

**Souhegan Cooperative School District**  
**Advisory Finance Committee**  
**Meeting Minutes**  
**January 15, 2020**

Convene 6:31 PM

Attendees:

SAFC: Mark Vincent, Jeanne Ludt, Joel Gordon, Howard Brown, John Bowkett, Peg Harris, Dan Veilleux  
Board Members: Amy Facey, Pim Grondstra  
Administration: Michele Croteau  
Public: Rick Katzenberg

John moves to accept minutes from January 13<sup>th</sup> meeting. Howard seconds. All in favor.

Rick Katzenberg submitted a letter to the SAFC regarding the position of campus monitor and the importance of the monitor to overall security of the school.

Discussion of where SAFC meeting minutes are posted – on SAU39.org web site

Discussion of PPC agreement. Joel's questions answered via email by Michele. Because the step increases are fixed dollar amounts and not percentage increases, the effective percentage salary increase drops over the 4 years of the agreement. The percentage increase varies for different teachers depending on what step they are on.

66% of the staff are at the top step (16). The average first year increase across all staff is 2.15%.

Peg asks about the move of a senior level teacher to tech support role with no change in salary. Seems to be far above going wage for tech support. Michele clarifies that said teacher will still have some classroom teaching responsibilities. Peg questions the value of moving an experienced teacher to reduced hours and adding some tech support duties rather than replacing with less seasoned full time teacher.

Discussion of campus monitor position. Role is being reduced or eliminated. Several SAFC lodged objections to this cost reduction strategy and asked Board members in attendance to carry that message back to the administration. Board members were unaware this was being planned.

Discussion of plan to reduce costs. The budget is a budget not a detailed plan for how to reach cost reductions. Some staffing decisions are TBD and await news on further potential retirements. SAFC asks for more detailed plan.

Dan asks about the increase for professional development budget and questions the value of increasing spending to train more junior staff while experience is being lost at the top end of experience range.

Discussion of the role of SAFC with regards to staffing plan detail.

Jeanne informs SAFC that Moderator George Bower has stated that alternates may vote on warrant articles in absence of regular voting members. Tonight, 3 voting members are absent, but 3 alternates are present. All will vote.

John moves SAFC endorse budget warrant article. Peg seconds. Vote is 6-0-1. Howard abstains.

Jeanne moves SAFC endorse PPC agreement. Mark seconds. Vote is 5-0-2. Howard and Joel abstain.

Joel moves SAFC endorse warrant article to add \$100K to facilities maintenance budget. John seconds. Vote is 7-0-0.

Discussion of PPC agreement process.

Joel moves to reconsider SAFC vote on PPC agreement. Unanimous consent to reconsider.

Joel moves SAFC to endorse PPC agreement. Dan seconds. Vote is 6-0-1. Howard abstains.

Joel moves to adjourn. John seconds. All in favor.

Adjourn 8:04PM

Respectfully Submitted,  
Mark Vincent, SAFC Secretary