

SAU #39 Reconfiguration Sub-Committee

Monday, May 13th, 2019

Meeting Minutes- Not Approved

Attendees:

Christine Landwehrle - Assistant Superintendent, Porter Dodge- Director of Operations SAU #39, Meg Beauchamp- Director of Student Services SAU #39, Sarah Lawrence- Sub- Committee Chair and MVVS Board Member, Stephen O'Keefe- MVSB Member. Ellen Grudzien- ASB Member, Laura Taylor- SCSB Member and David Chen- SCSB Member

Meeting Minutes: Danae Marotta

Public: Dean Eggert, Esq. Wadleigh, Starr and Peters, Manchester, NH.

I. Call to Order

**Chair, Ms. Sarah Lawrence, called the meeting to order at 4:07 PM.**

Assistant Superintendent, Ms. Christine Landwehrle, noted that she is stepping in for Superintendent Steel for this meeting. She added that she is happy to help out as much as possible.

Ms. Lawrence discussed that at the last meeting they had been talking about putting together a list of outcomes from the educational side and making sure that they have that in place before they have a meeting with union representatives.

She then noted that she referenced the list in the Trello Board, which is a White Board snapshot.

She then noted the following desired outcomes: flexibility, sharing of resources, creativity for building use, Athletics, Band and Theater, contracted services. Under benefits for students- equity for experience and opportunity, language and preschool, curriculum assessment and instruction, access to specialized personnel, and equity for staff.

She then asked if there was anything else that might have gotten missed.

Ms. Landwehrle added that the big piece is the flexibility and having the option for students to take high school courses. She then noted that now, they must grant permission and if they were one it would simplify things. They can even imagine SHS teachers over at AMS.

Mr. Chen asked if this was after consolidation.

Ms. Landwehrle replied, yes.

Ms. Taylor asked for clarification.

Ms. Landwehrle noted that with one student it is probably ok, but with 15 it will affect the budget and class size.

Ms. Taylor asked if a student could walk over now but a teacher could not.

- 34 Ms. Landwehrle replied, yes because of the union.
- 35 Mr. Porter Dodge, Director of Operations for SAU #39, remarked that in reconfiguring he would  
36 recommend reviewing the schedules.
- 37 Mr. Chen asked if it was 175-day schedule.
- 38 Ms. Landwehrle replied, yes for SAU #39.
- 39 Ms. Landwehrle added that this also involves looking at Professional Development. She further  
40 explained that the 7<sup>th</sup> and 8<sup>th</sup> grade teachers feel like they match 7-12 and want to better partner  
41 with Souhegan. It is complicated with their schedule.
- 42 Ms. Grudzien asked if they could review the discussions that they have been having.
- 43 Ms. Lawrence recapped for the committee that with the CBA they have less flexibility than they  
44 had hoped. She added that the middle school union CBA stands and the other teachers in the new  
45 coop could join that union.
- 46 Mr. Dean Eggert, Esq. Wadleigh, Starr and Peters, Manchester, NH remarked that there would  
47 need to be a certification vote to expand. In talking with the PLERB is, their thought would be  
48 that the unit would go over fully intact. They would have to have discussions where clearly, we  
49 were giving full faith and credit and that unit, that the coop would be assuming certain  
50 obligations and potential obligations that remain with the middle school and there would be some  
51 union discussion and discussion between Amherst and the cooperative.
- 52 It would be beneficial to talk to the union about the educational outcomes because that is a win-  
53 win discussion.
- 54 Ms. Beauchamp asked how that would impact new hires and the clause in the CBA that says if  
55 you do not opt to join the union, you would still have to pay quite a bit.
- 56 Mr. Eggert replied, none of that really changes. What you do now in Amherst is what Souhegan  
57 will do, carried over at least, for the duration of the bargaining agreement. He then referenced a  
58 corporate acquisition.
- 59 Ms. Landwehrle asked if they wanted to move a teacher that is part of the Amherst CBA, would  
60 they keep that status in their bargaining agreement.
- 61 Mr. Eggert replied, probably not.
- 62 Mr. O'Keefe commented that municipalities see this all the time, with unions. This will be a  
63 problem with the first two years. The objective is to see the value in the unified approach.
- 64 Mr. Eggert noted that they might have an interim side agreement, those are discussions that you  
65 would have at a high level and it would benefit the teachers to have that opportunity. The thought  
66 process was to make the list and see what the union would be receptive to.
- 67 Ms. Landwehrle commented that she does not want to stall the process and asked if they should  
68 wait to get closer to the contract end date.

69 Discussion ensued.

70 Mr. Dodge asked if he was a teacher that worked at SHS and wanted to work at the middle  
71 school, what would happen.

72 Mr. Eggert replied, that they know what would happen right now. The position is open, and  
73 someone would then apply for that position, that part would not change.

74 On timing, keep in mind how difficult it would be with warrant article and then proposed  
75 proforma budgets. It gets confusing for a timing perspective. He then recommended to propose  
76 the change with an effective date.

77 Ms. Landwehrle added that one year might be easier.

78 Ms. Taylor asked if it is the position or the person.

79 Mr. Eggert replied; it is the position as a bargaining unit.

80 Mr. Chen asked about the two years that they are referring to is that under a contract or  
81 obligation.

82 Mr. Eggert replied that he was referring to the two years left on the CBA with the middle school.

83 Mr. Dodge added that it may be more

84 Ms. Lawrence asked if there was any potential for SHS teachers to join the middle school unit.

85 Mr. Eggert replied, it is possible, but you would put that in the same category, of could that  
86 happen now.

87 Mr. O'Keefe asked what the worst case would be fiscally.

88 Mr. Dodge remarked that the AEA has one of the more lucrative contracts in the State.

89 Mr. Grudzien asked Ms. Lawrence if that was on Superintendent Steel's to do list.

90 Ms. Lawrence replied, yes.

91 Mr. Chen added that it is not just the number, but that number and it accrues by 30% over time.

92 Ms. Landwehrle explained the Steps that they have in the SCSD. For every 10 college credits  
93 you move a Step, plus if you do career growth, 3-year action research project, you move a Step.  
94 If you are here a long time you can move a lot and maxes out at \$90,000. For Amherst, for this  
95 year, it tops out at \$81,800. She noted that Superintendent Steel can give them a better answer.

96 Mr. Chen asked about career growth.

97 Ms. Landwehrle added that she will double check.

98 Mr. O'Keefe mentioned that they must think about the portability of the budget. It is more fluid  
99 between both districts. He then suggested that they address protection for jobs.

100 Mr. Eggert suggested that the tiers to which bumping occurs gets reduced to three levels.

- 101 Ms. Grudzien asked what if it was one district with two different unions.
- 102 Ms. Landwehrle added that with Souhegan there are a few criteria when you have a RIF.
- 103 Mr. Eggert remarked that the RIF criteria wouldn't change at all for the middle school or  
104 Souhegan and it would also not cross pollinate on bumping rights.
- 105 Mr. Taylor asked if the AEA is for teachers only.
- 106 Mr. Dodge replied, yes, that the ASSA is for support staff.
- 107 Discussion ensued.
- 108 Ms. Taylor asked about the combinations of possible unions.
- 109 Mr. Eggert added that you would also have a support staff union in Amherst and their agreement  
110 would come over and their agreement would get full faith and credit in Souhegan. This is a long  
111 as they have enough people and he believes that they do.
- 112 Mr. Dodge replied that the middle school has the ASSA and AEA.
- 113 Mr. Chen asked if there are conditions to put on the merger.
- 114 Mr. Eggert replied that it is term on the existing agreements. When you renegotiate and you have  
115 new cost items then that goes to the taxpayers.
- 116 Mr. Chen added that they don't want rampant changes in cost structure due to changes in  
117 benefits.
- 118 Mr. Eggert added that there is no way that could occur instantaneous. If it is a new cost item that  
119 gets negotiated by Souhegan and then gets approved by the voters.
- 120 Ms. Lawrence noted with the existing contract there are no changes. It would be renegotiated  
121 when the contract is up. They would become a new unit in the cooperative.
- 122 Discussion ensued
- 123 Mr. Eggert replied that it is a dialogue, in Exeter the citizens voted to create the new Exeter  
124 Cooperative. In this case they do not get far enough away from the Exeter case to be different  
125 enough. The court has said that the union comes intact.
- 126 Mr. Chen asked about class size.
- 127 Mr. Eggert remarked that you talk that through. He then suggested that they ask what they want  
128 now to make that happen. It would be a matter of judgment.
- 129 Mr. Grudzien asked if they could get an idea of the number of students that would come to SHS  
130 from the middle school.
- 131 Ms. Landwehrle replied that approx. 10 to 20% are ready to accelerate past their grade level. It  
132 could start small and grow. She does not know how many there would be for English, but she

- 133 could see World Language. This means that they need someone from the high school to go over  
134 to the middle school and design a class.
- 135 Ms. Grudzien added that she sees it as cascading.
- 136 Ms. Landwehrle mentioned that she would like to see writing enrichment course during Eagle  
137 Block. They might be able to make it work with the schedule.
- 138 Ms. Grudzien asked if they are going to keep teams at Souhegan.
- 139 Ms. Landwehrle replied, yes, at least for 9<sup>th</sup> grade.
- 140 Ms. Lawrence added that she added to the list the being able to take high school courses.
- 141 Mr. Dodge noted that they were always looking at enrichment for some students.
- 142 Mr. Eggert suggested Enhanced Enrichment Opportunities
- 143 Ms. Grudzien added that she looked at the Trello cards and there was a note from Principal  
144 Bernasconi saying that she believes that both 5<sup>th</sup> and 6<sup>th</sup> grades could fit at the middle school.
- 145 Ms. Lawrence added that they don't know the direction of the buildings in Amherst yet.  
146 She then reviewed the topics for discussion.
- 147 Mr. Chen asked if there was a benefit for all integrate low as you can.
- 148 Ms. Landwehrle added that it was the comfort level of the community, it and it goes both ways.  
149 Discussion ensued
- 150 Ms. Lawrence added that they will plan to meet with union reps, she then asked the committee to  
151 review the list of educational objectives and give her any feedback.
- 152 **Ms. Lawrence noted that the next meeting is scheduled for Thursday, June 13<sup>th</sup> 4:00PM at**  
153 **the MVVS.**
- 154 II. Meeting Adjourned
- 155 **Ms. Lawrence adjourned the meeting at 5:30PM.**