

**SANBORN REGIONAL SCHOOL BOARD
MEETING MINUTES**

March 6, 2019

To view the video of this meeting, please visit our website at www.sau17.net and click on School Board Videos under the School Board menu

A regular meeting of the Sanborn Regional School Board was held on Wednesday, March 6, 2019. The meeting was called to order at 6:03 p.m. by Sanborn Regional School Board Chairperson, Peter Broderick. The following were recorded as present:

SRSD SCHOOL BOARD MEMBERS:

Peter Broderick, Chair
Dr. Pamela Brown, Vice Chair
Electra Alessio
James Baker
Larry Heath
Tammy Mahoney
Corey Masson
Adam O'Rourke -Student Council Representative

ADMINISTRATORS:

Thomas Ambrose, Superintendent
Michele Croteau, Business Administrator

1. **CALL TO ORDER** at 6:03 PM by Chair Broderick with the Pledge of Allegiance led by students from the Memorial School.

Chair Broderick congratulated Superintendent Ambrose on an "Education Celebration" award he received from the YMCA in Plaistow for his commitment to students and the communities he serves.

2. **OPEN FORUM TO REVIEW 2019 WARRANT ARTICLES-** Chair Broderick welcomed the public for a Q&A of the warrant articles.

Article #3- Operating Budget (\$35,887,933 & Default is \$35, 618,920). Chair Broderick explained the law/formula around creating a default budget. (No questions/comments from public).

Article #4-Professional Staff Collective Bargaining Agreement- Superintendent Ambrose read a question submitted in the comment box at the Deliberative follows:

Ques: Please review changes to teacher and support staff contract –salary related and other major changes. Ans: (Mr. Ambrose)-The major changes relate to salary and insurance. The content of the Agreement is confidential as they are not voted on by the public. The public votes on the cost. The raise for Year 1 is 1.75% plus Steps for a total (when combined with the health insurance) of \$508,964. Year 2 is \$529,794 which includes a 1% decrease in the District’s contribution towards the insurance. This affects 175 teachers.

Article #5-Special Meeting-Professional Staff Collective Bargaining Agreement-Chair Broderick explained that the Statute requires having this should the Article be defeated and we wish to have another meeting. Otherwise you wait a full year.

Cheryl Gannon (Kingston) - would that meeting only be appropriate if there was something that was going to be renegotiated? Would it be about costs? Is there a timeline? Ans: (Chair Broderick)-If it were defeated, the Union would want to sit down with School Board to discuss and negotiation law says you cannot choose one item to discuss but must look at the entire contract again. Mr. Masson said there is no timeline but there are negotiating parameters whereby renegotiated contracts can be retroactive. Mr. Baker added that it is not a legal requirement to have the additional hearing.

Article #6-Support Staff Collective Bargaining Agreement-Mr. Ambrose said the changes to the Support Staff contract are significantly less than the Professional Staff. Also, you will note that the contract is for 3 years vs. 2 for teachers. They will be staggered in upcoming years as it is a lot to do two contracts at once. (No questions/comments from public).

Article #7- Special Meeting-Support Staff Collective Bargaining Agreement- (No questions/comments from public).

Article #8-Articles of Agreement between Towns of Kingston and Newton-Chair Broderick reviewed the law (RSAs) that say an elementary school is grades 1-6, K-6, or K-8. With our Grade 6 in Newton we are in conflict with the law and to remove elementary solves that. Mr. Baker added that without the warrant, the school is locked in to the current situation or we can have a 6th grade in each elementary school, but we can’t do anything else. The NESDEC study offers other options that we cannot address because of the wording in the Articles. Superintendent Ambrose read a comment asked at the Deliberative as follows:

Comment-I would like to see the Administration and Board make a promise to the residents of Newton/Kingston to allow us to vote on any changes to current grade structure/configurations. Ans. - Mr. Ambrose commented that many have asked for a plan first before they approve anything. This request is complicated because it would take hundreds of hours and costs thousands of dollars to investigate any one option. Currently, he is investigating what the Board asked him to do, which is moving the 7th & 8th graders to the high school. It is a fine line between transparency and fiscal reasonableness. Without the Articles of Agreement

change, he does not feel right asking his Administrative team to spend time and money on options if they aren't going to be viable.

Annie Collier (Newton)-Referenced recent Letters to the Editor discussing re: the State not preventing the reconfiguration & long bus commutes that could exist for students. What is the longest commute students have? Ans. (Mr. Ambrose) - some bus runs do approach 40 minutes, but the current bus runs are not necessarily the future bus runs. We can tell the bus company that we want no longer than 30 minutes bus runs and they will tell us a price. We are researching this now. Ms. Alessio added that it is different for grade levels. MR. Baker added that the warrant still requires a school in each town,

Kelley Cullivan (Newton)-If the Article doesn't pass, could it be revamped next year to say that Newton and Kingston will remain having a K-5 school in each town? Ans: Mr. Ambrose responded that if we start losing the students that we are projected to due to declining enrollments, everything is on the table, but over the next 2 years we are talking about moving 7th & 8th grade to the high school and will present that plan in April.

Roger Soucy (Kingston)-Is it true that the Board does not require a public vote on making changes to elementary grade structure if the word elementary is taken out? Ans-(Mr. Ambrose) - Yes, that is true. Ques.-Isn't it then understandable why people would be concerned about giving you the authority to make those changes without having a clear and concise plan as to what those would be? The boards may change and have different values. Ans. (Chair Broderick) - We still don't know a plan or what options /possibilities there are. Mr. Masson added that redistricting for success in the future will require all of us to converse about it and if there is faith in the board, we will succeed. Chair Broderick commented that someone could pursue legal action on the current configuration, like what happened with the Sanborn Contract one year. Mr. Ambrose commented that this Article begins the conversations that we need to have. He stressed we are, 1) out of compliance, 2) declining enrollments and 3) more facilities than we need. Mr. Soucy added that having wording that says voters will decide on a plan would be a way to help clear up confusion. Mr. Masson added that we need a strategic plan.

Jim McCarthy (Newton) - regarding a budgetary quote on moving the students to the high school, why can we not get a head count on the move with all of the construction cost details? Contractors provide that willingly. Ans. (Mr. Ambrose)-there will be a plan with your questions answered and much more detail that you have not mentioned included, however, this forum tonight is not about the Middle School move. We will have a public forum on the plan like this one tonight.

Mr. Masson asked that could the board commit to not making a decision without all information presented to the community.

Tammy Gluck (Newton) - This Article relates to the need for a strategic plan. How does Fremont figure into this? We need a plan that outlines the future for the communities will allow them to have faith. There is a 4/3 split for every decision made by this board over the last year and a half. So, when it comes time to vote on Article 1, (who we are going to elect) the public who are listening tonight, need s to think about who they are going to elect to sit in these seats to represent them in making decisions moving forward.

Ms. Mahoney commented that she does not believe it has always been a 4-3 vote.

Karen Campbell (Newton)-Commented that she understands that fiscal needs should be considered but hearing we are out of compliance is not what she read in the RSA. Mr. Heath clarified that we are in compliance with State law, but out of compliance with regard to our Articles of Agreement between the Towns of Kingston and Newton. Ans. Superintendent shared the legal response defining a cooperative school district; RSA 195; 1, 2.

Kyle Soucy (Kingston) - How long have we been out of compliance and does the State care? Ans. (Mr. Baker) Not sure when the NH statue was created, but (Ms. Alessio) the Middle School was built in 1979. Chair Broderick said that is why we don't know whether someone would take issue with that.

Cathy Rockwell (Newton)-feels the community does need a strategic plan and to go through the detailed analysis to determine the optimal situation for our children's education that we can vote on. This would eliminate fear for the community and allow the cost-benefit analysis to help in the determination.

Article #9-Capital Reserve Fund-Unanticipated Educational Expenses- Mr. Ambrose explained the fund which is in need of \$75K for educational expenditures should there be an emergency. Special Education reserves are only \$220K. Adequate reserves are critical and with a 36M budget we should have 1.2 M in reserves. Right now we have 400K. Ms. Alessio added that State Representatives should be held accountable as we still receive \$3300 per student in State Aid, the same amount given 20 years ago.

Kelley Cullivan (Newton)-When will the bond be paid on the high school? Ans. (7 years)

Cheryl Gannon- (Kingston)-commented that the money was not put being into the Special Ed account if the expenses were likely from a Special Ed student moving in. Mr. Ambrose confirmed that you can move money from Regular Ed to Special Ed but not the other way around.

Article #10- Capital Reserve Fund-Capital Improvement Maintenance- Used for repairs, etc. No questions/comments from public.

Article # 11-Sanborn Ice Hockey team-

Why can't the Board elect to fund a hockey program in lieu of private citizens having to propose an amendment? Ans. (Mr. Ambrose) - the hockey ballot in the past was voted down and the Board did not feel comfortable going against the will of the citizens.

Who has the authority to decide what sports programs are and aren't funded, and on what basis? Ans. (Ambrose) - The school Board and the community. There are many people that have interests in

3. **ACTION ON MINUTES**—Chair Broderick asked for a Motion to approve the **Public Minutes of 2-6-19. Motion made by Ms. Alessio and seconded by Mr. Heath.** No discussion.

Vote: All in Favor

4. **COMMUNICATIONS**

- 4.1 Manifests-Payroll Check Register #18 in the amount of \$759,721.96 dated 3-7-19 and Manifests Check Register #19 in the amount of \$615,125.72 dated 3-6-19.

Signatures for Public Infrastructure Grant-Ms. Croteau explained that signatures needed by the Board are for the final portion of Grant given for Blue Light Emergency lights at Bakie and High School.

- 4.2 Resignations-Meghan Gallagher (Special Education /Memorial) & John Welch (Social Studies/High School)

Chair Broderick asked for a Motion to approve resignations, moved by Ms. Mahoney and seconded by Mr. Heath. No discussion

Vote: All in Favor

- 4.3 Nominations-None

4.4 Superintendent's Report

- ◆ Blue Light Grant-will fund 80% of emergency lights that flash /signal in noisy areas at Bakie School & the High School. Memorial and Middle were not eligible at this time as they already received a Grant for their radios. Thank you to Michael Turmelle and Chief Briggs for their assistance.
- ◆ Safety Advisory-Great progress is being made with ALICE training. Drills will take place in the spring as warmer weather is better for the students to practice in. Kudos to the First Responders who attend this meeting as their input is invaluable.
- ◆ Middle School Update-This is ongoing with cost estimates still in progress for moving the 7th and 8th graders to the high school. A plan will be presented in April.
- ◆ Update on Teachers' College- Our relationship with Columbia University continues to grow with staff from Columbia coming to train our K-8 staff this summer. Also, the renowned Literacy expert, Kathy Collins, who wrote the book, *Growing Readers*, attended a Literacy Forum here and the team was thrilled to have her and we hope to contract with her for our K-2 staff.
- ◆ Math Intervention-Principal Stack is working hard to reconfigure staff in order to offer this at the high school. There will be a math summit this summer to look at our scores, and instruction. He has a plan to incorporate the Columbia principles for reading and writing and apply them to math.

5. COMMITTEE REPORTS

- 5.1 Policy-Dr. Brown reported that the group met tonight to review policies that will be presented later as well as to discuss policies "D" (Fiscal Management) and "E" (Support Services) which will be reviewed at the next meeting, April 3rd at 4:45. She is looking forward to the Finance Subcommittee's involvement in the "D" policies and would appreciate their attention to these. They also discussed the Conflict of Interest /Ethics policies, of which we have 2 related policies. However, the NHSBA recommends about 15 of these policies. Our current policy only covers board members, with others mentioned who should be covered in their own policy, so that will be addressed as well as questions on the Ethics that the attorney is answering.

5.2 EISA-Ms. Mahoney reviewed the Minutes of 1/23 as follows:

In attendance: Chair Tammy Mahoney, Dr. Pam Brown, Mr. Larry Heath, Superintendent Ambrose, Interim Director of Academics, Professional Learning and Student Affairs Patty Haynes, HS Assistant Principal Bob Dawson, Director of Guidance Heidi Leavitt. Called to order by Mahoney at 4:30 pm. Meeting was held in the SAU conference room. Minutes of the 12/19/18 meeting were reviewed and approved.

One of the committee's goals this year was to summarize academic data trends in the District Annual Report, which is published for distribution at the Deliberative Session. Pursuant to that goal, Dr. Haynes presented a Targeted Outcomes Report for inclusion in the Annual Report. The report presents the results of performance tests at each grade level for the 2017-2018 school year, specifically the percentage of students at or above proficiency. Multiple assessments are taken at each grade level and the results are relatively consistent, which offers some validation of the instructional practices in place. Generally, about 65-75% of students in grades 3-12 are proficient in ELA and Math, although there is some inconsistency in math scores at or above grade 8. Only 30% of students scored proficient on the statewide assessment in grades 8, 10, and 11. Mr. Ambrose feels strongly that this is attributable to the lack of a middle tier of intervention for struggling students, and that resources are being directed into facilities maintenance which could be more productively used for educating students. The report also presents average daily attendance rates, which are generally at or above 95%. This suggests that education is being delivered consistently, and should rule out attendance as a contributing factor for any lags in performance testing. The other area presented in the report is post-secondary enrollment and second year retention rates. The report's format and content were discussed. Dr. Brown recommended the addition of some contextual information, delineating the district's current status and next steps, as well as the provision of some historical information which could help to identify areas of growth. Annie Collyer of Newton offered public comment that the report could set and manage the community's expectations through the use of this contextual data. Ms. Leavitt reported on the progress of the Early College program research and development, and presented a draft MOU with NECCO for the committee's review. This will be discussed at the next EISA meeting on 3/20/19 Meeting was adjourned by Mahoney at 5:45.

5.3 Facilities- Mr. Baker reported on the 2/6/19 meeting: Minutes of the 1/9 meeting were approved, the recommended Blue Light system for Bakie and the High School (a Grant from the State funding 80% of the system up to 48K) was reviewed. The School Board has approved this work and Mr. Riley has procured 2 proposals, one for \$23,348K with our 20% costs being \$4,669K. The Facilities Use Revolving Fund as of November 30, 2018 - \$177,905.33 (will update the fund balances with January numbers once they are finalized). This fund is supported by money collected from renting the district's facilities

to outside groups. Part of the fees charged includes recovery for wear and tear of the facilities and equipment use. Ms. Croteau requested an additional \$675 in funding to cover State mandated water quality testing costs. At the 1/19 meeting, we were approved up to \$3000K for this testing. Since then, the list of locations to be tested has been finalized, adding another \$675 to the cost which was approved. The group met again tonight (3-6) to be reported at next meeting. However, one proposal from the Kingston Youth Baseball/Softball group was presented to construct a dug-out at the Chase Fields softball field. The total costs would be \$3500 raised by the group and this would be considered a gift to the district. There are 2 policies on gifts to the district. The committee voted to put this on the next school board agenda for review. The KYBS will oversee the project and obtain permits and insurance. Mr. Riley will oversee as well. The next meeting is April 3 at 3:45 PM.

- 5.4 Finance- Mr. Baker reported that the group met on 2/20 and reviewed and approved the 1/16 Minutes. Ms. Croteau reviewed fund balances. As of 1/31, the Facilities Use Revolving Fund has a balance of \$233,747.14. This is a preliminary number and could be adjusted. Review of other funds is in process. The group reviewed budget expense reports from 1/1-1/31. The health and dental expenses are \$372, 178.02. The General Fund expense, excluding health and dental, are \$1,980,795.64. The Superintendent is in discussion with 2 parties regarding the Seminary property. The Fremont Tuition agreement was reviewed. The final figure will be ready on 4/15. Copier service quotes were reviewed as well as Transfer Fund balances and budget accounts for federal projects. The next meeting is scheduled for 3/13 at 4:30 pm.
- 5.5 Public Relations-Ms. Mahoney reported that the group met on 2/11 and discussed the following: Recent letters to the editor, the upcoming public forum and several questions submitted at the Deliberative that were submitted to the board, encouraging public attendance at the forum, a schedule of submitting letters of support for the warrant articles. A discussion on the authority of the PR committee to take action with or without Board approval was discussed and legal counsel weighed in that the board should approve all. The next meeting will be held on 3/27 at 4:30 pm.
- 5.6 Personnel- Meeting – TBD
- 5.7 SST- Mr. Masson attended the 1/28 meeting with Mr. Ambrose. The next meeting is Monday, 3-11 at 4:30 to discuss the 20 year agreement review and enrollments and new principal updates.
- 5.8 Seminary – Mr. Ambrose informed the group that he is meeting with a group that does high end Halloween events.
- 5.9 Budget-Next meeting TBD.

6. **STUDENT COUNCIL REPRESENTATIVE REPORT**

Mr. O'Rourke reported on Winter Carnival with seniors winning the spirit week events. Each class had successful fundraisers. He thanked everyone who contributed to this event. The winter student council conference at Timberlane was very informative.

7. **OLD BUSINESS-** The 1/26 NHSBA Delegate results were discussed by Mr. Masson (NHSBA has the Minutes online) and the resolutions were discussed. Dr. Brown added that she attended the morning session and heard from Shaker Regional School District (SAU 80), who was named 2018 school board of the year, on their best practices as well as their 5 year strategic plan. She encouraged the board to look at it as it is impressive. Mr. Ambrose agreed.

8. **1st PUBLIC COMMENT-**

Nancy Ross (Kingston)-a former school board member and a proud parent of 3 Sanborn Alumni, all of whom has received an outstanding education and who have done well in their chosen fields. She thanked Ms. Alessio for her work on the board and in the district. She supports all stakeholders because they exemplify pride and all budget wisely, never losing sight of what is in the best interest of the children. Voters-please exercise your right to vote as students are our future.

Cathy Rockwell (Newton)-very active in Memorial's PTO, Girl Scout leader, coach for Sanborn Basketball program. All volunteer programs focus on Sanborn Pride and CARES program. The election season is extremely negative in all aspects and makes her wonder why she and her children live here as it doesn't build community, but tears it down. Focus should be on what Sanborn Pride and CARES represents. Support teachers and staff and Article #4 & 6.

Dawn Dutton (Kingston)-Parent of 3 and graduate of Sanborn who would like to shed light on Articles #3, #4 and #6. Although they ask taxpayers for money, looking past the dollar signs to what is represented is important. Our district both struggles and does well. Being involved as she is has shown her the teachers and support staff is doing the best with what they have been given. They go above and beyond with our students. Please support the teacher and support staff contracts. Early Intervention is critical. She has voted against contracts in the past because she was misinformed and did not understand what was going on in our schools and the challenges the district faced. She has researched and has gotten to the root of things by asking questions and getting involved, so as to make an educated decision at the polls. Please support these articles.

Mia Dutton-(Kingston)-CARES means “C” for cooperation, “A” for assertion, “R” for responsibility, “E” for empathy, and “S” is for self-control. Our teachers follow CARES and deserve a raise.

Samantha Brown (Newton)- She represents the future. The Teachers support CARES and Sanborn Pride.

Krystle Brown-(Newton)-Active as parent in PTO and other volunteer organizations. Election season is difficult with what is said. She supports teachers, support staff, elected officials who represent and model CARES and Sanborn Pride in the community.

Lila Woekel (Newton)-in Middle School, active on Student Council and is an honor student. Our teachers are amazing role models and represent CARES & Sanborn Pride.

JJ Defeo (Newton) - attends Middle School, is an honor student, an honorable student and is on Student Council. CARES values are shown by teachers, parents and the community.

William Flaherty-President Middle School Student Council- He supports Article #4. All the teachers work hard for students and deserve an increase. Thank you for support of our teachers.

Meghan Flaherty-Memorial Student Council President- Please Support Article #4. Our teachers work hard and deserve an increase.

Barbara Munroe (Kingston)-Love the town but election season brings divisiveness. She is a parent of a student at High School and grandparent of a Bakie student. Very active in PTO and daughter is active in organizations as well. CARES is emulated in her family and supports the teachers, board and others that demonstrate that as well.

Tammy Gluck (Newton)-Proud parent of a soon-to -be Sanborn graduate and son graduated in 2014. She served as interim school board members and other board and committees in district for 19 years. CARES and Sanborn Pride are built into framework of educating our students. Elected officials who attend graduation should only do so if they emulate these qualities. At 2017 graduation, behavior was disrespectful. We need elected officials who represent all the stakeholders of public education.

Rachel Burt (Newton)-Thank you to board for supporting Article #4 and #6. Many teachers were had a huge impact on me, a 1993 graduate. Election tactics do not demonstrate Sanborn Pride.

Corey Masson (Newton)-Expressed appreciation as member on the board. Opportunities for growth came as being a member of a team of 8.

9. **NEW BUSINESS**

9.1 Graduation Date Approval-

Mr. Ambrose asked for a Motion to approve June 7, 2019 as the High School graduation date. The Motion was moved by Mr. Heath and seconded by Mr. Baker.

No discussion

Vote: All in Favor

9.2 Overnight Field trip Approval-Springfield, MA-

Mr. Ambrose asked for a Motion to approve the KEY Club's Educational Conference overnight field trip on 4/5/19 date led by teacher Michelle Wheeler. The Motion was moved by Ms. Mahoney and seconded by Mr. Heath.

Ms. Alessio asked if Board Members attend overnight field trips. Mr. Ambrose will look into it.

Vote: All in Favor

9.3 Policy Review-Dr. Brown introduced the following policies for a 1st Read this evening.

9.2.1-[JLCF](#) Wellness

8.2.10-[JM](#) Student Award for Educational Purposes

8.2.13-[New](#) Developmental Delay

Mr. Baker asked about the Developmental Delay policy and whether there is an NHSBA sample draft or code for it. Dr. Brown said there is not. Mr. Ambrose added that the language for the policy is coming from an expert Special Education attorney in the field. Discussion ensued on the reason for the policy.

Chair Broderick asked for a Motion to approve the new Development Policy as a 1st Read. Motioned moved by Mr. Baker and seconded by Ms. Mahoney.

Vote: All in Favor

Chair Broderick asked for a Motion to approve Policy JM as a 1st Read, moved by Ms. Alessio and Seconded by Mr. Heath.

Vote: All in Favor

Chair Broderick asked for a Motion to approve Policy JICF as a 1st Read (as amended for a typo) moved by Ms. Alessio and Seconded by Mr. Heath.

Vote: All in Favor

10. **2ND PUBIC COMMENT-**

Michael Giordano (Newton)-Article #8 is a concern as he was here at high school as an 8th grader. A plan is needed. Mr. Ambrose asked that he come when the plan is presented in April.

Heather Ingham (Newton)-Thank you to Dr. Brown for saying that not all developmental delays are disorders. How will this policy be categorized? Mr. Ambrose answered that the purpose of policy is for “not otherwise specified” student. Contact him for more information.

11. **OTHER BUSINESS**

11.1 Next Meeting Agenda

- ◆ Facilities/Dug-out donation for Chase Field
- ◆ Policies for 2nd Read

11.2 Announcements

11.2.1 The next Sanborn Regional School Board meeting will be held on Wednesday, March 20, 2019 at the Sanborn Regional High School library.

11.2.2 The Second (Voting) Session of the Annual School District Meeting will be held on Tuesday, March 12, 2019 from 8:00 a.m. to 8:00 p.m. in the Swasey Gymnasium (Sanborn Seminary Campus) for Kingston voters and in the Newton Town Hall for Newton voters.

12 **NON-PUBLIC SESSION**- RSA 91-A: 3 II (c) (d)

Motion made by Mr. Heath to go into Non-Public Session, seconded by Chair Broderick. A Roll Call vote was held. Vote: All in Favor

13 **ADJOURNMENT**- Meeting adjourned 8:45 PM

Minutes Respectively Submitted by:

Phyllis Kennedy
School Board Secretary

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