

**AUBURN SCHOOL BOARD MEETING
APRIL 12, 2022 AT 6:00 P.M.
AUBURN VILLAGE SCHOOL MEDIA CENTER**

These minutes have been approved.

Bill Rearick, Superintendent of Schools, called the meeting to order at 6:00 p.m. Those in attendance were members Alan Villeneuve, Janice Baker, Adrian Newton, and Jason Tyburski (6:04 p.m.). (Derek Berger joined at 7:25 p.m.) Also in attendance were Principal, Lori Collins, Assistant Principal, Kerry Boles, Director of Student Services, Deena Jensen, Maintenance Director, Scott Dube; and Assistant Superintendent, Marge Polak.

PLEDGE OF ALLEGIANCE

Bill Rearick led the attendees in the Pledge of Allegiance.

PROOF OF POSTING

Bill Rearick provided proof of posting.

BOARD REORGANIZATION

Motion by Janice Baker, seconded by Adrian Newton to nominate Alan Villeneuve as Chair. With all in favor, the motion carried.

Motion by Adrian Newton, seconded by Alan Villeneuve to nominate Janice Baker as Vice Chair. With all in favor, the motion carried.

Motion by Adrian Newton, seconded by Janice Baker, to nominate Jason Tyburski as Clerk. With all in favor, the motion carried.

Standing Committees

The Board members decided to keep the same committee assignments as in 2021/2022.

PINKERTON LIAISON – Mary Lachance

Mary updated the Board with the following:

- Musical Pippin a success
- NHVTG
- Spring Sports started
- Astrothon Fundraiser
- Future Business Leaders of America placed 18 of 22
- Two of the top ten students from the class of 2020 are from Auburn
- Annual Faculty Plan

APPROVAL OF MINUTES

Motion by Janice Baker, seconded by Adrian Newton, to approve the March 8, 2022 Board meeting minutes, and the motion carried unanimously.

OPPORTUNITY FOR PUBLIC INPUT

Resident Stephanie Murphy said she was there to hear discussion about para salaries. Alan Villeneuve stated that the intent of public input is for the public to provide statements, and not for a back and forth conversation with the Board. Alan said this subject was on the agenda for later in the meeting.

Adam Ruis asked for an explanation of the process for Board members hiring family members or friends, to which Bill Rearick stated there is no process. Mr. Ruis said it was his understanding that special treatment was awarded to a friend or family member of Mr. Villeneuve. He said rules should apply fairly. He asked the Board to address this rumor. He also asked why paras weren't given a bonus when teachers were during COVID. Alan Villeneuve stated he couldn't speak to a rumor and that no Board member is involved in the hiring process.

Stephanie Murphy asked what the starting pay is for paras, to which Bill Rearick stated the minimum is 12.00. Stephanie asked if there was a pay differential in place. She also asked what rate someone with 8 years of experience would get upon being hired, to which Bill Rearick said without seeing a resume, he

couldn't speak to that. She felt something crooked was done and wants to advocate for paras. Alan Villeneuve said government works slowly, but that a component of the Strategic Plan, which is being worked on, is to address parity.

Stephanie Murphy said it is frustrating that a new person was hired at a 50% higher rate than one with years of experience. Bill Rearick explained that in the past two years, para salaries have increased. Alan Villeneuve added that health insurance was offered recently to paras as well. Ms. Murphy said not many paras took the health insurance and expressed frustration that those who chose not to partake were not offered a buyout. She asked why teachers got a bonus after COVID, but paras were not, to which Alan Villeneuve stated it was the intention of the Board that all staff receive a bonus.

Lisa Puchta stated she was told there was one flat rate for incoming paras. She loves the school but the staff is suffering from neglect. She urged the Board to consider a compensation analysis to see where the district is compared to other districts.

Amanda Ruis said she has years of experience and holds many certificates. She was told when she was hired that there was no sliding scale. She said the district needs more paras. She felt they were treated like second-class citizens and asked how someone recently hired started at \$18 an hour and requested that the Board address this discrepancy.

The Board moved the agenda to discuss Paraprofessional Rate of Pay. Bill Rearick gave the Board Candia and Hooksett para rates of pay and asked the Board to entertain raising Auburn's. The Board discussed raising rates, funding, and when they would be in effect.

Motion by Janice Baker, seconded by Adrian Newton to increase the hourly paraprofessional rate of pay by \$3 and hour, starting in the 4/11/22 pay cycle, and the motion carried unanimously.

Clarifying motion by Janice Baker, seconded by Adrian Newton to increase the hourly paraprofessional rate of pay by \$3 and hour, starting the 4/11/22 pay cycle, at the discretion of the Superintendent, and the motion carried unanimously.

Janice Baker would like to address the parity issue and for the SAU to conduct a review of current paras and to possibly make further adjustments.

SUPERINTENDENT'S UPDATES

Bill Rearick stated that both Police and Fire officials did their annual review and both chiefs stated Lori Collins has done an outstanding job. He said Human Resources Director, Joyce Fishwick participated in a job fair at Rivier and got some positive feedback.

REPORTS

Administrator's Reports

Reports of the Administrators were in the packet for review.

Deena Jensen said paras feel disconnected and feels that one solution to that could be for them to work on PD days. She also said NH has a critical shortage of preschool staff.

Scott Dube said there is a 36-40 week delay on windows and prices have gone up for baseboard heat and windows. Janice Baker asked Scott to provide a full list of needs for the Board Retreat.

Reports of Standing Committees

Adrian Newton reported the PTA had a meeting on March 15. Past and upcoming event include:

- Missoula Children's Theater
- BINGO
- Reflections Art Contest
- Teacher Appreciation Week
- Color Run (5/14)
- 4 Weeks ½ day Summer Camp

The next meeting is scheduled for 5/17/22

OLD BUSINESS

Strategic Planning

Janice Baker reported the Leadership Committee, which is comprised of administrators/board members/teachers/residents are continuing to meet for deep vision sessions. They are working on articulating specific goals and have a few more meetings scheduled. She said they have a very good facilitator.

NEW BUSINESS

Set Retreat Date

The Board Retreat will be held on Friday, June 3 from 8:00 am -1:00pm at the Safety Complex.

Manifest Procedure

It was the consensus of the Board to allow the approval of one manifest at the Board meeting, but that time sensitive checks may be mailed ahead of that approval.

SAU Meeting Date

Bill Rearick stated that he would like to bring a Business Administrator nomination before the SAU Board and didn't want to wait until May 18. After some discussion, it was decided that each SAU #15 Board would have one representative meet with the Superintendent and they would keep the May 18 meeting scheduled.

Board Meeting Dates

It was the consensus of the Board to approve the 2022/2023 Auburn School Board meeting schedule as presented.

FINANCIAL

Manifest Approvals

Motion by Janice Baker, seconded by Derek Berger, to approve the 3/9/22-3/18/22 manifest in the amount of \$1,231,279.99, and the motion carried unanimously.

Motion by Janice Baker, seconded by Adrian Newton, to approve the 3/19/22-4/12/22 manifest in the amount of \$1,577,395.14, and the motion carried unanimously.

Expenditure Report

The expenditure report was in the packet for review. A revised one was handed out to the Board.

POLICIES

Policies DGA Authorized Signatures, JICD Student Conduct, Discipline and Due Process, and EHB-R Records Retention Procedures were in the packet for a first reading.

Motion by Janice Baker, seconded by Adrian Newton, to approve the first reading of Policies DGA and JICD with amendments, and the motion carried unanimously. Policy EHB-R will return to the Policy Committee for further review.

INFORMATIONAL ITEMS AND CORRESPONDENCE, and/or MISCELLANEOUS INFORMATION

Enrollment Reports

NON-PUBLIC SESSION: RSA 91-A:3 Section II a and c

At 8:15 p.m., motion by Janice Baker, seconded by Adrian Newton to enter into a non-public session under RSA 91-A:3 Section II a and c. A roll call vote was taken. With all in favor, the motion carried.

The Board resumed their public session at 9:15 p.m.

Motion by Janice Baker, seconded by Derek Berger, to seal the non-public minutes in perpetuity, and the motion carried unanimously.

Motion by Derek Berger, seconded by Adrian Newton, to amend the agenda to speak to athletic busing, and the motion carried unanimously.

Bill Rearick said because of the busing shortage, they have looked into several options for transporting students to/from athletic events. The local bus company can only guarantee week to week availability and the insurance company won't allow rental vehicles to transport students. He said the district could transport if they owned a van, but that the district would need two. He will ask the legal team what requirements would be needed for a van/driver.

PERSONNEL

Motion by Derek Berger, seconded by Adrian Newton, to approve the Professional Staff Nominations as presented and the motion carried unanimously.

Motion by Derek Berger, to approve the Administrator Nominations as presented. Having no second, the motion died.

Motion by Derek Berger, seconded by Janice Baker to approve the nomination of Kerry Boles as presented. With Derek Berger voting Yes, 3 voting No. The motion did not carry.
Motion by Derek Berger, seconded by Jason Tyburski to approve the nomination of Keith Lord as presented, and the motion carried unanimously.

ADJOURNMENT

Motion by Janice Baker, seconded by Derek Berger, to adjourn at 9:30 p.m., and the motion carried unanimously.

The next Auburn School Board Meeting will be Tuesday, May 10, 2022 at 6:00 p.m. in the Auburn Village School Media Center.

The SAU Board will meet on May 18, 2022 at 6:30 p.m. in the Auburn Village School Cafeteria.

Respectfully submitted.

Rebecca SJ McCarthy
School Board Recording Secretary