

SANBORN REGIONAL SCHOOL BOARD MEETING

June 1, 2016

A regular meeting of the Sanborn Regional School Board was held on Wednesday June 1, 2016. The meeting was called to order at 7:05 PM by Corey Masson, School Board Chair, in Room 137 at Sanborn Regional High School, Kingston, NH. The following were recorded as present:

SCHOOL BOARD MEMBERS: Janice Bennett
Peter Broderick
Dr. Pam Brown
Corey Masson, Chair
Sheila Pierce
Nancy Ross
Michael Giordano, Student Council Rep

ADMINISTRATORS: Dr. Brian J. Blake, Superintendent
Carol Coppola, Business Manager
Jodi Gutterman, Student Services Director

EXCUSED: Roberto Miller, Vice Chair

The meeting began with a salute to the flag.

REVIEW AGENDA

Under Administrative Report: **Add a. Senior Graduation; b. Unexpended Fund Balance** Under New Business **add/change order: add b. Envision Kingston; c. Nominations; d. Resignations; Table e and f Superintendent Goals and School Board Goals until next meeting; add e. high school vestibule; and add. f. mileage reimbursement**

MINUTES

Dr. Brown made a motion to approve the minutes of the May 18, 2016 meeting. Ms. Ross seconded the motion. Dr. Brown requested that on page 3, first paragraph. **Add a last sentence, "Dr. Brown cautioned we keep our emphasis on "seat-time" study, saying advanced skills take decades to master and do not immediately manifest in a short-term authentic skill or assessable competency (e.g. neurosurgery); "there is a long incubation period."** Five in favor to approve the May 18, 2016, meeting minutes with the above change. One abstained – Ms. Pierce

Dr. Brown made a motion to approve the May 18, 2016 non-public meeting minutes. Ms. Ross seconded the motion. Mr. Broderick asked why it was necessary to go into a non-public session to discuss salaries. It was explained that it was a personnel matter and not made public until a decision is made. It is public information after it is decided. Five in favor to accept the May 18, 2016 non-public meeting minutes; one abstained – Ms. Pierce.

MANIFEST

The following manifest was signed by the School Board: Accounts Payable #29-\$1,012,024.35; Payroll #25 - \$803,192.18.

ADMINISTRATIVE REPORT

a. Sr. Graduation: Dr. Blake reported that the Senior Graduation will take place June 10th at 6:00 PM. Graduation is set to take place outdoors, weather permitting. A decision will be made by Thursday, June 9th at 5:00 PM. The Sr. Baccalaureate is June 9th beginning with a cookout at 6:00 PM and Service at 7:00 PM. Friday, June 10 Class Day begins at 11:00 AM. Students will receive six tickets for friends and family if the graduation is moved indoors. Seating is unlimited if the graduation is held outside. Approximately 176 students are expected to attend. Some of the colleges students have been accepted to include: St. Anslem's, Holy Cross, Berkeley, Suffolk University, Sacred Heart. Three students are enlisted with the armed services; some of the careers that students are entering include: welding, auto repair, food service and bio-technology. Dr. Blake reported that in 2006 there was \$21,000.00 in local scholarships awarded. In 2016, \$48,000.00 in local scholarships was awarded. "Exciting times". Dr. Blake reported that 89 seniors received NH Scholar Awards. In all, 49 scholarships were awarded for a total amount of \$6.2 million. Dr. Blake said this was not a completed list as not all students reported the kinds of financial packages they were offered. Dr. Blake stated that he is proud of what we were able to accomplish. Mr. Masson asked how many new scholarships were created this year? Mr. Stack reported "easily 6 or 7 new scholarships this year". Mr. Masson asked which scholarships have been around the longest? Mr. Stack reported The Seminary, Kingston Trustees, Harmon Scholarship. Mr. Masson said he noticed there wasn't a scholarship from the Town of Newton and he challenged the town to establish a scholarship.

b. Unexpended Fund Balance: Ms. Coppola gave a report on the Unexpended Fund Balance. She said that any amount of Special Education money unexpended must be returned to the towns. She also said that unanticipated revenue goes back to the town. The unexpended fund balance is \$569,000.00. She said the District is looking at two projects: DJ Bakie Roof and the HS Front Entrance. Some smaller items being looked at include: lighting in the auditorium and staircase at the HS. Each lighting project is approximately \$15,000.00. Mr. Broderick asked if the Maintenance Trust Fund could be used to fix the roof or the redesign of the HS front entry. Ms. Coppola reported yes, but why take it from the trust when there are unexpended funds? Mr. Broderick asked why not use the money in the other funds if we have them? He said that \$278,000.00 was restored to the budget 6-8 weeks ago. Ms. Coppola reported that the HS front entry has doubled in cost to what was originally budgeted; approximate cost is \$100,000.00

STUDENT COUNCIL REPORT

Michael Giordano reported that there is a Plant Sale on June 4th; the Music Awards are June 7 at 6:00 PM; Graduation practice is June 9th; Sr. Baccalaureate is June 9; Class Day is June 10th at 11:00 AM; Sports Awards are June 13th beginning at 5:30 PM with pizza and followed by the awards at 6:30 PM. Dr. Blake thanked Monique Ricard for her service to the School Board.

SCHOOL BOARD COMMITTEE REPORTS

a. Personnel Committee: Ms. Ross reported that 14 applications were received for the Memorial Elementary School Principal position. The Committee has narrowed that down to six. She said they really liked four applicants, and there were two “maybes”. She said they are on track to interview June 6 through June 10.

b. Policy Committee: Ms. Ross reported on Policy CCA, Organizational Chart. She said the Budget Committee is now included in the Organizational Chart. Ms. Ross said she was looking for a motion to approve the addition of the Budget Committee to the Organizational Chart. Dr. Brown made a motion to approve the addition of the Budget Committee to the Organizational Chart. Mr. Broderick seconded the motion. All in favor. Ms. Ross said Policies CB and CBA (School Superintendent and Qualifications of Superintendent) were reviewed. She said that under policy CBA, Qualifications of Superintendent, there is current verbiage that states a Superintendent must have 5 years teaching in the classroom and administration to be eligible for the position. She asked if the SB wants to keep that requirement. Dr. Blake said that some Superintendents do not come from the classroom. He was a school psychologist and he knows there are Superintendents who have come into their position with a background in business. The Policy Committee will discuss this further.

UNFINISHED BUSINESS: none

NEW BUSINESS

a. Overnight Field Trip Middle School: Dr. Blake reported that the 6th Grade field trip to Nature’s Classroom is tentatively scheduled for the fall. This is a trip that focuses on team building. Ms. Ross made a motion to approve the 6th Grade Field Trip to Nature’s Classroom. Ms. Bennett seconded the motion. All in favor.

b. Envision Kingston II: Debbie Powers, Kingston Heritage Chair and Ernie Landry, Vice Chair gave a presentation of the Plan NH Charrette Program. It is a two day event June 3rd and 4th. The event will kick off Thursday, June 2nd from 7:00 PM to 9:00 PM, at the Kingston Town Hall. This is a group of 12-13 people who are looking at ways to preserve the Historic District, which Sanborn Seminary is a part of. The history of the buildings, along with traffic and economic development will be discussed. On Friday, June 3rd at 10:30 AM, the Steering Committee along with the folks from Plan NH will tour Kingston Village area. The group will be touring the Seminary as part of the program.

c. Nominations: none

d. Resignations: Ms. Bennett made a motion to accept the resignations of Alice Getchell, MS Media Specialist and Nicole Brush, HS Math Teacher. Ms. Ross seconded the motion. All in favor. Ms. Getchell has been with the SRSD for 46 years, her resignation was accepted with

gratitude for her longevity with the District. Mr. Masson asked how many vacancies there are at the HS. Mr. Stack reported he has five positions to fill. Dr. Blake said that the elementary positions are easier to fill.

e. High School Vestibule: A lengthy discussion was held on the new design of the HS vestibule. Mr. Broderick asked if the actual plans have been looked at by an expert. He said he did some investigating himself. He said he drove around the HS – some back doors were wide open in the auto shop area and the café. He said he was not convinced that spending \$100,000.00 was going to solve the problem. He said that procedures and practices need to be worked on. Mr. Broderick recommended having experts come in and look at the plan and render an opinion. He feels it is premature to begin the project.

At 8:55 PM a recess was called. Public meeting reconvened at 9:05 PM.

f. Staff Mileage Reimbursement: A discussion was held on a \$3,000.00 stipend received by some employees for using their personal vehicles. Policy GCBB allows for District personnel who travel throughout the District to receive a \$3,000.00 stipend. The IRS reimburses .53 cents per mile. Discussion ended. The employees are already under contract for the 2016-2017 school year.

COMMUNICATIONS RECEIVED/SENT

Mr. Masson reported he received a fair amount of phone calls and emails regarding the May 18th non-public hearing in which administrative salaries were reviewed. He was asked what kinds of tools were used in the evaluations. Mr. Broderick said the raises equaled approximately \$32,000.00, and that the District saved \$99,000.00 on health insurance. He said he would spend \$32,000.00 to save \$99,000.00. He said there was a moral issue here – you can't expect to hit employees with an increase in their health insurance and not give them a raise in salary. He said he thought a 2.5% increase was high, but justified.

WRITTEN INFORMATION Mr Broderick reported he received an email concerning a letter in the Carriage Towne News about a pencil sharpener at one of the schools. The email went on to say that the parent was told by the Principal that because of the restricted budget, the District could not afford to buy a \$25.00 pencil sharpener. Mr. Broderick said he has been misquoted in the past, but he was disturbed that a Principal would say we couldn't afford a \$25.00 pencil sharpener. Dr. Blake responded that Mr. VanderEls, Memorial School Principal, was misquoted - knowing his character that is not at all what happened. Dr. Blake went on to say people can say and do whatever they want. He said he can't chase all stories with misinformation. He asked, do we waste time with a rebuttal in the newspaper? He said if we started fact checking everything, he would need a staff of ten people. He stated that there was a substitute teacher in the art room that day and the regular teacher has no issues with the pencil sharpener.

SCHOOL BOARD CHAIRPERSON'S COMMENT

Mr. Masson said he was looking forward to the HS graduation. He thanked everyone for coming out.

PUBLIC COMMENT

Annie Collyer stated that had the 2.5% raises been held in public session, there would not have been as much of a public outcry. She said she was pleased with the transparency of the SB. She said it is important to let everyone know what's going on. Ms. Collyer asked whether the custodians had received a raise – yes – she said that she nor the public were aware of that. She questioned the \$99,000.00 savings and whether that was all administration. She said this should be made public. She said it was important to come out with this information and let everyone know. Ms. Collyer (BC Chair) gave an update on the BC. She said the BC voted to remove the bylaws from the BC website. She said the BC is ruled by RSA and the Bylaws are redundant. Instead they have come up with a mission and goals.

Jim Baker of Newton, echoed Ms. Collyer's comments on the positive changes made on the SB. He said the SB is much more open and fiscally engaged. He said tonight's meeting was a good example – people asking questions about the HS vestibule. He questioned whether the vestibule redesign at the HS was a good expenditure? He said he also received phone calls and emails about the May 18th meeting. Why was it done in non-public session, why wasn't it postponed so people could have time to process the information? There needs to be a policy where information is more timely provided to the SB. Another example of the openness with this year's SB was the discussion on non-public session and that maybe the whole discussion did not need to be a non-public session.. Mr. Baker said that private sessions are when you're talking about a specific individual, but when you're talking about a group, he thinks it should be public. He said that a 2.5% raise was for a group of highly paid people who have received regular pay raises; there are people who have not received raises in years. He said many people have had increases in health care.

Jack Kozec of Newton referred to the \$3,000.00 stipend that Administrators receive for travel. He said a person would be driving approximately 6,000 miles a year, based on fifty cents per mile. He said this was a lot of miles and doesn't know where they are going? He said the District needs to think like they are running a business. "If we take care of pennies, we take care of dollars at the same time."

Tammy Mahoney asked if it was necessary to go into non-public session to discuss salaries. She said she was not able to get any information. She said she appreciates what Corey said about the non-public meeting. She said when you go into non-public, you slap a big gag order on yourselves. She said you need to be more conscience when they go into non-public. She said

she can't hold anyone accountable when she does not know what was said and who said it in non-public.

Ms. Cheryl Gannon of Kingston asked about the \$48,000.00 that was budgeted for 2016-2017 for the redesign of the HS vestibule. She asked if the funds are used now, what happens to the money that was budgeted? Can that be used for another purpose –teacher salaries? Ms. Gannon thanked the representatives from Envision Kingston II and was pleased that they included Newton community members to attend. She said the last time the seminary was discussed, Newton was “snubbed”. Ms. Gannon said she was concerned that the last time a discussion was held about the repurposing of the seminary that only one option was presented to the voters on a warrant article. She said the public was not given the other options. She hopes when the Charrette comes back that there is an opportunity for the public to view the options. Ms. Gannon asked if the other school entrances in the District are being reconfigured? She was a little concerned about some things that were pointed out by a SB member about the lack of security found at the HS. She said there needs to be procedures put in place.

SCHOOL BOARD COMMENT

Ms. Ross said she attended the breakfast last week for the Partners in Education. The breakfast highlighted students who completed internships at the HS with area businesses. Ms. Ross thanked all the community members who participated.

Ms. Bennett attended the Sr. Award dinner. She stated this is one of the most wonderful events of the school year. She gave a shout-out to the faculty who are able to connect with the students in a special way and that will never leave those students. She talked about the heart-sole connection.

Michael Giordano said the voting has been done and the raises were approved, it is important to remember the things we say and do affect others. He said it is important to remember that we all have a duty and opportunity to give credit to teachers and faculty members while they are still here. It is important to recognize these teachers who have affected students' lives.

Dr. Brown said it was important that everybody work on the five year plan and setting goals. She said that according to the the SB Policies, the task of the five year plan belongs to the SB in consultation with the Superintendent. She said she has read many briefs on how to save money in the schools. . She said she was still upset that she hasn't received all the information she requested on the previous five year plan. She said there should be at least three SB members on the Strategic Plan Committee. She said she was on the negotiation committee for filling the STEM positions and that they should be paid more for their expertise and are

particularly hard fields to master. She said there is a feud between public and private employees. She said federal government employees are paid 70% more than comparable private sector employees. She said state employees make 20% to 40% more. She said this is an important concern that needs to be listened to and voiced.

Mr. Masson adjourned the meeting at 10:09 PM. All in favor.

SCHOOL BOARD ANNOUNCEMENTS

The next **regular meeting of the Sanborn Regional School Board** will be held on **Wednesday, June 15, 2016, at 6:00 PM**, in Room 137 **at the Sanborn Regional High School, Kingston.**

The next **Policy Committee meeting** will be held on **Wednesday, June 15, 2016 at 5:00 PM** in Room 137 at the **Sanborn Regional High School, Kingston.**

The next **regular meeting of the Facilities Committee** will be held on **Wednesday, June 8, 2016, at 4:00 PM.**

Respectfully submitted,

Gail M. LeBlanc
School Board Secretary

Minutes of the School Board meetings are unofficial until approved at a subsequent meeting of the School Board.