

# SANBORN REGIONAL SCHOOL BOARD MEETING MINUTES

August 19, 2020

To view the video of this meeting, please visit our website at [www.sau17.net](http://www.sau17.net) and click on School Board Videos under the School Board menu.

A meeting of the Sanborn Regional School Board was held remotely on Wednesday, August 19, 2020. The meeting was called to order at 6:05 p.m. by Sanborn Regional School Board Chair, Jim Baker. The following were recorded as present:

**SRSD SCHOOL BOARD MEMBERS:**

Jim Baker  
Peter Broderick  
Dawn Dutton  
Jamie Fitzpatrick  
Larry Heath  
Tammy Mahoney  
Charles Melvin, Sr.

**ADMINISTRATORS:**

Thomas Ambrose, Superintendent  
Dr. Patricia Haynes, Director of Teaching & Learning  
Matthew Angell, Business Administrator  
Jodi Gutterman, Director, Student Services  
Brian Stack, High School Principal  
Christine Desrochers, Middle School Principal  
Robert Dawson, High School Assistant Principal/Student Life  
Christopher Snyder, Bakie Principal  
Ryan McCluskey, Memorial Principal

**STUDENT COUNCIL REPRESENTATIVE:**

Jake Tedford

1. **CALL TO ORDER** at 6:05 PM by Chair Jim Baker with the Pledge of Allegiance followed by reading, [“A Checklist to Ensure Meetings are Compliant With The Right-to-Know Law During The State of Emergency”](#), Chair Baker conducted a Roll Call attendance asking each participant to identify their remote location and also identify who may or may not be at the location with them. All members responded to the Roll Call attendance.

2. **ACTION ON MINUTES**- Review of Minutes of [6-17-20](#) , [7-29-20](#) and [8-12-20](#)

**Chair Baker asked for a Motion to review the Minutes of 6-17-20, moved by Ms. Mahoney and seconded by Mr. Heath.**

No discussion

**Roll Call Vote: All in Favor**

**Chair Baker asked for a Motion to review the Minutes of 7-29-20, moved by Mr. Heath and seconded by Mr. Fitzpatrick.**

Mr. Fitzpatrick commented that the Minutes should have been sealed in perpetuity.

**Roll Call Vote: All in Favor with Amendment**

**Chair Baker asked for a Motion to review the Minutes of 8-12-20, moved by Mr. Fitzpatrick and seconded by Mr. Baker**

Ms. Mahoney called for a Point of Order and said that since these Minutes are Newton Candidate Interviews, only Newton School Board members should vote to approve.

**Roll Call Vote: All in Favor (Baker & Fitzpatrick)**

3. **COMMUNICATIONS**

3.1 **Distribution of Manifest Documents**-Chair Baker confirmed with Business Administrator Matt Angell that electronic signatures were obtained from a quorum of the School Board.

3.2 **Nominations**-Superintendent Ambrose requested approval on the following nominations that were summer hires. To view nominations, please click [here](#). **Chair Baker asked for a Motion to approve the Nominations, moved by Mr. Heath and seconded by Ms. Dutton.**

Mr. Fitzpatrick said that the financials on the nominations are about 23K higher than budget. I support them nonetheless. A big part of that is math and we certainly need to be focused on math education. We need to be cognizant of what we still need to be coming in at on the budget by the end of the year, so we have to just keep in mind that we want to be balancing that out at some time.

Mr. Ambrose said the breakage almost always works out in the end but we always keep an eye on it. Thank you. We always hire the best candidate and then we figure it out but sometimes it swings one way or the other. However, Matt would let us know right t away if there was a problem.

**Roll Call Vote- All in Favor**

### 3.3 Resignations-None

### 3.4 Superintendent's Report-

◆ Email Public Comment - Mr. Ambrose reported that he received several letters that did not pertain to the items on the agenda tonight, but he did forward all letters to the Board so they will be read by them. Superintendent Ambrose read the following that letters that pertain to the evening's agenda.

[Karen Scanlon Letter](#)  
[Remote Learning-Royds](#)  
[Remote Learning-Cullivan](#)  
[School Sports-Ash](#)  
[Fall Sports-Lussier](#)  
[Vanessa Matias](#)  
[Fall Sports-Lucas](#)

There is one more letter that pertains to another agenda item to be read later.

Mr. Ambrose added that if a member of the public sends a letter to be read, please specify in the title "For public comment". Ms. Mahoney asked that it also include the town the person resides in.

Mr. Fitzpatrick commented that he advocates for meeting in person as a way to resolve the public comment issues.

## 4. **COMMITTEE REPORTS**

### 4.1 Policy

4.2 EISA- Ms. Mahoney reported that the group has met twice; once to discuss and approve the Alma software and then more recently to review Remote Learning plans which were presented to the committee. This was quite a lengthy meeting with many questions asked and those answers will be forthcoming soon so she will not report on them this evening. The next meeting is in several weeks.

4.3 Facilities-Mr. Baker reported the following for the 8-19-20 meeting:

The Facilities Committee meeting was called to order at 3:45PM.

We reviewed 3 of the Revolving Funds balances as of July 31st, 2020.

The Special Education Trust Fund balance is \$241,088.26.

The Capital Improvement & Maintenance fund balance is \$172,969.14. There is an additional \$50,000.00 to be added to that fund which was approved by the voters in March for a total of \$222,969.14.

The Unanticipated Education Expended Fund balance is \$75,164.05. There is an additional \$75,000.00 to be added to that fund which was approved by the voters in March for a total of \$150,164.05.

Business Administrator Matt Angell also reported that the lease payments by the Seacoast Learning Collaborative are current through August. The monthly rent is \$11,666.67.

The committee reviewed proposals by Matt Angell for several Capital Improvement plans for

D. J. Bakie School, ranging from energy savings and climate control to paving. At the next meeting we will review Capital Improvement proposals for Memorial School.

The next Facilities meeting will be held on September 16, 2020 @ 3:45PM. Consult the SAU17.net website for scheduling and access or location details.

4.4 Finance- Mr. Fitzpatrick reported that the next meeting is scheduled for 9-2 in which year-end numbers for 2020 will be reviewed regarding where we stand in terms of the actual spending versus the estimated spending which we were tracking on costs associated with the move and the reorganization, the savings and how we are tracking against those numbers. We will also look into Athletics, Special Education and Information Technology's online services which the Committee decided to look into for better understanding.

4.5 Public Relations

4.6 Personnel

4.7 SST

4.8 Budget

4.9 Wellness

5. Student Council Representative Report- Mr. Tedford reported that Student Council has not met so he does not have a report.

6. New Business

6.1 Remote Learning Plan- Superintendent Ambrose began with an overview of the plan and then the Principals each reviewed the plan for their respective schools. The Director of Student Services Jodi Gutterman also presented the protocol Special Education Services and 504 Plans.

6.1.1 View slides of [Presentation of Plan](#).

6.1.2 Discussion/Approval of Plan- Superintendent Ambrose reported that as part of this plan the question before the Board is are we going to ask our teachers to return to teach from the School District or would they continue to teach from home and then only come to the building to get supplies and materials. He would like to address this conversation in two parts; the first is to ask for a Motion from the Board to approve the Remote Learning Plan that was just presented to you and then I would ask for a Motion and discussion on the location that the remote instruction will occur from; at the schools or at home.

**Superintendent Ambrose asked for a Motion to accept the Remote Learning Plan as presented, moved by Ms. Dutton and seconded by Mr. Heath.**

Mr. Fitzpatrick thanked the group for their presentation. He agrees with Superintendent Ambrose that these are two Motions; content and delivery. Regarding content, he asked for clarification on what a day entitles as it is still not clear on how it will be different and better from the spring's remote learning.

Superintendent Ambrose responded with an overview of a typical day. He added there is no replacement for an in-person education which is the fabric of our society but he is extremely proud of what the Administrative teams has done.

Chair Baker asked what assessments/evaluations will be done and at what frequency to determine what's working and what needs to be improved?

Dr. Haynes responded there is an extensive assessment plan comprised of NWEA Assessment which tests reading, writing and math skills for grades 1-10, NH Statewide Assessment System (SAS) for grades 4-8 (testing previous year's material) SAT for 12<sup>th</sup> graders who missed it in the spring., and the running record assessment of Fountas and Pinnell for reading levels. Formative assessments will also be given as well as Kindergarten screenings.

Mr. Baker asked what the frequency of the Formative Assessments? Dr. Haynes responded that would be dependent on the teacher units and what they have planned but they generally check frequently.

Mr. Baker asked how the teachers' instruction will be tracked. Mr. Stack reviewed the plan to evaluate teachers remotely.

Mr. Baker asked about the Professional Development days that the teachers will be a part of. Dr. Haynes detailed the specifics of the 6 days that they will have to get acclimated.

Mr. Baker asked how many children is an instructor able to interact with in the time after they watch a video. Mr. Ambrose said it depends on the size of the class and the age of the students. Usually it involves 2 groups of four or sometimes 3 groups of four.

Ms. Dutton thanked those that presented to the EISA Committee for all their hard work. She also thanked Mr. Snyder and Mr. Stack for putting together the clean and concise schedule that gives parents a rough idea of what the day will look like.

Mr. Baker asked if the videos will be archived. Dr. Haynes responded, yes, absolutely.

#### **Roll Call Vote- All in Favor**

**Mr. Fitzpatrick made a Motion that the School Board direct that Remote Learning be done by teachers from the classroom to ensure the best possibility for an improved delivery of the educational services to our children during the time that we are remote. The Motion was seconded by Ms. Mahoney.**

Mr. Fitzpatrick said a number of things are driving this. It isn't that I don't trust teachers or that bad things happen when they are at home. Remote is not the optimum. In-person is the optimum. I tried to advocate for that in an impassioned way on the 29<sup>th</sup>. We're on remote so what we have to do until the 15<sup>th</sup> at a minimum is make remote better and make it much better than it was and utilize the benefits that we were anticipating from the reorganization; the collaboration, the PLCs, all the grades together to work to deliver a better educational experience for our kids. That was what the intent was. In my opinion, spring delivery and content was just not acceptable, the amount of learning that occurred; future cumulative learning was not acceptable. It wasn't what we needed to be.

Now that's not to say that the teachers and the staff didn't do a good job. It's to say in an emergency situation without planning, people did the best that could be expected. But the end result still was lacking. Remote didn't get us what we needed to achieve. I am aware that this may cause people some personal issues. Particularly, I'm aware that there's going to be concerns about child care. Well, wait a minute, I'm going to now have to find child care and I'm sympathetic to that, I really am and I understand that concern.

But we also have 1600 children and families that are in school that also have had to face that and also have to deal with that and we voted to have them do that and they have been very vocal in the difficulties that causes and I understand the causes, the difficulties for them and I understand there'll be some of the same difficulties with teachers. Nonetheless that's the path that we've decided as a Board to go down and I think we need to proceed down there now with the focus of while we're in remote, what do we do, this District, what do we do to make sure that our children are getting the best education possible. I think that needs to be a focused effort and I just don't see an ability to have a focused effort if at this time I'm at home, not only trying to teach remotely but being interrupted with my own activities and my own child care. Let's face it if I'm a teacher and my child is in remote and he's struggling, I'm going to have a natural predisposition to go over and help them and to teach them at the same time. So I think that it's just natural that that's the trend that would happen.

So, on the other hand as I mentioned, I advocated on the 29<sup>th</sup>; we are presently sitting as we're going into remote with zero cases in Kingston, zero cases in Newton, one to four cases and I believe the number is one, but it shows up on the map of one to four cases in Fremont but for the younger kids grades its zero cases. And with zero cases staring us in the face, we're going remote. We need to start on the path of eventually being able to be in person. Part of that is that we need the teachers to be preparing for and getting ready to be in classes with students and the starting point is to leverage the remote learning capabilities by having everybody together and there's plenty of room for social distancing. There was great concern on the 29<sup>th</sup>; one of the major items discussed on the 29<sup>th</sup> was teachers' concerns about their health, about not wanting to be in person. So that was one of the major concerns that led to remote. There were also concerns about how are what we are we going to do when things happen and should we wait for other schools to see what they do in the other direction. So there's more factors in that but that was a very big factor is teachers concerned about health, that concern is gone, we're remote. The building was designed for a lot more people than we're talking about being present, plenty of opportunity for complete distancing, much more so than in most industries that have to start back up because they're essential businesses. This is pretty essential, teaching children and if we're going to improve the remote experience, I think we need to have the teachers there. The goal is we need to be back in person as soon as we can be and hopefully we'll see that the other schools don't experience the concerns that were expressed on the 29<sup>th</sup> and we get to going back. Tom mentioned one of the concerns that had brought up by the

parents and he addressed; Friday day and 3 day weekends. So from a business perspective, when we have people that come and they say they want to work remote one of the things we try to do is avoid Fridays. Why do you try to avoid Fridays; the perception becomes one of just as Tom's already heard, it's a three day weekend. There's no such perception to get the school working so that takes that right off the table and I do think it makes sense to have Fridays because to Tom's point you get four days of data sets, four days of feedback, four days of collaborating about what is his experience on that fifth day and then you make the following week better than the previous week and then you do that again and you make the following week better than the previous week. I don't see that kind of activity is going to be as possible activity is going to be as possible as effective, as good for our students ensuring their education if we do not have everybody teaching together, collaboratively from the classrooms, for the students, for our students that staff and the teachers are there to support so I strongly advocate that we direct that the teachers come back to the school buildings and teach remote from there to provide a step function difference in the remote learning that our children will receive.

Mr. Heath said one of the comments made back on the 29<sup>th</sup> was that we had approximately half the teachers that did not want to come back, yet did not want to do face-to-face. My question is how many teachers are we going to lose in the next two weeks if we do force them to come back into the buildings?

Mr. Ambrose responded by saying there are approximately 26 people who would need to take Leave for child care and another 29 that would consider working something out. There are also 13 requests related to health care issues. These are the facts today. The teachers are asking for more time to figure out childcare, until September 21<sup>st</sup>. He read a letter sent by the Teachers' Union for public comment regarding this topic. Please click [here](#) to read the letter.

Mr. Ambrose said he appreciates the Union's endorsement of the Remote Learning Plan as they worked hard on it and the teachers have accepted it. It is his recommendation to the Board that we give the teachers some flexibility at least until 9/21. He understands they may choose not to and will follow through with what he is directed to do. But in the interests of our teaching staff relationships and overall morale and culture, it is my belief that giving that flexibility would be beneficial to the staff. Yet I recognize that the Board receives no guarantee that it will reduce the number of teachers that have to take leave.

Mr. Baker said in my mind the only reason to teach remote is if your company or your organization can't provide you a safe environment to work in and that's the reason that thousands of businesses had to close down. Hundreds of thousands of businesses had to close down all across the country. But our square footage in our buildings without the students is enormous and with just normal social distance practices, there not going to be in a room with 20 or even 15 people. They'll be in a room by themselves or maybe with one other person. or if they volunteer to have more people in there, then they would have more people in there but that would be up to the teacher. So in my mind, there's no reason not to come back to school to teach your class. We've got the facilities here; we've got the equipment, the IT people, and everything you need to deliver the information. It's more efficient from an administrative standpoint. We talked about assessments and working to try to make this at the best possible delivery that we that we can and that can all be much more efficiently managed if people are in their classrooms. The problems that our teachers have are the same problems that our community people have with work and child care, it's no different, it's the same. We are trying to establish some options to help people out with child care. They're not in place yet but we hope to have something that will help out.

As far as when the teachers would be back need to be back in school, I know or I've been told

that as of February, they knew about the professional development days of the 25<sup>th</sup> the 26<sup>th</sup> and the 27<sup>th</sup>. That to me seems like they would have planned for that well in advance. As far as professional development days on the first and the third of September, I don't have any problem with those being done remotely and if we if we want to extend the deadline for teachers being in their classrooms because they need additional time then I don't have a problem with that either. I think that the reasons to deliver the education from the classroom far outweigh the considerations that were in place months and months ago when businesses shut down and even then essential workers went to work; fire department, police department all kinds of people went to work all over the country. So given the space available, masks, all kinds of accommodations available, I don't see that there's a risk to people. Now if somebody's elderly and they have a condition where they can't teach, I understand that and there's FMLA accommodations for people that have emergency problems. But I really think that the community is going back to work to the extent that they can. We need the teachers in the classroom, that's going to be the best and most efficient way to deliver this this education. I'm definitely for the teachers coming back. The date that they come back on I can be flexible on that but that's a firm date, once that date is set.

Mr. Heath said I disagree with both of you. We voted the last time because of the amount of teachers that we were going to be losing going for whatever reason it was they were talking over 50 teachers. That's half our staff. What are we going to do then for the other half, sit there and have them teach the whole school? What happens if we do get one case? You sit here and you look at all these other places that open up they've just gone sky high. I think we don't want to bury our head in the sand ignoring that COVID is still here and is still just as potent as it ever was. We could hide it; we could sit there and say it's not a problem but it's going to be there and all we have to have is one case and we're shut down. Is that what you want to do?

Mr. Baker said Larry the reason we voted to go remote was because teachers said they didn't want to do face-to face instruction but we are not asking them to do that; this is a completely different situation.

Mr. Heath- Why should we force the teachers into that situation? It is still remote.

Mr. Broderick-This has nothing to do with mistrust. It has to do with an unknown. We're trying to make hard decisions with no hard numbers. If we wait and we phase them in or wait for the 21st or whatever, we don't know that on the 21st if we're not going to be right back where we are now and that is not knowing what's going on. But at least by then, we will have hard numbers and we can adapt as we need to. I mean I think we go as normal, see how many requests we have and then adapt as needed. We have resources, we have administrators, and we have parents. We don't know the numbers. What assurances do we have that the 21<sup>st</sup>, you know we've got people saying they're not coming in. Well, if we decide tonight that they're coming in then we're going to start getting requests so in less than a week, I would think we're going to have actual hard numbers. Now the administration can start doing their job of how do we fill in those slots.

We have Assistant Principals you know and I don't want to put this out too strongly, but we have four and a half Assistant Principals with no kids in the school that can fill in. They're all certified teachers. We have Paraprofessionals, we have Aides. There are resources we have we're not looking at even considering those now. So my feeling is we come in now, we get the hard numbers and then we decide. If it works out we have to go fully remote or partially remote, fine. I can't make a decision now, a hard decision with no knowledge of what the future's going to bring. I need hard numbers to make a hard decision. We're making hard



numbers on top of sifting sand here and maybe possibly could be. I can't go with that, I've got to go with what I know now and what I know now is we've got kids that are going to be taught and we've got teachers who are receiving a salary. My opinion, granted they have the rights under the law, we tell them they're coming in we see what we got and then we adapt.

Ms. Dutton- I just have a quick question. I don't know if this is a Tom question or Patty. I'm not sure who can answer this for me but under ADA, if a staff member qualifies, the staff members can room work remotely, is that correct?

Mr. Ambrose- there's no clear black and white answer to that question. No Leave says that a teacher can teach from home. The Leave would say that we have to make an accommodation based on their medical condition. Could that be that they had to teach from home? Possibly, but it would be pretty severe for that to happen because we don't have any students in the building. So to be fair, I think that teachers can work in the school relatively safely. The real problem is the changes in the FMLA law. In the Union surveys 26 teachers said they would put in for it and 29 said they don't know yet.

Ms. Dutton-That was my next question. If they take FMLA, are they not teaching for up to 12 weeks and are we putting a substitute teacher in there for our students?

Mr. Ambrose-They get paid 2/3 of their salary and then for \$200 a day up to \$12K for 12 weeks. No one is arguing on the administrative side that if you want teachers to come back into the buildings, we will make it happen. But we are asking for some flexibility to help people get there. So, we could have teachers out for up to 12 weeks as there are teachers with childcare issues. Mr. Ambrose clarified from HR that FMLA is a 10 weeks at a max of \$200 per day and they cannot work while on FMLA, so if they take the Leave we have to cover their classes.

Mr. Snyder-many teachers live in Districts that have not made a decision yet so those 29 teachers comprise that group; teachers possibly needing childcare.

Ms. Mahoney- I feel badly that the teachers would interpret this as any question of mistrust. That is not really where we're coming from at all. The issue here is the quality of education for the students of Sanborn Regional School District and I guess I'm kind of perplexed. I'm a working mother. I've been working some number of days from home for my job for about 20 years, since my kids were a baby and a toddler. There was no way. I don't understand what the teachers' plan would be to work from home, if they're asking to work remotely from home. I can't figure out unless they have kids who are 10 years old or older but the ones that have kids who are babies or toddlers or five or six or seven that are going to need help with their lessons, I don't see how it's possible to advocate that you should be allowed to work from home.

I don't see how you can productively work from home teaching our students and watching your kids at the same time. This shouldn't even be a question of allowing the teachers to work from home so that they can watch their kids at home. I don't see how that works. I could not make that work for myself. My kids were in daycare while I worked from home so I don't even understand that aspect. I want the teachers in the classrooms because that's going to be the best system of educational delivery for our students. That's just the bottom line. I'm willing to consider giving them until say September 14<sup>th</sup>, an extra week or so to make their arrangements, that gives them about a month of notice if they were made aware of this last week but that you know that's my position. I don't agree that the educational delivery system is going to be near what we want it to be with teachers who have children that they are trying to watch and

educate at the same time trying to teach our students. I can't see how that works.

Mr. Fitzpatrick-said the PD days have been known about since February. When we left in March, the intent was to come back in September so to not make arrangements are personal decisions. I don't accept that it puts the community at risk; the buildings are large and social distancing would be enormous. The Board is focused on the education of the children of the district and the best way for the children of the district to get a better education during a remote situation is for teachers to be full-time focused on educating the children of the district that we represent as members of the Board. Watching kids from home and teaching; I don't see how that works. Plus Tom mentioned that roughly half of our folks are 50+ and the likelihood of their not having a child old enough to be taking care of themselves from a child care perspective is fairly limited and having infants is even less. We have 1600 families impacted by this. We do need to know the facts. If we can't get a teacher to come into an empty building, with zero cases in Newton and Kingston and we stay remote, they'll never come back in person. We should start and deal with whatever we have to deal with.

Mr. Broderick- We have asked the teachers to do what we have asked our citizens to do; find daycare.

Ms. Dutton- I am completely torn on this because I see and understand them asking for more time because we did give our parents six weeks to come up with accommodations for their children. But at the same time, I also have concern without hard numbers of knowing what is going to happen and I know we can't get some of those hard numbers right now. But I'm concerned about our student learning if we are pushing out to the 21<sup>st</sup>. I think maybe a little bit sooner than that would be good. We have to know if we can start with a teacher day one. In two weeks are they going to then have a different teacher? That's a concern that I have as a parent. I'm sure that's a concern that a lot of people that are listening right now are also having, going well if they decide to take FMLA for up to 10 weeks, they may have a sub and what does that do for our remote learning plan? So I understand they would like some more time because it wasn't clearly stated that we wanted them back in the building, it wasn't it wasn't really specified either direction and like Jamie said we were up until that point on the 29<sup>th</sup> it was looking like potentially going back but we then kind of changed our mind so if people maybe undid some things that they had done, I can understand that as well. But it's really hard to make this decision given so many different factors. I mean with the potential for what 26 and maybe 29 more possibly taking FMLA. I am concerned about numbers. I'm concerned about staffing but I also do feel at the same time that having teachers in person, especially for PLC and things like that, it's important. So, I guess I would be okay with giving them some more time but I don't know that giving them until the 21st is a date that I'm comfortable with.

Mr. Broderick- The teachers keep saying we need more time, but we are the ones that need more time to make decisions. We need the numbers to adapt our personnel to the situation.

Mr. Baker-Perhaps we should break this into 2 deliberations; whether the teachers should teach remotely from the school and the other is what date they should actually start.

Mr. Heath-We were originally told that there was a possibility of half the teachers not being here. The worst thing in the world is to start a classroom with a teacher in it and all of a sudden that teacher is gone. Then all of a sudden half the teachers in the building are gone. I don't care where the teachers teach as long as they are teaching and the kids are learning. I am still concerned about how many teachers we are going to lose and the cost to hire. We need solid numbers to make a decision. Will we have sufficient numbers to do the job?

**Mr. Heath made an amendment to the Motion that we split the Motion into two parts; one being going back to school and teaching from the buildings and the other being to discuss when.**

Mr. Fitzpatrick -said I am not prepared to amend my Motion but that doesn't stop anybody from making another amendment after mine is voted on.

Mr. Broderick- we can always go back to remote.

Mr. Baker-The teachers are asking for a consideration which is reasonable and if they have another two weeks we are going to get more people showing up to the building . This is an accommodation that will serve the district well. **Mr. Baker asked to move on Mr. Fitzpatrick's Motion but then make an amendment about the date they have to show up.**

**Mr. Fitzpatrick asked to move the Amendment, seconded by Mr. Melvin.**

**Roll Call Vote-All in Favor**

**Mr. Baker made a Motion that the teachers are remote until September 14<sup>th</sup> and then they work from the classroom, seconded by Mr. Heath.**

Mr. Ambrose clarified that the Motion that passed did not address PD days and teachers can be remote or not. The Board agreed.

Discussion ensued

**Roll Call Vote-5 Opposed, 2 in Favor (Baker, Mahoney) Motion Fails.**

- 6.2 Policies- Ms. Gutterman proposed that 3 policies be revised and 2 are adopted. She explained the policies in detail. These need to be approved with a 1<sup>st</sup> and 2<sup>nd</sup> Read and if any amendments are proposed by law at a later date, she will bring them to the Board.

**Ms. Mahoney moved the following polices for a 1<sup>st</sup> and Second Read; Policy ACAA, ACCA-R, ACAB, ACAB-R and AC, seconded by Mr. Baker.**

Mr. Fitzpatrick said many seem redundant. Ms. Gutterman agreed and said some mirror each other but are for different groups.

Mr. Fitzpatrick noted that the words and/or are being used inadvertently. Ms. Gutterman will check on verbiage. **Mr. Ambrose proposed approving policies now and amending the verbiage when we determine which is correct, seconded by Mr. Baker.**

- 6.2.1 ACA- Unlawful Harassment and Sexual Harassment of Students
- 6.2.2 ACA-R- Student Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedures
- 6.2.3 ACAB- Harassment and Sexual Harassment of School Employees
- 6.2.4 ACAB-R- Employee Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedures
  
- 6.2.5 AC- Nondiscrimination/Equal Opportunity

**Roll Call Vote- All in Favor**

- 6.3 Athletics Options-Return to School 2020- Mr. Dawson presented the following slides for discussion.

To view slides, please click [here](#).

Mr. Dawson reviewed the options and recommended Option #5 (Intramurals for all, fitness for all and no mixing outside camp). He said we may end up playing teams that are not in our division but the games would count. All games in NH count. NHIAA says everyone is allowed to opt in to a tournament.

Discussion ensued on schools involved, teams we would play, transportation, schedules/dates, waivers, coaching, dates to start, Primex coverage.

Ms. Dutton prefers Option # 1 or #4 citing social distancing protocols and the positive effects of sports.

Mr. Fitzpatrick- agrees with Ms. Dutton and mentioned using waivers as well. Mr. Ambrose said students can sign waivers but not coaches. They fall under the Collective Bargaining Agreement.

Mr. Baker-After an extensive review of athletic COVID protocols, he said it is not sports as we know it. He asked about conditioning programs which Sanborn took part in and Mr. Dawson explained the details of how it worked. Mr. Dawson explained Option #5 which Mr. Baker asked about other Options.

Mr. Fitzpatrick asked Mr. Melvin if any legislature has been passed about liability protection for employers.

Mr. Melvin-No, we haven't met and have been out for months. We are going back on the 16<sup>th</sup> but only to do vetoes.

Mr. Broderick-I am for this providing the waiver is looked at by our attorney. I don't want us to be at risk in any way whatsoever.

Superintendent Ambrose- This is unprecedented and the attorneys even say it is complicated. The CDC guidelines must be followed or Primex will not insure us. The coaches cannot have waivers as they are covered by the Union.

Mr. Dawson- The waiver verbiage for the coaches was making them liable for everything.

Mr. Fitzpatrick-We should get a waiver written that is rational. There are ways to work through the administrative process.

Chair Baker asked for a Motion on the Athletic Options presented by Mr. Dawson.

**Mr. Fitzpatrick made a Motion to approve Option #1, seconded by Mr. Melvin.**

**Roll Call Vote- 6 in Favor, 1 Opposed (Baker)**

Discussion of the fields ensued and travel restrictions/mileage.

**Mr. Fitzpatrick amended the Motion to be approved subject to the regional travel restrictions as recommended by the Director of Athletics, seconded by Mr. Melvin.**

**Roll Call Vote- All in Favor**

6.4 Subcommittees Assignments- Mr. Baker reviewed the new assignments. To view committees Please click [here](#).

6.5 MS-22 Document for Signatures- Mr. Angell asked that Board members stop in to sign this Report of Appropriations voted at the Annual District Meeting by Monday 8-24-2020. This helps set the tax rate for the towns once it is filed. To view, please click [here](#).

6.6 YMCA Discussion- Superintendent Ambrose asked that the Board make a Motion to allow him to work collaboratively with the YMCA to house a remote learning program in each of the schools if they can staff it and our staff would provide some support.

250 asked for a seat at the YMCA and we may not be able to staff it at that level but the steps would be:

- the Board approves collaboration with the YMCA
- we develop and MOU with them
- they house within our buildings
- Parents pay a fee; \$175 a week proposed
- More funding being sought
- many stepping up to staff

**Mr. Ambrose offered a Motion that the District authorizes the Superintendent to partner with the YMCA to offer a child care program during remote learning that may utilize some of our staff on a voluntary basis and our facilities, moved by Ms. Mahoney and seconded by Ms. Dutton.**

**Roll Call Vote- All in Favor**

7. Old Business

7.1 Medical Supplies Update- Mr. Angell said we have 15K surgical masks on hand costing up to 21K. If we have in-person learning that would last 3 months. We also have 400 clear masks so you can see the person speaking and 100 face shields, 200 isolation gowns for the nursing staff. I need to buy another 925 isolation gowns for Special Education, 300 safety glasses for teaching staff and we have another order going in for gloves. We are getting close to being staffed for in –person learning.

8. Other Business

8.1 Next Meeting Agenda-Chair Baker asked that agenda items be submitted by 8/27 to Mr. Ambrose.

8.2 Announcements

8.2.1 The next Sanborn Regional School Board meeting will be held via a remote connection on Wednesday, September 2, 2020. Please visit the [SAU 17.net](http://SAU17.net) website for the links to participate.

9. Non-Public Session-RSA 91-A: 3 II-none

10. Adjournment-Meeting adjourned at 10:02 PM by Chair Baker.

Minutes respectfully submitted by:

Phyllis Kennedy  
School Board Secretary