

# SANBORN REGIONAL SCHOOL BOARD MEETING

## MINUTES

8-17-22

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A meeting of the Sanborn Regional School Board was held on Wednesday, August 17, 2022, in the Library at Sanborn Regional High School.

**SRSD SCHOOL BOARD MEMBERS:**

Dawn Dutton, Chair  
Jamie Fitzpatrick, Vice Chair  
Jim Baker (via remote)  
Moirra Bashaw  
Rick Edelman  
Heather Ingham  
Tammy Mahoney

**STUDENT COUNCIL REPRESENTATIVE:**

J.J. DeFeo

**ADMINISTRATORS:**

Thomas Ambrose, Superintendent  
Matthew Angell, Business Administrator

1. Call to Order

Dawn Dutton, Chair  
Pledge of Allegiance

Chair Dutton recognized the remote participation of Mr. Baker and asked him to identify his location and whether anyone was with him there. Mr. Baker responded that he is in a private home in Chilmark, Massachusetts and there is no one in the room with him but someone may walk through.

2. Action on Minutes- Review of Minutes of [6-22-22](#) and [7-7-22](#).

**Chair Dutton asked for a Motion to approve the Minutes of 6-22-22, moved by Mr. Baker and seconded by Mr. Fitzpatrick.**

Mr. Fitzpatrick would like his following comments added to agenda # 8.2-Auditorium:

*Fitzpatrick asked why the quotes were coming in up to 105% higher than the estimate that was given the budget committee of \$128,163. The response is that this came from a quote received in 2016. Fitzpatrick noted that a 2016 quote should not have been given to the budget committee as an estimate of 2022 costs.*

*Fitzpatrick also noted after a number of questions on the lighting plan, that he did not believe that proper homework had been done on the lighting requirements to warrant launching the project at this time.*

**Mr. Baker moved to approve the amendment to the 6-22-22 Minutes, seconded by Mr. Fitzpatrick.**

**Roll Call Vote: 6 in favor, 1 abstention (Mahoney)**

**Chair Dutton asked for a Motion to approve the Minutes of the 7-7-22 Minutes, moved by Ms. Mahoney and seconded by Ms. Ingham**

No further discussion

**Roll Call Vote: 6 in favor, 1 abstention (Baker)**

### 3. Communications

3.1 Distribution of Manifest Documents-Chair Dutton circulated the documents for signature.

3.2 Nominations-Superintendent Ambrose asked for the following nominations for 2022-2023.

<u>School</u>	<u>Position</u>	<u>Budgeted Salary</u> <u>2022-2023</u>	<u>Actual Salary</u> <u>2022-2023</u>
<b><u>Bakie School</u></b>			
Denise Bondi	Music Teacher	\$72,784	\$71,702
Rebecca Collins	Grade 1 Teacher	\$43,434	New Position
Stephanie Lanoie	Grade 1 Teacher	\$60,074	\$40,842
Laura Magnusson	Library Media Specialist	\$49,234	\$63,926
Katelyn Goodyear	Special Education Teacher	\$46,513	\$56,352
Aimee Ragonese	Special Education Teacher	\$62,026	New Position
Cristin Vondrasek	Kindergarten Teacher	\$39,748	\$70,492
Holly Wood	Pre-K Teacher	\$46,513	\$58,183
<b><u>Memorial School</u></b>			
Kathryn Blynn	STEAM Teacher	\$58,454	\$51,196
Faye Brown	Grade 3 Teacher	\$42,203	\$64,042
Kristin Houle	Grade 4 Teacher	\$56,352	\$59,392
Nicole Nauman	Grade 4 Teacher	\$62,026	\$56,352
Cate Ormiston	Grade 4 Teacher	\$39,748	\$44,952
Nicole Richard	School Nurse	\$56,834	\$53,390

**Middle School**

Corey Landsman	6 <sup>th</sup> Grade STEM Teacher	\$58,183	\$52,860
Robin Lee	Reading Intervention Teacher	\$68,272	\$69,482

**High School**

Eric Beebe	English Teacher	\$45,048	\$46,513
Laura Betts	Special Education Teacher	\$65,746	\$74,993
Jennifer Brett	School Counselor	\$68,272	\$55,024
Maureen Cloutier	Special Education Teacher	\$72,784	\$64,042
Robert Hatzimanolis	Special Education Counselor	\$72,784	\$50,794
Emily LaFrancis	English Teacher	\$39,748	New Position
Sean Sullivan	Physical Education Teacher	\$72,784	New Position

**Chair Dutton asked for a Motion to approve the nominations, moved by Ms. Mahoney, and seconded by Ms. Ingham.**

Ms. Ingham said great job, excited to have new staff join our team.

Mr. Ambrose added there are some districts considering delaying the opening of school because they don't have enough staff. We are still understaffed at Bakie and had to reorganize some para positions and hire teachers to manage the special education programming. Thank you to Diana Rooney, Dr. Kennett, and the administrative team for all their hard work.

**Roll Call Vote: All in Favor**

3.3 Resignations- Mr. Ambrose asked that the following resignations be accepted with regret for the 2022-2023 school year:

**Bakie School**

Deirdre Ducharme	Special Education Teacher
Melissa Giconda	Pre-K Teacher
Amanda Welvers	Kindergarten Teacher

**Memorial School**

Crystal Liacos	Reading Intervention Teacher
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**Middle School**

Carolyn Parks	Special Education Teacher
Jens Vittoria	Science Teacher

**High School**

Desirae Gallagher	Special Education School Counselor
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Mr. Ambrose said exit interviews are taking place for these people with Ms. Rooney and she will be providing a detailed report at the end of September. He added that starting pay has

been an issue in hiring this summer as potential hires are choosing other districts with higher pay.

**Chair Dutton made a Motion to accept the resignations with regret, seconded by Ms. Ingham.**

No discussion

**Roll Call Vote: All in Favor**

3.4 Superintendent's Report – Mr. Ambrose said it has been a very busy summer and reported the following:

- Track Paved- Thank you to Mr. Angell and Mr. Doyle. It looks amazing!
- Middle School- The basketball court is in place and preparation for the start of school is ongoing. Thank you to our custodial staff for all they are doing (given they have been down by 4-5 people all summer) which includes stepping up to build offices after a quote came in at \$90K. Thank you also to Matt Angell and Dan Doyle who also spent time mudding walls in those offices and to Wendell Fidler and Brian Rawding for their great job painting those offices.
- WIFI-is being installed and Gordon Parks has been working hard to cover all the technology areas. He is still waiting for auditorium parts that have been ordered so that process is happening.
- Special Education-staffing has been challenging for everyone, nationally as well as here, and I want to say thank you again to Dr. Kennett for stepping up at Bakie and working very hard to figure out a plan. He has done an exceptional job.
- Goals- are being worked on pertaining to grading and progress on the Grading Manual has been very productive. Thank you to new Principal Michitson and to Christine Desrochers who along with myself, worked over several days with teachers to facilitate their input. They did a fantastic job, and the manual is ready. It is important to note that they had to flip to a different part of Alma to make this happen, so thank you for making this happen.
- Tech Staff-Some turnover occurred in the department, so thank you to Gordon Parks, Dan MacLellan and the \department staff for the great shape they are in now to start the year.

#### 4. Committee Reports

4.1 Policy – Ms. Ingham reported that Policy met this evening. We reviewed five policies that we will be bringing forward tonight. Our next meeting is on 9-7-22 at 5:20 PM.

4.2 Public Relations- Mr. Edelman reviewed the Minutes of the last meeting on June 1, 2022:

In attendance: Ms. Mahoney, Ms. Ingham, Mr. Edelman, Superintendent Ambrose

Superintendent Ambrose said the first order to business is to nominate a committee chairperson. Ms. Ingham made a Motion to nominate Mr. Edelman, seconded by Ms. Mahoney.

Mr. Edelman asked about the details of the chairperson's responsibilities which Mr. Ambrose explained. Mr. Edelman accepted the nomination. Vote: All in favor.

Mr. Ambrose expressed his intention that the goals and objectives of the Strategic Plan be a part of the committee's agenda items for the fall to keep the public informed. He gave an example of staff retention and how best we can acknowledge the issues surrounding that topic and how we are addressing them. He detailed the budget ramifications and decisions related to contracts in the past and present and the plan moving forward. He reiterated that the goal is to prompt people to read the Strategic Plan to see that we are not hiding issues.

Ms. Ingham made a Motion to approve the Minutes of [2-2-22](#) seconded by Ms. Mahoney. Vote: All in Favor

Ms. Ingham recommended holding focus groups on different areas of the Strategic Plan, given that many people may not be watching the subcommittee meetings.

Mr. Edelman commented on the misconception the public holds in expecting board members to individually solve problems, when as a whole their role is to make recommendations. So, recommending the ways in which the public can participate in a productive manner to become educated on issues is critical. He added that every message should include the how and why of what we are doing.

Discussion ensued on social media messaging and how to promote community involvement in working together to solve issues productively.

Mr. Edelman reviewed the focal points of the district since the pandemic began, which he believes served as a distraction from addressing the bigger, more important issues going on.

Mr. Ambrose touched on the mental health effects of the pandemic on everyone and how best to use routines and structure to address that. This will take a while. He added that even staff who are leaving believe a fresh start will help them mentally to move forward. Whatever our issues, from a public relations perspective, there is no topic that we cannot discuss as a group.

Ms. Ingham commented that in addition to the huge issues surrounding COVID, the district's reorganization at the same time made for big changes in the cultures at certain schools. This is the elephant in the room greatly affecting the community and they don't easily forget changes.

Mr. Ambrose agreed that change is difficult, and he still hears about changes from 20 years ago. He said the focus we need to agree on as a team and a board are as follows:

1. Aligning the curriculum
2. Getting common assessments to figure out where kids are in learning curriculum
3. Doing something about it

Ms. Ingham mentioned the importance of mental health which Mr. Ambrose agreed is a huge part of this. Next Meeting Date – September 7, 2022. Chair Edelman adjourned the meeting at 5:55 PM.

5. Student Council Representative Report- JJ Defeo said it is crazy to think we are already at this time of year but work on Homecoming has already started. Individual grades are soon to be starting their initial steps for creating their Banner Parade float, skit, dance and all that kind of stuff.

Students have already been making use of the new basketball court that was constructed earlier this summer and from what I've heard they've been very satisfied. It is apparently very great to see it out the window. They're excited to keep using it and I've heard it's a significant upgrade over the courts that are at Memorial, Swasey and Greenie Park so that is very good.

Students are eager and waiting for their final schedules to be released as well as the Master Schedule as we get closer to school. Student Council's first meeting as a full council will be held on 8-24-22 at 10 AM.

As required by RSA 194: 23-f II, I am reporting that the School Board and myself were petitioned by students with the intent of expressing their opinions of dissent and discontentment with the choice of appointment for Principal. The petition got 114 signatories or 20% of the student population.

6. 1<sup>st</sup> Public Comment- None

7. New Business

- 7.1 Acceptance of Bakie Donation for \$4800 - Mr. Angell said the Bakie Boosters donated \$4800 to purchase 10 air conditioning units for D.J. Bakie School. These will be used on the back side of the building that is the hottest outside.

**Ms. Ingham made a Motion to accept the donation and said thank you to the Boosters. Ms. Mahoney seconded the Motion.**

Mr. Fitzpatrick asked about the impact on the electrical load at Bakie School which Mr. Angell had previously mentioned.

Mr. Angell said it is not an issue as they have installed switches that are shared for the charging of Chromebooks as well, so the air conditioning will be used on those switches when they are not in use for the Chromebooks.

**Roll Call Vote: All in Favor**

- 7.2 Approval of DOE-25 Mr. Angell said this report goes to the Department of Education and has detailed information on the financial condition of the district. He reviewed the information in the report such as the Balance Sheet, the Unassigned Fund Balance (returned to taxpayers) and other funds. Every year the School Board signs off on this and it is due on September 1<sup>st</sup>. No vote is necessary, just signatures.

Mr. Fitzpatrick asked about the adjusted cost-per-student number for each of the schools which Mr. Angell explained. They will discuss further at the next Finance Committee meeting.

Mr. Angell circulated the DOE-25 document for signature.

- 7.3 Approval of MS-25- Mr. Angell said this report is the same information as what is provided on the DOE-25 but goes to the Department of Revenue Administration.

Mr. Angell circulated the MS-25 document for signature.

- 7.4 Grading Policies- Superintendent Ambrose said this topic and the next (policies in 7.5) are the same conversation and asked to combine them which was agreed to. Mr. Ambrose reviewed the Policies in detail.

[JICJ- Cell Phone and Electronic Devices](#)  
[BEDH-Public Participation at Board Meetings](#)  
[IKB-R-Homework Guidelines](#)  
[ILBAA-High School Graduation Competencies](#)  
[IK-Earning of Credit](#)

Discussion ensued with questions on several policies, especially the cell phone use. Mr. Ambrose said we can re-visit this in October if necessary.

**Ms. Bashaw made a Motion to approve all five policies, seconded by Mr. Baker.**

**Roll Call Vote: All in Favor**

- 7.5 Policies- (discussed in 7.4)

- 7.6 Approval of Superintendent's Doctoral Research at Sanborn Regional High School

Mr. Ambrose thanked the Board for their support of his doctoral work, and he asked for their approval to continue towards obtaining his Ph. D by allowing him to conduct research at Sanborn High School on the teaching of reading. This would take place in the fall with focus groups that are voluntary on the part of any participants.

Mr. Fitzpatrick asked about the anonymity of the participants and Mr. Ambrose said yes, no names would be used, and no identifying information shared.

Ms. Ingham asked if there was any conflict of interest given his role as Superintendent.

Mr. Ambrose responded that it is about balancing leadership training as both an insider and an outsider and solving problems, so he is very aware of maintaining that balance.

He will need a letter signed by the Board Chair and the Director of Curriculum & Instruction to submit to the Internal Review Board at Northeastern to approve his research study.

Mr. Baker asked about the parallels with the Superintendent's job and when the research would take place and for how long.

Superintendent Ambrose said all focus groups would be with parents and teachers outside of the school day, so on a volunteer basis and not on school time.

**Chair Dutton asked for a Motion. Ms. Bashaw made a Motion to approve the Superintendent's doctoral research, seconded by Mr. Edelman.**

**Roll Call Vote: All in Favor**

8. Old Business- None

9. 2<sup>nd</sup> Public Comment - None

10. Other Business

10.1 Next Meeting Agenda- Clarification on Tax Impact for households & School Board goals.

10.2 Announcements

10.2.1 **The next Sanborn Regional School Board meeting will be held on Wednesday, September 7, 2022, at 6:30 PM** in the Library at Sanborn Regional High School.

10.2.2 The Budget Committee will hold their first meeting on Thursday, August 25, 2022, at 7PM in the Library at Sanborn Regional High School.

11. Non-Public Session-RSA 91-A: 3 II (c) – **Chair Dutton made a Motion to enter a non-public session per RSA 91-A: 3 II (c), moved by Mr. Fitzpatrick and seconded by Ms. Mahoney.**

**Roll Call Vote: All in favor**

13. Adjournment- Meeting adjourned at 7:14 PM

Minutes Respectively Submitted by:

Phyllis Kennedy  
School Board Secretary

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**Sanborn Regional School Board  
Continuing Public Minutes**

**8-17-2022**

**Time: 8:25 PM**

**Motion made by Ms. Bashaw to exit the non-public session per RSA 91-a:3 II (c), seconded by Mr. Edelman.**

**Roll Call Vote: All in favor**

**Mr. Fitzpatrick made a Motion to seal the Minutes in perpetuity, seconded by Mr. Edelman.**

**Roll Call Vote: All in favor**

**Meeting adjourned at 8:26 PM**