYMAN, SECONDED BY MARY JO GREENE TO APPROVE A 2% INCREASE FOR SUPPORT STAFF AND A CHANGE IN HEALTH COVERAGE FOR GRANDFATHERED EMPLOYEES TO MT20 AT A 95/5 SPLIT. ALL IN FAVOR, MOTION CARRIED.

Tom Eyman requested that legal costs in the proposed budget be reduced to \$3,000.00.

SECURITY CAMERAS COST / PROCESS

Principal Johnk distributed a spread sheet including all bids for the Front Door Security System. Four vendors provided bids and they are:

Able, an offshoot of Corey Electric of Littleton
Control Technologies (company Profile School is also negotiating with)
Zizza of Colebrook
Littleton Electric (currently the District's electrician)

Principal Johnk explained each bid to the Board advising what is/is not included. The committee is leaning towards Control Technologies who is the company Profile School is currently negotiating with. There is a self contained system which has the capability of storing up to 240 pictures. This does not include an automatic camera or a DVR. Following a brief discussion, MOTION BY MARY JO GREENE, SECONDED BY LINDA GAITSKILL APPROVE THE BID OF CONTROL TECHNOLOGIES WITH AN EXPENDITURE OF UP TO \$5,000.00 TO INCLUDE CRASH BAR. Linda Gaitskill advised the Board that the committee is also looking at installing locks in all rooms which can be locked from within. This will cost several thousand dollars and in the interest of being transparent she wanted the Board to be aware that this is in the offing. The motion was called for a vote – ALL IN FAVOR, MOTION CARRIED.

WARRANT ARTICLE DISCUSSION

The ratified negotiated agreement will appear on the warrant as a separate article from the proposed budget.

The Board discussed adding monies to the School Building and Grounds Maintenance Expendable Trust Fund to ensure that the appropriate monies are there for the oil tank replacement and any other major issues that may arise. Currently the anticipated cost of the tank is approximately \$55,000.00. Following a brief discussion, MOTION BY LINDA GAITSKILL, SECONDED BY MARY JO GREENE TO ADD AN ARTICLE TO THE WARRANT REQUESTING AN ADDITIONAL \$10,000.00 TO BE ADDED TO THIS FUND WITH SUCH AMOUNT TO BE FUNDED FROM THE JUNE 30 UNRESERVED FUND BALANCE. ALL IN FAVOR, MOTION CARRIED.

Principal Johnk advised that he did not feel it is necessary to add any funds to the Technology Capital Reserve Fund and following a brief discussion the Board concurred with this.

The Board discussed the possible addition of a new warrant article to allow them to retain 2.5% of the current fiscal year's net assessment, in accordance with RSA 198:4-b II with such funds to be used as an emergency revenue source. Copies of the verbiage for a proposed warrant article of this nature provided by NH Department of Revenue Administration were distributed for Board information and review. Following a brief discussion it was the consensus of the Board not to pursue this at this time.

The Board discussed the starting balance for 2013-2014 and it was the consensus for this to be \$20,000.00.

OTHER BUSINESS

The next regularly scheduled meeting will be held on Thursday, February 14, 2013 at 5:30 PM with the Budget Hearing to follow at 7:00 PM.

There being no further business to come before the Board, MOTION BY MARY JO GREENE, SECONDED BY LUTHER KINNEY TO ADJOURN AT 7:25 PM. ALL IN FAVOR, MOTION CARRIED.

Respectfully submitted;

Marjorie Brown
Board Clerk

APPROVED BY THE LAFAYETTE SCHOOL BOARD, FEBRUARY 14, 2013