

**WILTON-LYNDEBOROUGH COOPERATIVE  
SCHOOL BOARD MEETING  
Tuesday, January 8, 2019  
Wilton-Lyndeborough Cooperative M/H School-Media Room  
6:30 p.m.**

*Present: Harry Dailey, Matt Ballou, Mark Legere, Charlie Post, Joyce Fisk, Carol LeBlanc, Miriam Lemire, Jonathan Vanderhoof and Alex LoVerme (arrived at 6:37PM).*

*Superintendent Bryan Lane, Business Administrator Lise Tucker, Director of Student Support Services Betty Moore, Principals Brian Bagley, Tim O'Connell, Technology Director Kevin Verratti, Curriculum Coordinator Julie Heon and Clerk Kristina Fowler*

**I. CALL TO ORDER**

Chairman Dailey called the meeting to order at 6:30pm.

**II. ELEMENTARY STUDNETS OF THE MONTH**

Principal O'Connell honored two second grade students as "students of the month" from FRES.

**III. ADJUSTMENTS TO THE AGENDA**

Superintendent informed members they have received a questionnaire from the auditors. Members were requested to fill this out tonight or by the end of the week and return to the SAU.

Chairman Dailey requested to add an action item to the agenda to discuss changing a board meeting date (February 5) as the Town of Wilton's budget hearing is scheduled for the same night.

*A MOTION was made by Mr. Ballou and SECONDED by Mr. Post to accept the adjustments to the agenda.*

*Voting: all aye; motion carried unanimously.*

**IV. PUBLIC COMMENTS**

Chairman Dailey addressed the large public attendance (approximately 80) and noted they will not discuss contracts or personnel matters with the public and no contracts have been discussed by this Board. He also asked those who are reading from written documents to provide those to the minute taker and when speaking, to provide your name and town of residence for the record.

Ms. Becky Sours, Wilton, questioned the Board about trade programs, such as plumbing and electrician courses and wondered if there has been any thought to this as people are nearing retirement age. Chairman Dailey confirmed this has been discussed several times.

Ms. Brianne Lavallee, Lyndeborough, spoke in support of Principal O'Connell and notes she is not expecting a response at this time; a copy of her statements (see attached) can be found with these minutes. She provided the Board with an up to date petition (can be found with minutes, see attached) in support of Principal O'Connell with 275 signatures accumulated over 5 days which include comments from parents, tax payers past colleagues and past students. A copy of the petition can be found with the minutes.

Ms. Louise Cattigan, Wilton and PTO representative, spoke in support of Principal O'Connell.; a copy of her statements (see attached) can be found with these minutes.

51 Mr. Matt Mannarino spoke regarding concerns and the recent phone outage; an outline of his  
52 statements (see attached) can be found with these minutes. He spoke of the phones being down which  
53 includes the PA system, no ability to call a lock down, no ability to call out to 911 and parents not  
54 being able to call in. School being open the following day knowing the phones were down and over  
55 the recommendation from the Chief of Police and Principal amidst what appeared to be a lot of  
56 confusion due to no plan. He stated a plan should have been clearly communicated to staff and  
57 parents. Calling 911 from a cell phone is not acceptable contingency plan. On a good day calling 911  
58 from cell phones adds 5 minutes, they are routed differently. A Centurylink outage crippled cellular  
59 911 calls and callers got busy signals. The following day there was a medical emergency at FRES;  
60 head injury, fairly severe, in which every second counts. At WLC a student passed out near bell time.  
61 Without the PA, a lockdown could not have been called, the student could have sustained further  
62 injury and EMS would not have been able to get through the packed hallways. It was luck that the  
63 emergencies did not happen on the same day as the outage. Opening school during the outage over the  
64 recommendation of the police without a sufficient plan was reckless. He is not asking for a response  
65 right now from the Board but requests they take some time and think about what the contingency plan  
66 for phones should be and at what risk to staff and students of having school that day without parents  
67 being able to call in or staff being able to call out.

68  
69 Mr. Adam Lavallee, Lyndeborough, spoke in regard to overall problems in the schools. He noted he  
70 didn't know if he necessarily needed a response. He spoke of the math teacher that "vanished" a "rash  
71 of retirements and departures. Ms. Moore has resigned and there seeming to be "a lot of chaos and  
72 messes and now Tim is being run off". He questioned why we would choose to create a new problem  
73 when there is a massive mess. He questions the logic behind it as it seems like there are a lot of  
74 problems and should not be creating another. He spoke of home values being tied to the quality of the  
75 school district. He states "if we allow this school to become garbage what do you think will happen to  
76 your home's value. Messing with that when you have so many problems at the MS/HS". He states  
77 "when I think of who creates this I look to Bryan Lane. I feel like he is running an administration of  
78 chaos and it will only be made more chaotic with all the replacements. A more logical thing to do is  
79 replace Bryan as Superintendent."

80  
81 Ms. Joanne Dufour, school counselor at FRES spoke in support of Principal O'Connell; a copy of her  
82 statements (see attached) can be found with these minutes Tim, this is a matter. She stated "I speak as  
83 an individual and for those who are standing with me (several attendees stood) to voice our support for  
84 of public concern."

85  
86 Ms. Kelly Gibson, Wilton, spoke in support of Principal O'Connell; a copy of her statements (see  
87 attached) can be found with these minutes.

88  
89 Mr. John Clark, Lyndeborough, spoke in support of Principal O'Connell stating "you may be surprised  
90 to see how many people here. We are supporting "Mr. O" and we are requesting you keep him in our  
91 district in Wilton and Lyndeborough."

92  
93 Mr. Matt Fish, Wilton, spoke of support for Principal O'Connell, stating "there is something wrong for  
94 us to show up there is definitely something wrong, no doubt about it." He stated "usually someone is  
95 threatened with a nonrenewal; it's a kiss of death for someone this position". He notes "the whole  
96 thing smells" and that he doubts Superintendent Lane is unaware of this. He states "if there are  
97 changes to the negative, I will be first one to roll up his sleeves and affect change."

98  
99 Ms. Becca Hazen, Wilton spoke in support of Principal O'Connell; a copy of her statements (see  
100 attached) can be found with these minutes.

Ms. Erin Mannarino questioned the lack of a 6<sup>th</sup> grade math teacher. She notes Superintendent Lane was going to teach as much as possible and that the teachers at the HS would help out. She is concerned that they have more subs and information is not consistent or clear. She spoke of an example where the students were given a project and told it needed to be completed in a day and the day it was due they were told (by someone else) it was a weeks' worth of work and not due in a day. "When they went a month without a teacher, I understand they were playing on a computer for the month... I understand it was math related. I know she resigned and I don't need to know the details I just need to know going forward my child will not be left behind." Chairman Dailey responded we are desperately working on this.

Mr. Alex LoVerme, speaking as a parent expressed his concerns with the absence of a math teacher and questioned what will be done to make up 2 months. Work is being given out but not help on how to do the math and notes they are missing 6<sup>th</sup> grade math and are basically starting from day 1 and "as a parent he expects and answer".

Ms. Mellissa Collins, Wilton, expressed concerns regarding the absence of a math teacher. "It is not fair to a parent; all these rumors we are hearing". There was nothing until something was posted on Facebook and a parent called the school and employee did not know the teacher was out. Some communication to parents was needed as we know nothing and it is not fair to parents or students. She spoke of rumors that have been heard. "It is not fair and I am hoping someone is dealing with it. We pay these taxes and we elect you, I understand you can't discuss the staff stuff but you need something sent home to parents." Chairman Dailey responded that issue has been a high priority for the Board and the Superintendent. Ms. Collins replied, "I feel you can tell us something". Chairman Dailey responded that we are legally bound and can't say anything about any personnel matter. We have been working on a minute by minute basis, it is not a simple fix; we will find a way to move forward. Ms. Collins hopes if something illegal happened, she hopes they are getting in trouble so it doesn't happen to others.

Ms. Kim Sheridan, FRES school nurse, spoke in support of "Mr. O" and shares her brief experience as a staff member. "I was blown away at the staff support he has." She spoke of having several offers and accepted the position because of him. She could see his sense leadership was exemplary and since then she has seen him be "Santa", dress up as a "King" and will do anything to make the kids laugh. "He is not afraid or shy away from what he does. In my 24 years of experience, I have never worked for a better Principal and I would be disheartened if that would change."

Ms. Lynn Kraus, Lyndeborough, spoke in support of Principal O'Connell and notes it was a scary situation before he took over. She spoke of her child who wished to stay at FRES and now wants to be homeschooled. Some of child's best friends have left the district and it is not very promising for her younger children she said. "I know a lot of people here feel the same way and want to speak and if he leaves I don't know if we are staying and that's the bottom line."

Mr. Matthew Black, Wilton providing a student's perspective, spoke of driving to the meeting with his son who said if he was here he would bring a sign along: we love "Mr. O".

Ms. Lisa Blais, Lyndeborough spoke of having two daughters who graduated from this school and has a daughter going to FRES and "thanks to "Mr. O" and the staff she would not be in this district with her medical needs, I think this is awful what is going on".

Ms. Tiffany Cloutier-Cabral, spoke of having boys going to WLC and was in the district before "Tim". "He did a wonderful job with my boys I have always felt with WLC that it's the little school

that could, now it's the school that doesn't. We need to put the love in this school we put into FRES because it has the potential. Tim has set a good example".

Ms. Christine Keller, spoke of having experience in the Milford school system. "We were reluctant because we had not heard good things about it (FRES) and the previous Principal. The first year "Tim" had an ice-cream social for kids and the kids loved it. FRES is a great school and it's an exemplary school for the district and that's thanks to "Tim".

Ms. Leeann Clark spoke in support of Principal O'Connell. "Mr. O" was her 6<sup>th</sup> grade teacher at Hollis-Brookline. Wilton wasn't the school to come to. We recently bought a house and my best friend told me "Mr. O" was the Principal and it's because of him we stayed here and I hope we keep him and if not my house will be on the market."

Ms. Heather Gibson questioned how the search for a new math teacher is going. Superintendent Lane responded we have an interview tomorrow.

Ms. Molly Moore Lazar, WLCTA, spoke regarding the MS reorganization. "Later on in your agenda you have reorganization to the MS. The Strategic Planning Committee is considering cutting 2 positions and hearing all the people here, they want to build this school up".

Ms. Christine Keller stated "the 8<sup>th</sup> grade and 6<sup>th</sup> grade share teachers, cutting 2 more teachers would be detrimental for sure".

Mr. Adam Lavallee stated "all this stuff about the math teacher keeps coming up and I have one of the students left behind as we do nothing; one of the things that bothers me is Mr. Lane. No wonder he can't get things done, he is teaching math. This shows me a complete and inept...I want to officially request he resigns; he is not competent to lead this school". He requests a vote of no confidence.

Ms. Gail Proctor questioned the timeline for the contractual process. Chairman Dailey responded typically they are discussed in April, by law we have to notify every one of their contract status by April and typically the first meeting is in April when all contracts are discussed. That is the typical process we go through. There are exceptions.

Ms. Juliann Carrier, Wilton, question whose decision is it ultimately. Chairman Dailey responded the School Board makes all final decisions.

Mr. Adam Mannarino, questioned if this year was out of the normal process referring to Chairman Dailey saying the "typical process" (for discussing contracts). Chairman Dailey there are retirement and things that come up during the year but 99% of the time they are discussed in April. Mr. Mannarino questioned if there is anything atypical this year that he is aware of. Chairman Dailey responded, not that he is aware of and thanked the public for attending. He spoke in regard to the School Board members, saying in all his time, the people that sit around this table work very hard and work tireless through the year, to do the best for students and the district. "We don't always get everything right but is not for a lack of trying. It's our job to come up with solutions". He appreciates all the comments and efforts and would like to see this many people show up at all the Board meetings.

Mr. Matt Fish thanked the Board for hearing the attendees.

Public comment ended at 7:20pm and due to time, skipped to joint session portion of the agenda and after returned to scheduled agenda.

204  
205 **V. BOARD CORRESPONDENCE**

206 **a. Reports**

207 **i. Superintendent's Report**

208 **ii. Principals' Reports**

209 **iii. Business Administrators Report**

210 See action items, Consent Agenda-Board Reports.

211  
212 **VI. CONSENT AGENDA**

213 See action items, Consent Agenda-Board Reports.

214  
215 **VII. 7:00PM JOINT BOARD & BUDGET COMMITTEE SESSION**

216 **a. FY2019-2020**

217 **i. Budget Review Session**

218 Present: *Leslie Browne, Christine Tiedemann, Jennifer Bernet, Lisa Post, Kevin Boette, Dennis*  
219 *Golding, Bill Ryan, Edwina Hastings and Pam Altner*

220  
221 A very brief pause was taken while the Budget Committee entered and some members of the public  
222 exited.

223  
224 The committee was in session as they met prior at 6:30pm.

225  
226 Chairman Dailey called the meeting back to order at 7:24pm

227  
228 Superintendent stated the budget, currently as it stands is \$12,289,061 which is an increase of  
229 \$293,678 (2.45%). He noted primarily the increases are in salaries and benefits. Supplies are up  
230 relating to new curriculum initiatives. He noted increases in utilities; a good portion is due to  
231 increases in cost and long term initiatives; this is the best figure from the Utilities Commission.

232  
233 Superintendent confirmed for Ms. Browne the ADM number comes from the DOE. She questioned  
234 what the ADM number is now, is it 501? He confirmed adequacy aid is budgeted for \$1,231,727. He  
235 confirmed it's based on the number from the DOE and is not within our control, it is not current  
236 enrollment, it is from the 2017-2018 school year. He confirmed we get a specific number that comes  
237 back in a specific document. Ms. Post noted they looked into that number and contacted the DRA and  
238 they would be happy to do a forum for the Budget Committee and/or School Board during the day in  
239 Concord if there is interest to know how these numbers are calculated, all the revenue numbers.

240  
241 Chairman Dailey clarified it is important to remember when you approve a gross budget that is not the  
242 number that you are taxed on. There are revenues that offset that. There are several million dollars that  
243 come in for example from E-rate; this is what Ms. Post is speaking of.

244  
245 Superintendent clarified in the RISE program, we have ABA Therapists or specialist and there is a  
246 cost savings to keep students in the district and not go out of district which is more costly (out of  
247 district). We have specialist for SPED student needs as well.

248  
249 Clarification was asked for regarding expenses relating to professional services around instructional  
250 programing. Last year it was \$18,000 and next year has dropped \$200. Superintendent clarified this is  
251 math instruction for the new program that has been put forward.

252  
253 Ms. Browne explained the Budget Committee currently stands in support of the contractual increases  
254 of \$116,879 over last year's budget and will continue discussions after the decision of the MS

reorganization options. All of their questions are answered and they have a better understanding of what is being looked for; they do think there is some room in the budget and want to keep a flat budget.

ii. Warrants

Superintendent explained the first warrant is the budget set by the Budget Committee (not School Board). There is always hope a common number is agreed upon. The second article is for the Capital Improvement Plan (CIP). It was agreed upon in past years \$60,000 would be the number to put forth and has always been a separate warrant article. This is for long range planning such as the roof and other pieces along the way like renovations to the bathrooms. The CIP is on the website and if anyone has trouble finding it please let us know. None of the articles have been voted on by either the Budget Committee or School Board. The last article is for a change in the apportionment formula. We would be looking to create a rolling average to alleviate drastic spikes to the tax impact that comes annually. The 3 year rolling average doesn't change what you pay, it makes the impact less. He confirmed the Budget Committee does need to vote on this article. It has been reviewed by legal but once it is final we will send to the attorney for final review.

Mr. Vanderhoof wonders if there is anything else that should be looked at and suggests looking at this more closely before it is locked down for five years. Ms. Post indicated she spoke to the Lyndeborough Selectman and their concern is it might not help them as much as it would Wilton and if it could take time to get the money back; they didn't take a position on it. Chairman Dailey reiterated it doesn't change the amount you pay over three years. The district doesn't have the ability to adjust the tax rate; the town does have a mechanism to do this (from unassigned fund balance). He spoke of Lyndeborough having a "big hit" on taxes two years ago. When the Articles of Agreement were changed, it had been almost perfectly steady for 20 years and then we had a spike. This would allow us to level it; you are spending the same amount of money over the same period of time.

It was confirmed for Ms. Post once a change is made to the funding formula you can't change it for 5 years. This is just for the funding formula or financing of the district, not all the Articles of Agreement and is only for cooperative school districts. A document was provided at a prior Board meeting showing what the changes would look like. Superintendent will redistribute to the Board and Budget Committee. A discussion was had regarding using 50/50 ADM and valuation as it is now or changing this. The draft warrant is showing 50% ADM only.

*A MOTION was made by Mr. Ballou and SECONDED by Ms. Lemire to change the draft warrant to 50/50 ADM and valuation. \**

Discussion continued regarding options such as 50% ADM & 50% valuation, 100 % ADM, 50%, ADM and any benefits associated. The question was raised if it has been looked into what other towns use. Superintendent responded that question was raised with other Superintendents and no one does a 100% of one or the other that he is aware of at this time. It was requested to have more data such as what was received a couple of meetings ago based on 50/50 ADM and valuation and provide examples based on 100% or 75%, which ever scenarios are decided on. It was noted the warrant is in draft form and formal votes will still be taken on the articles.

*\*Voting: six ayes; two nays from Mr. Vanderhoof and Mr. Post, motion carried.*

A discussion of using impact fees was had. Superintendent reviewed there are approximately \$20,000 in impact fees from the Town of Wilton available. There is a six-year period that they have to be used and according to the finance person at the town \$20,000 is a safe number although it is probably a little more. Currently it is not in the revenue budget as it is a School Board decision if you wish to add that to the revenue side. The process is if it is added, and the budget is approved by the public, we would send a letter to the town to release the funds by July 1. This does not need to be on a warrant article.

*A MOTION was made by Ms. LeBlanc and SECONDED by Ms. Fisk to accept the \$20,000 in impact fees.*

*Voting: all aye; motion carried unanimously.*

Superintendent confirmed it will be added to the budget revenue and reduce the budget by \$20,000. It will be in accordance to the apportionment in the Articles of Agreement for Wilton and Lyndeborough. It was suggested that this is a different type of revenue and questioned if this should be followed. Superintendent to get confirmation on this and report back. Superintendent confirmed final decisions need to be made at the next joint meeting (Jan. 22) in order to meet the time lines.

#### **VIII. PUBLIC COMMENTS**

There was no public comment to report.

*A MOTION was made by Ms. Tiedemann and SECONDED by Mr. Boette to adjourn the Budget Committee joint session at 8:04pm.*

*Voting: all aye; motion carried unanimously.*

Mr. Adam Lavallee, Lyndeborough, questioned if the town may or may not have an opportunity to comment on the MS reorganization. Chairman Dailey responded there were already 2 opportunities for the public to comment this evening. There could be a vote taken and any "budgetary discussion" can be discussed or overturned at a public hearing. He confirmed there is more to the MS reorganization discussion; it is not just about eliminating teachers.

#### **IX. ACTION ITEMS**

##### **a. Approve Minutes of Previous Meeting**

*A MOTION was made by Mr. Vanderhoof and SECONDED by Mr. Post to approve the minutes of December 11, 2018 as amended.*

*Voting: all aye; motion carried unanimously.*

##### **• CONSENT AGENDA-BOARD REPORTS**

Chairman Dailey recommends due to length of public comment and a full agenda, the Board Correspondence Reports be accepted as a whole as a part of the consent agenda. There was no readout provided however Chairman Dailey informed the public that the Board Packet which includes these reports can be accessed on the district website.

*A MOTION was made by Ms. LeBlanc and SECONDED by Mr. Legere to accept the (consent agenda) Board Correspondence Reports as written*

*Voting: seven ayes; one nay from Mr. Vanderhoof, motion carried.*

347 **b. Elect Negotiations Committee**

348 Chairman Dailey reminded the group this will be a standing committee.

349  
350 *A MOTION was made by Mr. LoVerme and SECONDED by Ms. Fisk to nominate Mr. Ballou for the*  
351 *Negotiations Committee.*

352 *Voting: seven ayes; one abstention from Mr. Ballou, motion carried.*

353  
354 *A MOTION was made by Mr. Post and SECONDED by Ms. LeBlanc to nominate Mr. Vanderhoof for*  
355 *the Negotiations Committee.*

356 *Voting: seven ayes; one abstention from Mr. Vanderhoof, motion carried.*

357  
358 *A MOTION was made by Mr. Legere and SECONDED by Ms. LeBlanc to nominate Mr. LoVerme for*  
359 *the Negotiations Committee.*

360 *Voting: six ayes; two abstentions from Mr. LoVerme and Mr. Vanderhoof, motion carried.*

361  
362 Negotiations Committee membership consists of Mr. Ballou, Mr. Vanderhoof and Mr. LoVerme.

363  
364 **c. MS Reorganization**

365 Mr. Vanderhoof notes the Strategic Planning Committee recommended changing the MS model with  
366 the reduction two MS teachers.

367  
368 Superintendent gave details of the change regarding the MS model which included the concept for the  
369 MS model in grades 6 and 7 would be maintained. If the two teachers were reduced, the science  
370 teacher from HS would teach 8<sup>th</sup> grade and two sections of science. It does create some scheduling  
371 difficulties. A teacher would be assigned to teach English and social students for the 8<sup>th</sup> grade and  
372 those teachers would be certified with dual certification. The 8<sup>th</sup> grade would share classes in math and  
373 foreign language as they do now. This would expand into PE, computers, art, band and chorus. Sixth  
374 grade classes would be 21 in the major subject areas, 7<sup>th</sup> grade would be 22 and 8<sup>th</sup> grade would be 15  
375 or less. There is an increase in class size in each of the sections. There has been input from MS staff  
376 and they have shared their concerns, and input from the Strategic Planning Committee. Eighth graders  
377 would have the ability to earn credit for elective classes in unified arts. There is the possibility an 8<sup>th</sup>  
378 grader would have class with a 12<sup>th</sup> grader but not likely. By adding classes such as AP US History  
379 and AP World History, it allows the students to move forward. A lack of flexibility in the science  
380 schedule has a ripple effect throughout. He spoke of the Region 16 Agreement which gives more  
381 opportunity for students to take classes in other schools such as Milford, Con-Val, Alvirne and  
382 Mascenic and for example, Alvirne offers forestry. Travel time is an issue and they may have to take a  
383 period out of their schedule for travel. Currently there are 2 students going to Milford. We do  
384 advertise to get the word out to students so they know what is available.

385  
386 Ms. LeBlanc spoke noting she is on the Strategic Planning Committee and notes the MS  
387 reorganization has been discussed many times. She questions if this is the right time to make a change  
388 especially now that the students are not getting full math instruction. She does not think cutting back  
389 teachers is a good idea at this time. She suggests giving time for the new things implemented to show  
390 effect.

391  
392 Chairman Dailey notes the 4 options originally presented. No changes, create change in the schedule  
393 with reduction of two MS teachers, create change in the schedule with no reduction, create change in  
394 the schedule with no reduction in staff and create a program for grades 6 and 7 for enhancement or  
395 remediation within the school day. His concern is with delaying and not giving these students more  
396 options.



Concerns were raised this is about a budget cut and we have 6<sup>th</sup> graders falling behind and this would increase class sizes. The flexibility is for MS not HS. The MS reorganization would affect the HS and what is the solution for the HS students. Superintendent Lane confirms there would be restrictions. The schedule becomes more difficult to make and students may have to make decisions. It was suggested to support the change without staff reductions and review it next year to see if it has been productive.

*A MOTION was made by Ms. Lemire and SECONDED by Mr. Ballou to accept changes to the MS schedule with no staff reductions.*

Mr. Legere asked what the outcome of the Strategic Planning meeting was after the WLCTA presentation. Mr. Vanderhoof reports they had a meeting and discussed it but only two members were present and no voting took place.

Discussions continued including the suggestion from Superintendent Lane of having joint discussions and come up with a joint plan that takes different pieces of the plans (including teachers plan). It was noted teachers who teach 8<sup>th</sup> grade would not have a common planning time but the MS teachers brought forward a plan that includes this, any changes in programming have to be approved by the School Board.

*Mr. Ballou withdraws his SECOND.*

*Ms. Lemire AMMENDS her MOTION to say “direct the SAU staff along with WLC staff to create a modification to the current MS program at a later date, with no reduction in staff” SECONDED by Mr. Ballou. \**

A question was raised regarding why is there not support for reducing staff, is it because of class sizes. Ms. Lemire prefers to give this a year to see if the plan works before reducing teaches to alleviate any negative impact to students.

Chairman Dailey notes that the Budget Committee is aware of the proposal to reduce staff and they may vote to reduce the teachers. The budget goes to the voters to approve and someone from the floor could vote to add money back in for the positions at district meeting.

*\*Voting: six ayes; two nays from Mr. Vanderhoof and Mr. Post, motion carried.*

## **X. POLICIES**

### **i. BIA-New Board Member Orientation-2<sup>nd</sup> Read**

No additional changes have been made since the last reading.

It was suggested to add the word “to” in the following sentence: New Board members will be informed on where “to” access the following by the Superintendent of Schools. The change will be made.

This was a second reading and will be brought back for a third reading.

### **ii. BDB-Board Officers-2<sup>nd</sup> Read**

References to the secretary have been eliminated in both places. No other changes have made to this since the last reading. A question was raised why the “Chair” is not able to initiate or second motions. Superintendent responded this follows Roberts Rules. Chairman Dailey added with 9 people he thinks there are enough to make motions. It was suggested in the first paragraph to add “non-voting” to the Superintendent ex-officio in the first paragraph. The sentence will read:

The Superintendent is the chief executive officer and ex-officio member of the Board “without voting rights”. The change will be made and brought back for a third reading. Regarding the 2<sup>nd</sup> paragraph in the policy, a brief discussion took place regarding the Chairperson voting. Chairman Dailey noted as a member of the Board he has the right to vote on all matters but generally the only reason a “Chair” would vote is to break a tie vote. Some members would prefer if the “Chair” did vote. Superintendent to get confirmation and report back.

#### • JICI-Weapons on School Property

Superintendent provided an update on this policy. Primex (our insurer) reported no recommendation for staff to carry weapons. They recommend we speak with the local Police Chief who indicates if the Board chose to allow it to happen he would advocate strongly for a safety training scenario that would be annual in nature and the firearm be on the employees at all times. He would be willing to speak to the Board. This can be outlined by policy or in staff handbooks. He added with the change in the local Legislature, there may be a change in the law. It was pointed out that this was not on the agenda and perhaps discussion should end. Chairman Dailey suggests this be put on the next agenda and send a formal invite for the Police Chiefs to attend.

### **XI. COMMITTEE REPORTS**

#### **i. Budget Liaison**

Mr. LoVerme reported he was in attendance for a short time and he referred to Ms. Post. Ms. Post reported the committee is recommending to add to last year’s budget number, only the approved CBA obligations however this is not final.

### **XII. RESIGNATIONS / APPOINTMENTS / LEAVES**

Superintendent reported providing two copies of the “notice to accept” for resignations from Ms. Audrey Withee effective December 14, 2018 at WLC and Ms. Betty Moore at the SAU, effective June 30, 2019. No acceptance from the Board is needed based on the policy.

### **XIII. BOARD BUDGET DISCUSSION**

Discussion was had which included the School Board and the Budget Committee wanting a flat budget and the towns have already seen an increase. Concern was raised that the numbers (revenue) may not be correct and suggested to have it checked on the state revenue side. It was noted the formula is not given just a number. Superintendent to double check and confirmed this it is a number we are given. It was also suggested to do a look back from last year to see what was wrong. Mr. Post reminded the group the reason their taxes went up is because of the revenue and that is because of the student numbers dropping. He would like to see all the documents that were referenced such as MS24-R, prior revenue from last year and the actual revenue. Superintendent to provide this to the whole Board.

### **XIV. PUBLIC COMMENTS**

Ms. Heidi Kemmerer, spoke regarding changes in the MS reorganization and if it is possible a 6<sup>th</sup> grade student would get the same math teacher. Superintendent confirmed this does happen. Ms. Kemmerer commented it didn’t favor every student. She added honors students struggle with getting the schedules to work and thinks if you “mess with it” you are touching something really delicate. It is tough to get everything they require.

Ms. Lisa Post, Lyndeborough, spoke regarding the MS reorganization. She commented the changes were to give students the ability to take those classes so they will have the prerequisites earlier. She spoke of her children’s experience taking all the basics in his early years and went to college in his last year of HS. “When children are with older students they want to be seen as part of then, it lifts them up to see a greater level”. She also spoke of her concern with the math scores that continue to be low and doesn’t see why holding the 8<sup>th</sup> grade class back benefits them, as it will take 4-5 years to shake it

out. Chairman Dailey responded, “but we didn’t”. Ms. Post adds with what was approved you are increasing taxes and the amount it cost to educate each pupil by maintaining class sizes of 13-15. The Budget Committee is concerned with the return on investment.

Ms. Christine Keller spoke regarding the MS reorganization. “When you cut a MS teacher you are cutting curriculum. There is a specific curriculum you are cutting and having them take HS classes instead. She thinks it’s a good to take the kids who are doing well and push them but if you do this on a larger level, you are not giving them what the need. There is not as much opportunity for 8<sup>th</sup> graders and HS”. Mr. Vanderhoof notes algebra is already available and we are adding co-curricular courses. Ms. Keller responds, for example each grade they have a specific curriculum such as creative writing, different topics that you are taking away from them. Some kids will excel but to do it on a larger scale it can be detrimental.

Ms. Brianne Lavallee spoke regarding the MS reorganization. “There are some things we can control and some we cannot. The loss of the MS math teacher has had an effect.” Students are struggling and she can attest to this as a substitute teacher and a parent. SEER is used to get extra help if they need it. She invites anyone to substitute 22 children and feel like you are leaving having done a great job. “Losing the MS math teacher is not in control to even talk about taking away 2 teachers is failure.”

Mr. Adam Lavallee spoke regarding the MS reorganization (regarding reduction in MS teachers) stating it is asking for a 57% of increase in the number of students in one class. He thanks the Board for voting appropriately.

Julianne Carey, Wilton comments “I agree 100% with what they are saying”.

Tiffany Cloutier-Cabral asked for clarification in the process if this comes up later and the Budget Committee votes to eliminate the 2 teachers. Chairman Dailey explains the number you see at the district meeting is the Budget Committee’s number not the Boards. Sometimes they are the same and sometimes they are not. Someone would have to make a motion to add the dollars back in. We have had motions (from the floor) go both ways to add and take away from the budget. He confirmed the tax payers have the final say. She asks “are tax payers are not interested in the students?” Chairman Dailey notes it is frustrating that we probably have 3,400 registered voters and you have less than 100 who attend the district meeting. It was noted last year there were 97 in attendance. Chairman Dailey again voices his hope for having this kind of attendance at every meeting. Ms. Cloutier-Cabral comments these meetings have to be filled with tax payer parents. Several parents agreed.

Mr. Fran Bujak, Lyndeborough questions what the difference is in the number from the Budget Committee and the number provided during the budget presentation. He asks for confirmation that the Budget Committee is working off of last year’s budget number plus the contractual raises. Chairman Dailey responds the number is \$176,829. Superintendent Lane will provide Mr. Bujak with a summary sheet of the budget.

Ms. Lisa Post clarifies the contractual (CBA) raise increases are \$116,879 and is what the Budget Committee added to last year’s budget number. The \$176,000 is the difference between their working number and the Boards.

Mr. Adam Lavallee questioned if we can reduce the budget by making the Superintendent a part-time position. Chairman Dailey responds we can do anything the tax payers choose. The Budget Committee determines the number.

## **XV. SCHOOL BOARD MEMBER COMMENTS**

Mr. LoVerme voices concern with the 6<sup>th</sup> grade MS math teacher situation and lack of qualified candidates. He spoke of the phone system, which we pay over \$3,000 a month for he notes and questioned why it took so long for the phones to come back up.

Ms. LeBlanc thanked everyone for coming and hopes to see them again many more times.

Mr. Ballou thanks all for attending.

Mr. Legere thanks for all for attending and notes it is said regularly at Board meetings they would like to have more public attendance.

Ms. Lemire questioned how many applications have been received for the MS math position. Superintendent responds “1”. She questions if there is anything the Board can do to support this process better. Superintendent responds we are looking at prior applicants and have reached out to prior teachers in the district. He would like to have someone in there as quickly as possible the issue has been finding someone. “There is no one who is happy about this”.

#### **XVI. NON-PUBLIC SESSION RSA 91-A: 3 II (A) (C)**

*A MOTION was made by Ms. Lemire and SECONDED by Mr. Vanderhoof to enter Non-Public Session to discuss student and personnel matters RSA 91-A: 3 II (A) (C) at 9:23pm.*

*Voting: all aye; motion carried unanimously.*

#### **RETURN TO PUBLIC SESSION**

The Board entered public session at 10:51pm.

*A MOTION was made to seal the non-public session minutes by Mr. LoVerme and SECONDED by Ms. LeBlanc.*

*Voting: all aye; motion carried unanimously.*

#### **XVII. ADJOURNMENT**

*A MOTION was made by Mr. LoVerme and SECONDED by Mr. Vanderhoof to adjourn the Board meeting at 10:52pm.*

*Voting: all aye; motion carried unanimously.*

*Respectfully submitted,*

*Kristina Fowler*



## **Support Principal Tim O'Connell of SAU 63**

<https://www.thepetitionsite.com/803/528/636/support-principal-tim-oconnell-of-sau-63/>

Author: Brianne Lavallee

Recipient: School Board members

Petition:

The citizens and parents of the Wilton and Lyndeborough communities (SAU 63) do hereby petition for the renewal of the current Principal Tim O'Connell's contract for a term of no less than three years. It is essential for the well being of our children, the faculty and the community as a whole that Tim be allowed to continue in his progress of improving the education and environment at both Florence Rideout Elementary School and Lyndeborough Central School. The community does not want to interrupt the learning of our children so that a new principal can be put in place. It will take months or even years for a new principal to get to where Tim O'Connell has left off.

Since starting in our district he has successfully overseen the merger of the elementary schools from both towns making us a true cooperative district. Even in the face of this daunting task he has been able to also improve the students national testing results, institute new school wide enrichment programs, and provide a progressive and safe learning environment, ensuring the future success of the students in both schools. If our community no longer has Tim as a leader for our children we will be losing a strong, compassionate, well educated principal that has made a place in the hearts and homes of ourselves and our children.

	<b>Name</b>	<b>From</b>	<b>Comments</b>
1.	Brianne Lavallee	Lyndeborough, NH	Tim is a person as well as a principal that has demonstrated time and again he shares my ideals and priorities in regards to my children. He is someone I am proud to stand up and fight for.
2.	Kara Bausha	Wilton, NH	
3.	Jenny Lord	Wilton, NH	
4.	Jamie Pixley	Wilton, NH	
5.	Lynne Crouse	Lyndeborough, NH	We stayed in this district because Mr O took over when our daughter entered first grade. He is the best part of this school district and we are very fortunate to have him!
6.	Katelyn Willess	Wilton, NH	
7.	Amanda Nickerson	Wilton, NH	
8.	Jason Dobbins	Wilton, NH	
9.	Mikel Beam	Wilton, NH	
10.	Louise Cattigan	Wilton, NH	
11.	Melinda Degan	Wilton, NH	
12.	Michael Gerlach	Dunbarton, NH	
13.	Lisa Cole	Lyndeborough, NH	
14.	Bethany LaFleur	Wilton, NH	
15.	Megan Vaz	Ipswich, MA	
16.	Tara Begley	Lyndeborough, NH	
17.	Erin Blais	Wilton, NH	
18.	Michelle Jaffe	Wilton, NH	
19.	Kym Haig	Wilton, NH	He has been a huge part of my grandsons lives at that school. We have gone through some major speed bumps and he has always made himself available to them and myself.
20.	Nicole Fish	Wilton, NH	Mr. O'connell is a great principal in our children's school. He has always supported them academically and given them the confidence to do their best. They will tell you first hand! He takes the time to know them all individually and being a father himself has treated my sons like one of his own. He has been such a huge part of FRES and I hope he continues to impact and be a huge part of their education for years to come!!!! All those children LOVE Mr. O! Why break their hearts.:( Thank you.
21.	Darlene Anzalón	Lyndeborough, NH	My two boys were new to FRES this year Mr. O was very welcoming and made the transition to a new school easy for the boys

	<b>Name</b>	<b>From</b>	<b>Comments</b>
22.	Carol Mannarino	wilton, NH	
23.	Crystal Gill	Wilton, NH	
24.	Aaron Nickerson	Wilton, NH	
25.	Kenneth Begley	Lyndeborough, NH	
26.	Leigh Rocca	Wilton, NH	
27.	Joyce Galletta	Wilton, NH	Childrens education
28.	Brianna Niquette	Wilton, NH	
29.	Joanna Norbu	Wilton, NH	He is a very good man.. And i appreciate him and his role as principal.
30.	Adam Graham	Wilton, NH	Principal Tim O'Connell does an amazing job. My son looks up to him and respects him. i feel with him as principal fres has improved. Tim always makes time for parents who have questions and is very helpful and proactive. losing a principal with his level of professionalism and dedication would be a disaster to our towns elementary school as well as a major ket down to our kids and community.
31.	Holly Lafoe	Canaan, NH	
32.	Stephanie H	Wilton, NH	
33.	Dawn Freeman	Wilton, NH	He's a wonderful man and great Principal to our kids!
34.	John Hoffman	Wilton, NH	I had Mr O as my sixth grade teacher @sau41 in Brookline NH. I was not the easiest to deal with and struggled in schooled Mr O always helped me greatly and met and worked with my parents to help with my schooling. I have family and friends in the Wilton school district and speak glowingly I think Tim lis the best principle you can have!
35.	John Graine	Wilton, NH	My kid loves mr o
36.	Laura Auger	Wilton, NH	
37.	Sarah Martinez	Wilton, NH	
38.	Jessica Graham	Wilton, NH	He is amazing!!
39.	Adam Lavallee	Lyndeborough, NH	
40.	Justin Benson	Amherst, NH	
41.	Lindsey Batts	Hollis, NH	Mr. O has been an integral part of my daughter's school experience. He's always been supportive and fair.
42.	Lynne Gillis	Wilton, NH	Mr. O is not only a great principal but a member of our community and a positive role model to our children.
43.	Susan Ciatto	Wilton, NH	As a member of the PTO, I've had frequent contact with Mr. O'Connell. Again and again, I've been impressed with his commitment to every child's potential. He works very hard to insure each child has an opportunity and a safe place to explore, grow, and succeed. I wish more leaders in our district would employ the educational practices, leadership style, and commitment that Tim has demonstrated over the last several years.

	<b>Name</b>	<b>From</b>	<b>Comments</b>
44.	Amanda Barrick	Lyndeborough, NH	
45.	Allison Lammi	Milford, NH	
46.	Tanya Joy	Lusby, MD	
47.	Tanya D	Lyndeborough, NH	
48.	Jake Pendleton	Milford, NH	He's a great guy
49.	Andrea Smith	Wilton, NH	
50.	Krista Rodimon	Wilton, NH	
51.	Albert Blais	Wilton, NH	
52.	Tina P	Milford, NH	
53.	Shannon S	Wilton, NH	
54.	Lisa Wowianko	Wilton, NH	Mr O is an amazing principal who does anything and everything to better the students at FRES!!
55.	Jennifer Wight	Lyndeborough, NH	Mr. O'Connell brings a level of competency, professionalism, and sincere caring for the towns' children not seen here in decades. I know, as my oldest, who went through LCS and WLC, is 27. His presence at FRES is probably the single most important reason families choose to stay and educate their kids here. Losing him would devalue the entire community. He must stay.
56.	Jessica Searles	Wilton, NH	
57.	Jenny A	Wilton, NH	
58.	Paula F	Wilton, NH	
59.	Rebecca Hazen	Wilton, NH	
60.	Jeff Jones	Wilton, NH	
61.	Jennifer Leeds	Wilton, NH	
62.	Sara Manisco Chapo	Wilton, NH	He is a role model for our kids!
63.	Melissa Collins	Wilton, NH	
64.	Michelle Gauthier	Weare, NH	He was my 6th grade teacher in Brookline elementary and by far my favorite teacher throughout my school career. I truly believe he is an essential part of the school district.
65.	Ariel Crotty	Wilton, NH	
66.	Christopher Pixley	Wilton, NH	
67.	Gary Zirpolo	Milford, NH	I worked with Principal McConnell when I was Chief of the Ambulance Service. He was nothing but professional, and always put the kids first. It would be a loss to the community to loose him.
68.	Melissa G	Lyndeborough, NH	
69.	Megan Gordon	Wilton, NH	Why are we getting rid of someone with such compassion and dedication to our kids. He needs to stay!!
70.	Melissa Butt	Wilton, NH	



	<b>Name</b>	<b>From</b>	<b>Comments</b>
71.	Anne Gerlach	Manchester, NH	
72.	Tiffany Stanewicz	Wilton, NH	
73.	April Wylie	Wilton, NH	
74.	Erin Mannarino	Wilton, NH	
75.	Christopher Gordon	Wilton, NH	
76.	Scott Dowling	Wilton, NH	
77.	Matt Mannarino	Wilton, NH	
78.	Kerri Jones	Wilton, NH	Mr. O is the reason we decided to stay in wilton. He is moving a sad school district in a positive direction. Under his supervision, I believe we can turn around the negative stigma that the schools currently face. If he leaves- I fear that many families with young children will follow suit.
79.	Kate Dowling	Wilton, NH	
80.	Tim Condon	Wilton, NH	
81.	Bridget Lippert	Milford, NH	
82.	Mariah Littlefield	Wilton, NH	He was my elementary school principal. He was always so caring and conscientious
83.	Jessica Murphy	Wilton, NH	
84.	Donald Cole	Lyndeborough, NH	Mr O is one of the best principle that I have seen in a long time. He is very good with the kids and parents
85.	Caroline Gomez	Wilton, NH	Mr. O'Connell has been very helpful in my daughter's transition from a different school district. I had him myself when i was in 6th grade in a different school. I have seen him go above and beyond for parents, students and teachers. One of the main reasons we decided to keep our daughter in the public school system was because of Mr. O being the principal.
86.	Jonathan Rocca	Wilton, NH	He's amazing with the students, the way he connects with the students and community is priceless.
87.	Jamin L	Wilton, NH	
88.	Christina E	Wilton, NH	
89.	Keri-Ann Rugg	Dover, NH	
90.	Joe Havens	Mason, NH	
91.	Layne Boss	Wilton, NH	
92.	Kathleen Harris	Brookline, NH	
93.	Kendra Theriault	Goffstown, NH	
94.	Danyal Lindgren	Wilton, NH	
95.	Tammy O'Connor	Wilton, NH	
96.	Tammy Smith	WILTON, NH	my grandchildren just started all day kindergarten.

	<b>Name</b>	<b>From</b>	<b>Comments</b>
97.	Jennifer Lowther	Wilton, NH	Mr. O is a great principal!
98.	Matthew Black	Wilton, NH	Principal O'Connell is a fantastic principal. My children love him and all of the parents and teachers I've spoken with have shown nothing but the highest respect for him. Losing Mr O'Connell would be an enormous problem for our school and our community.
99.	Olivia Ellison	Lyndeborough, NH	
100.	Kristen Lamos	Merrimack, NH	
101.	Stephanie Kirsch	Wilton, NH	Best principal my son has had- I am proud to have him be my son's principal.
102.	Melissa Ouellette	Wilton, NH	
103.	Sally Blanchette	Wilton, NH	
104.	Sharon Havens	Brookline, NH	My granddaughter attends Mr O's school. His values are what shapes the school Community and gives my daughter's family assurance that they live in the right town.
105.	Amber Douglas	Wilton, NH	Mr.O has been amazing for our school! We love him
106.	Kelly Eshback	Wilton, NH	He always puts the interest of his students first??
107.	Marcus Argier	Wilton, NH	We love Mr. O
108.	Lis Sawers	Perth, gb	
109.	Kim Sheridan	New Ipswich, NH	
110.	Megan Nantel	Wilton, NH	
111.	Mandy Miller	Lyndeborough, NH	Tim is an amazing principal. We do not want to lose him!!!
112.	Sue VanderWoude	Wilton, NH	
113.	Austin Dowling	Fort Myers, FL	My grandchildren go to school here. Our son and daughter in law would like him to stay.
114.	Nina Cullen	Bedford, NH	
115.	Amanda Hoag	Wilton, NH	
116.	Megan VanderWoude	Wilton, NH	
117.	Daniel Bausha	Wilton, NH	
118.	Jeff Stratton	Wilton, NH	
119.	Brianna Bigue	Wilton, NH	My children have been to many different schools. We have never seen so much compassion and welcoming any where else. Tim is like part of the family!
120.	Nicole .	Lyndeborough, NH	Mr. O is such a vital part of our children's education. He has done a remarkable job in creating a seamless transition between two towns for our children during critical years of education. His sense of caring and compassion for all students does not go unnoticed. He has done his very best to make a positive impact on all which I believe he has <i>(continues on next page)</i>

	<b>Name</b>	<b>From</b>	<b>Comments</b>
120.	Nicole .	Lyndeborough, NH	<i>(continued from previous page)</i> succeeded in doing so. Mr. O is such an asset to this community as a whole. We would be all at a great loss without him.
121.	Limary Lorenzo	Wilton, NH	One year ago we moved from Puerto Rico to New Hampshire. We leave our home to start a new professional stage. It was very difficult to leave the beings you love, and the space that has been your home is never easy. Our girls in Puerto Rico always attended a small Waldorf School. I was part of the group of founding fathers of the school. In the United States, paying for a Waldorf school was not part of our reality at this time. I visited FRES School and Mr. O'Connell received me even without an appointment. I wonder if he had time and immediately gave me a walk around each school space explaining the processes and the admin team. I introduce myself to each teacher in charge of the grades of my daughters and I was able to converse with each one of them. He gave me educational material about the school and he made himself available to clarify doubts. This is how our first and only experience with the Public Education system began. Our experience at FRES was excellent. And SR O'Connell was largely responsible for this stage being completely positive. When arriving at the school the first face that people can see every day is that of Mr. O Connell. We can find it by receiving the children in the delivery area of children, or directing the traffic of the school buses. It is common to see him guarding the playground or directing the entrance. He is a man of multiple roles, and each one performs exceptionally. Mr. O'Connell has conditioned the school in a professional, compassionate and diligent manner. It has been able to transform the School into a safe space, with high ethical and professional standards. He has given a treasure to the small town of Wilton and the families are extremely grateful. Interrupting their work at this time would affect the children, the work team and a whole community. The transformation of spaces takes time and it is important to provide the time and support necessary to achieve the positive changes that we all aspire to see in society. Please reconsider your position and allow him to continue his excellent work. Limary Lorenzo PhD
122.	Sherrall Hadley	Bedford, NH	Will be moving to Wilton with school age children.
123.	Ryan Lindgren	Wilton, NH	Great Principle!
124.	Melanie Young	Brookline, NH	
125.	Joanne Miller	Lyndeborough, NH	My granddaughter attends FRES and he is well respected.
126.	Trudy Sullivan	Brookline, gu	My kids grew up with the O'Connells a wonderful Family. Tim worked at the Brookline Elementary School a wonderful teacher and a good person!

	<b>Name</b>	<b>From</b>	<b>Comments</b>
127.	Jocelyn Benson	Wilton, NH	We love Mr O he is a vital part of turning the Wilton School system around. His smile is contagious and is carried on through the students and staff at FRES and LCS
128.	Dawn Beam	Wilton, NH	
129.	Loretta April	Wilton, NH	Mr. O has been nothing more than spectacular in helping our family with a difficult situation. He is always available to speak with me when needed. He truly has affection for my difficult child and I am amazed and grateful at the ways he has demonstrated this. As an educator, he has done a wonderful job. The programs he's fostered have made a world of difference. I could go on.. Keep Mr. O. It would be a tragedy for our children to not have his guidance.
130.	emeria Longval	lyndeborough, NH	
131.	Pam NELSON	Wilton, NH	Tim has been an amzing principal. Our family would not still live in this town if it weren't for him being the principal for FRES.
132.	Priscilla Sherman	Lyndeborough, NH	
133.	Kimberly Swanson	Francestown, NH	Tim (Mr.O/Mr.O'Connell) is an amazing principal, colleague, mentor, educator, and advocate for all his students and teachers alike. I have been working under/with him for almost four years. He goes above and beyond his job qualifications to ensure the best for all the students and staff in the district!
134.	Sara Kenney	Wilton, NH	Mr. O is a true asset to our school and community.
135.	Ann Webb	Brookline, NH	Tim taught my children. He would be an asset to any school system lucky enough to have him.
136.	Giselle K	Wilton, NH	I think he has done an amazing job as Principal!!
137.	Amanda Meltzer	Lyndeborough, NH	I feel that Tim is doing a great job with the school.
138.	Stephania Richard	Wilton, NH	My sons education. The future of his education and all the children who attend FRES!
139.	Carmen Hazelton	Lyndeborough, NH	
140.	Jessica Grant	Brookline, NH	Tim is a wonderful principal who works very hard for his students
141.	Bob Frank Benson	Lyndeborough, NH	My sons education and the education of future students whom attend Fres.
142.	James Ayotte	Littleton, NH	He's a good man.
143.	Steve F	Lyndeborough, NH	
144.	Erin Sullivan	Brookline, NH	
145.	Johanna Rockwell	Greenfield, NH	I have worked under Tim O'Connell. He is a leader, supporter, and has a wonderful relationship with children.
146.	Laura Bennett	Lyndeborough, NH	
147.	Kassie Deschenes	Milford, NH	One person can make a huge impact on a child's world.

	<b>Name</b>	<b>From</b>	<b>Comments</b>
148.	Casey Buckley	Vergennes, VT	Tim's dedication to kids should not go unnoticed. He was a very influential teacher to me growing up. As a student at Brookline elementary school over twenty years ago Tims passion and ability to connect with the students made very impactful impression on all of us. I'm glad to see Tim has continued do what he is great at and hope he gets the chance to continue this. I've meet a lot of people in my life in various settings including schools,sports,workplace and military not everyone can be a leader and a role model. Tim is that.
149.	Lisa Allard	Wilton, NH	
150.	Karen Fredette	Wilton, NH	
151.	Delanie Marchand	Wilton, NH	
152.	Claire smith	Wilton, NH	
153.	Lacey Ansara	Nashua, NH	
154.	Julianna Berardi	Dunedin, FL	
155.	Mary DeLong	Lundeborough, NH	
156.	Jackie Hernandez	Manchester, NH	
157.	Leslie Ela	New Boston, NH	
158.	Becky Sours	Wilton, NH	
159.	Tammy Cargill	New Ipswich, NH	
160.	Leeann Clark	Wilton, NH	
161.	Lucius Sorrentino	Lyndeborough, NH	
162.	Jennifer Wojtaszek	Wilton, NH	
163.	Heather Nault	Concord, NH	My great nieces go to this school. I want the best best for themq
164.	Jestine Miller	New Boston, NH	I worked with Tim for 2 years at both schools. He is very passionate and caring and the children love and respect him. 100% support a three year contract.
165.	Dorothy Saucier	Epping, NH	
166.	Elizabeth Kleinkauf	JACKSON, SC	
167.	James Freeman	Wilton, NH	
168.	Helen Chieco	AUSTIN, TX	
169.	Erin Lavelle	Wilton, NH	Mr. O was someone I never personally had as a principle but was someone that none the less had an impact on my time in the school district. He helped connect WLC to FRES again and that was such a valuable experience for so many of us, students! It'd be a major loss to the community not to resign him.
170.	Cheri Falk	Wilton, NH	

	<b>Name</b>	<b>From</b>	<b>Comments</b>
171.	Shane Meltzer	Lyndeborough, NH	
172.	Janine bibeau	Barrington, NH	
173.	Lori Rector	Greenfield, NH	Mr. O'Connell is an Amazing principal. My son still talks about him and how "awesome " he was! Tim really knows how to listen to the kids and relate with them. He is also great with parents as he will take time to talk to parents and again...listen. He's a true asset to SAU 63
174.	Jamey Lawton	Manchester, NH	
175.	Nicole Morris	Nashua, NH	
176.	Christina G	Lyndeborough, NH	
177.	Malissa Knight	Wilton, NH	Mr O'Connel is an integral part of the school community. The kids look up to him and respect him. Losing his support would be devastating to the children. Please renew his contract. Thanks
178.	Tim Gill	Wilton, NH	
179.	Stephannie Inkel	Milford, NH	
180.	Jack Reid	Wilton, NH	
181.	Jessica Carson	Lyndeborough, NH	Mr O is a dedicated principal. He is the foundation of FRES and LCS. He is so involved with pursuing our children's healthy education loosing him would be devastating.
182.	Amber Francoeur	Milford, NH	
183.	Gail Proctor	Wilton, NH	Over the years, Principal Tim O'Connell has been highly regarded and beloved by students, parents, community members !
184.	Christine Benson	Wilton, NH	I have had nothing but good interactions with Mr. O. And have never heard anything negative said about him to me from anyone.
185.	Roann Rubin	bennington, NH	
186.	Sharon Williams	Milford, NH	
187.	Juliann Carrier	Wilton, NH	Thank you Mr. O for your leadership and hard work in our community. You have our family's support!
188.	Steven Carrier	Wilton, NH	We appreciate ALL your hard work and your continued efforts to improve programs and education. You have are support!!
189.	Maria Hall	Wilton, NH	
190.	Erika W	Wolfeboro, NH	
191.	Nicole Dane	Nashua, NH	
192.	Caroline Sousa	Merrimack, NH	
193.	Stephanie Gay	Brookline, NH	
194.	Francine Proctor	Wilton, NH	

	<b>Name</b>	<b>From</b>	<b>Comments</b>
195.	Tom Cattigan	Wilton, NH	Mr O is an important asset to this town and has transformed FRES. He has created a caring and compassionate environment for the kids and community. He is always willing to go that extra mile.
196.	Jeanine Kolesar	Milford, NH	
197.	Meredith Raboin	Fitchburg, MA	
198.	Tara Roper	Cumming, GA	I was a teacher at LCS and FRES (2012-2016) Mr. O'Connell is a forward thinker in the field of education. He always supports teachers' efforts for professional development for the best of the students. He was my mentor. His level of support for children, teachers, and families is amazing. Simply put, he knows what he is doing, he does it exceptionally well, and always lets this guide his decision making process-"What is best for the kids?" SAU63 is better because of him. Best principal I have ever worked alongside.
199.	Kristina Aparo	Rockport, MA	
200.	Lindsay AuCoin	Wilton, NH	Mr o is a great principal
201.	Jessica Heaphy	Wilton, NH	
202.	Jonathan Quigley	Greenfield, NH	
203.	Marissa Hamilton	Lyndeborough, NH	
204.	Kristi O'Shaughnessy	Milford, NH	
205.	Rebecca Lyon	Temple, NH	
206.	Eileen Smith	Lyndeborough, NH	I have known Mr. O since he was hired to replace the former principal of LCS and FRES before LCS. I met him in the summer prior to the start of the school year, when he reached out to our community to meet the parents and students by hosting an ice cream social at Goss Park. He wanted to learn about the families in this community, in order to build positive professional relationships and foster a positive learning environment. He has been so successful in this role that although my own children are in high school now, I am compelled to express my opinion that his presence at FRES is essential. Thank you.
207.	Jailyn Gilcreast	Wilton, NH	Caring, kind, intelligent, friendly person and principal. Puts his time and effort into making FRES a better place and helping kids succeed to there future goals.
208.	Lexi Marcott	Wilton, NH	Because he shouldn't lose his job just because the superintendent doesn't like him
209.	Jack Bickerton	Lyndeborough, NH	
210.	Olivia Skelly	Lyndeborough, NH	
211.	Peter Bickerton	Lyndeborough, NH	
212.	Nicole Green	Wilton, NH	He's a fantastic person very interested in all of the children great gentleman all around

	<b>Name</b>	<b>From</b>	<b>Comments</b>
213.	Walter Bausha	Wilton, NH	
214.	Doreen Conrad	Wilton, NH	Our kids deserve a good education here at Wilton Lyndeborough Coop & Florence Rideout Elementary Schools....it starts with good leadership which Principal O'Connell consistently brings to the table. He sets the bar high which brings out the best in these kids. We have seen him and his interactions with students, parents, grandparents & staff....always positive, always polite, genuine interest in the students....no principal is going to be, or should be expected to be superman. He has a proven track record and should continue in his current position as principal of our schools.
215.	Ted Conrad	Wilton, NH	Good education begins with strong, compassionate leadership.....3 year contract renewal is nondisputable, no change necessary !
216.	Paul White	Lyndeborough, NH	
217.	Rhonda Robichaud	Winchendon, MA	
218.	Karie White	Lyndeborough, NH	
219.	Jessica Carbone	Nottingham, NH	
220.	Andrew Reid	Wilton, NH	Tim is a great, personable person.
221.	Jan Wenger	Port orange, FL	My nephews go to that school. Mr. OConnell is well respected in the community and deserves a contract renewal.
222.	David Hogan	Manchester, NH	
223.	Kara Nixon	Lyndeborough, NH	
224.	Janine C	Francestown, NH	
225.	Ian van Ham	Lyndeborough, NH	
226.	Stephen Carbone	Nottingham, NH	Tim is an important leader in the school district, not only to the students but the teachers and staff as well. We were lucky to hire Tim and need to retain his services for as long as He will allow. Giving him another 3 year contract is a no brainier.
227.	C legere	Hooksett, NH	My nephews are part of this system
228.	Linda Nisbet	Port Orange, FL	
229.	Kate Vaillancourt	South Hampton, NH	
230.	Nicole Camarata	Methuen, MA	This is my nieces school
231.	Kayla Phillips	Wilton, NH	
232.	Michelle Atter	Hubbardston, MA	I worked with Tim O'Connell when he was Principal at Memorial School in Winchendon and we were all very sad to see him go back to NH. He had a passion for children, always looking out for their best interest socially, emotionally, and educationally.



	<b>Name</b>	<b>From</b>	<b>Comments</b>
233.	Katie Discordia	Nashua, NH	
234.	Jamie Arsenault	Bedford, NH	
235.	Linda Beach	Lyndeborough, NH	I am the grandmother of several students currently and previously at FRES and have found Mr O'Connell to be a caring and responsible principle who genuinely wants what is best for the children. And as a volunteer in FRES, he is sincerely appreciative of the community.
236.	Nancy Roberts	Hooksett, NH	I have friends in this community and have attended functions where Tim has been. I have been wittnes to his care and concern of the students on and off school grounds. The kids look up to him have respect for him and grow under his leadership. Familys teachers and staff support him. Please keep him
237.	Ethan L	Milford, NH	
238.	Stephanie Caragher	Wilton, NH	
239.	Noah Carbone	Nottingham, NH	
240.	Sean Cattigan	Wilton, NH	Mr O was my principal and was the best! FRES wouldn't be the same without him.
241.	Priscilla Takayama	Nashua, NH	
242.	James Gill	Merrimack, NH	Tim is a great guy.
243.	Molly Cattigan	Wilton, NH	
244.	jacqui andreasen	amherst, NH	Tim has my upmost respect as both a person and a principal. His first priority has always been the children. He leads with integrity and has a strong moral fiber. It would be a tragedy to lose such a leader. My years working with him were some of the best of my career!
245.	Adam Caragher	Wilton, NH	Showing support for someone who has supported my children and their learning.
246.	Jen Silva	Manchester, NH	
247.	Jo Dufour	Nashua, NH	Tim works exceptionally hard for the students and staff in his schools. This is senseless.
248.	Gwen Montano	Niceville, FL	
250.	Reem Mkayed ( Koudsi)	Wilton, NH	Mr O is a great asset to the schools, towns, and community You have our respect, and support . We ask to keep Mr O , community, staff and students wants him. We can not imagine the school without Mr O.
251.	Lisa Cooley	Wilton, NH	
252.	Mike Cooley	Wilton, NH	Mr O has to be the best Principal FRES Had He genuinely cares for each child. You can't lose him. My goodness what mess
253.	Stacy Webb	Milford, NH	This is the best decision for the kids of this school system.

	<b>Name</b>	<b>From</b>	<b>Comments</b>
254.	Carrie Forbus	Lyndeborough, NH	
255.	Stephanie L	Peterborough, NH	
256.	Becky Joslyn	Brookline, NH	
257.	Lisa Maurice	Milford, NH	
258.	Matthew Hatch	Milford, NH	Because of progress Tim has made in this community and surrounding communities as well.
259.	Shirley Plowman	GETTYSBURG, PA	
260.	D Brewer	Hollis, NH	
261.	Kelly Parker	Wilton, NH	Tim is the perfect example of an educator who puts his all into his job and truly looks out for each and every child in his schools.
262.	Theresa Small	Milford, NH	
263.	Bonnie Fessenden	Brookline, NH	When our grandchildren were going to school in Wilton, he was great with them. Good people working with young students is very important. People that enjoy working with young children show them that they are important and that they matter. These are veeey important messages to studwnnts just starting theie educational course.
264.	Shane Pelletier	Manchester, NH	
265.	Tiffany Cloutier-Cabral	Wilton, NH	Tim has brought this community together. The children respect and adore him. It is a sad day when we have to worry about losing someone as dedicated and generous as Tim. I appreciate the spirit he has brought to our community.
266.	Simon Perkins	New York, NY	The education of my nieces and nephews are of primary importance to me. We need good teachers and good administrators in our schools - especially those serving small communities.
267.	Heather Gibson	Lyndeborough, NH	
268.	Patricia Howard- Barnett	Brookline, NH	
269.	Dana Young	New Boston, NH	Tim is simply an amazing principal and an even more amazing person.
270.	Carol Anderson-Farwell	Brookline, NH	Friends will be affected by this.
271.	John Clark	Lyndeborough, NH	
272.	Abby LeBlanc	Lyndeborough, NH	
273.	Ana Parsons	Wilton, NH	Our children need someone who cares and Tim cares!
274.	Sean Parsons	Wilton, NH	
275.	Ryan Densmore	Amherst, NH	Friends have children in the school district

Brianne Lavallee

Good Evening,

I have provided to Board with an up to date copy of the petition expressing our support of Principal Tim O'Connell that contains no less than 175 signatures and countless comments from parents, tax payers, past colleges and past students attesting to professionalism and expertise he brings to our schools. Tonight I will not speak to that so as not to be redundant instead I will bore you all with some facts that also demonstrate what an integral part of the community he is.

I have always felt he makes a difference in our children's lives but was pleasantly surprised to find my opinion validated by facts. According to multiple ranking sites like [www.school digger.com](http://www.school digger.com) who compile information from Board of Education 2013 FRES ranked 112 of 241 schools in NH by 2018 Under Tim's leadership we were brought up to 74th an improvement of 38 places!!

Information obtained directly from the NH Board of Education shows that in 2013 our 5th grade students performed on average 10% worse than the statewide average but by 2018 that average was brought up to approximately 10% above the state average. An increase of of that size should not go unnoticed

On rating sites for US schools FRES and LCS currently rates on average 4/5 stars up from 2/5 stars in 2012 ([www.usa.com](http://www.usa.com))

Perhaps this is because in the past 6 years Tim has

- Expanded access to after school activities that provide more than just babysitting and instead focus on enriching our students with STEM activities
- Spearheaded the start of our current Odyssey program further enriching the education of all students.
- Facilitated a new writing program by Lucy Caulkins and revamping the math program to better meet the needs of changing standards
- Supported the expansion of opportunities offered to our students in the fine arts like a Artists in Residence, Band, Chorus, Theater group etc.
- Instituted the schoolwide CARES program, focusing on not just making students better academically but making them better citizens
- This year the students were given the opportunity to put on a whole Veterans Day Event for the community, much loved by all.
- Encourages the annual canned food drive, working with Roger Ledoucer at the Open Cupboard Pantry actively involving the students
- He has created an environment at the school where parents, teachers, and students all feel supported and listened to. Whether I'm there to discuss my child's positive or not so positive behaviors he has always been fair and helped tackle any issue without judgement.
- Helps support the many students and families that struggle with food, heat, gifts at holiday time. If there is a need he always there to fill it.

8.2  
Brianne Lavallee

I could go on all night but I hope this provides you with a snapshot of why it is an absolute necessity for our community to fight for his continued presence. And as a parent and taxpayer I also want to voice my honest concern and displeasure with whomever even questioned his continued role here. That is the issue that needs addressing by the board and my husband and I will be sure to follow the grievance procedure in rectifying what to the community feels a gross mismanagement.

January 8th 2019

Bryan, Harry, and other board members,

Given the recent rumors surrounding ~~the termination of~~ Tim O'Connell's contract, the PTO has prepared a statement that we would like to share.

The PTO board and supporting members spend a great deal of their personal time volunteering at both schools, which means working closely with students, teachers, school staff, and Mr. O'Connell. Our frequent presence in school has given us insight into the positive environment our children are thriving in.

*as he is fondly called.*  
Mr O has been an unwavering advocate for our students. He invariably mandates that every opportunity is available to every student regardless of financial hardship or complexities at home. He has approximately 300 students and two schools under his care, and he knows the name of every single child.

Since we are often poking about in the front office or hallways, we frequently witness students interacting with Mr. O'Connell. We see them run up to him on the playground to tell him about a poem they wrote, a funny story or a problem they solved. We see them outside his office at recess begging him to come play kickball on the flat. We see them feeling safe and cared for at school every day, greeting him at pick up and drop off, and drawing pictures to hang on his office door. We see them engaged in their learning and proud of their school, and in doing so, we see them shine.

Of course, there may be some who have had differences with Mr. O along the way, but as you can see here, a vast majority truly appreciate and love what he has accomplished for our schools, our communities and our children. Parents tell us they appreciate how he excites and engages kids to learn with his willingness to be duct taped to a wall or to kiss a frog (and go searching for that frog in question). Parents tell us how their children are shown and taught respect every day. Parents tell us that Mr. O'Connell makes time to communicate with parents and solve problems that arise. Lastly, we've heard about the tough calls he's had to make and the difficult conversations he's handled with compassion and respect.

*and unites* → *and this is what he has done*  
A great principal builds more than a strong school. He builds a strong community. Mr O'Connell is an important figure in the lives of students and parents alike. He fosters growth in students and faculty. He connects families with the school and with each other. His commitment to serving the community, in our experience, is unparalleled in this district and beyond.

Yours respectfully,

Louise, Dawn, Erin and Susan

FRES/LCS PTO

*LC*  
Louise Cattigan

matth Mannarino

### PHONES WERE DOWN

- NO PA (UNABLE TO CALL LOCKDOWN)
- CAN'T CALL OUT DURING EMERGENCY
- PARENTS CANNOT CALL IN

PA Mannarino

①

### SCHOOL OPENED THE FOLLOWING DAY KNOWING PHONES WERE DOWN

- OVER RECOMENDATION FROM CHIEF OF POLICE
- OVER RECOMENDATION FROM PRINCIPAL
- AMIDST CONFUSION DUE TO NO PLAN THAT SHOULD HAVE BEEN CLEARLY COMMUNICATED TO PARENTS AND STAFF

②

## MEDICAL EMERGENCY A FRES AND WLC THE FOLLOWING DAY

- FRES, HEAD INJURY (EVERY SECOND COUNTS)
- WLC, STUDENT COLLAPSED IN HALLWAY (NEAR TIME OF CLASS CHANGE) WITHOUT PA LOCK DOWN COULD NOT HAVE BEEN CALLED, STUDENT COULD HAVE SUSTAINED FURTHER INJURY (TRAMPLED), EMS WOULD NOT HAVE BEEN ABLE TO GET THROUGH PACKED HALLWAY

CALLING 911 FROM A CELL PHONE IS NOT AN ACCEPTABLE  
CONTINGENCY PLAN

- 911 CALLS FROM CELL PHONES ARE ROUTED DIFFERENTLY THAN LAND LINES (DELAY)
- 12/27 CENTURYLINK OUTAGE CRIPPLED CELLULAR 911 CALLERS GOT BUSY SIGNAL (CENTURYLINK IS IN 370000'S 911)

## CONCLUSION

- IT WAS LUCK THAT THE MEDICAL EMERGENCIES DID NOT HAPPEN ON THE SAME DAY AS THE OUTAGE
- OPENING THE SCHOOL DURING THE OUTAGE, OVER THE RECOMMENDATION OF THE CHIEF OF POLICE, WITHOUT A SUFFICIENT PLAN WAS RECKLESS
- ON WHAT BASIS WAS THIS LEVEL OF RISK ACCEPTABLE

Joanne Dufour

Good Evening,

I would like to speak as an individual and for those individuals standing with me to voice their support for Mr. Tim O'Connell. I believe this is a matter of public concern.

Mr. O'Connell is a man of good character, who was chosen to lead the consolidation of the two schools, two communities and did so with great success. Mr. O'Connell's leadership benefits students and families in your district and deserves recognition. He is devoted to this community. I could go on with the accolades, but instead it is with great pause that I appeal to the board to examine why we need to be gathered here tonight.

Thank you for your time

J. Dufour



<sup>Kelly</sup>  
My name is Kelly Gibson and I am a resident of Wilton. I am here before you to comment on my approval of our elementary school Florence Rydeout. Often elected officials, like yourselves, hear only complaints. I would like for you to hear this evening the positive changes that have been made.

For you to understand what FRES has become over the years it is important to reflect on where you were . Years ago my older two children attended this district prior to the renovation. I call this time the dark ages. It was a time when the school lacked an occupational room, where one could walk down the halls to dark and depressing hallways and staff lacked joy and aloofness. There was minimal enrichment and opportunities for our youth. Most importantly FRES lacked an appropriate leader for the school that could bring parents, teachers, and children together harmoniously.

I was very afraid and extremely hesitant about moving back to a district after our many negative experiences. Over time my feelings have changed for the elementary school not to be confused with the high school.

The Florence Rydeout I see today is bright and lively. Staff are pleasant, appear happy and seem more invested then in prior years. We have more enrichment opportunities for our youth. Our children appear to be more excited to learn and there is more involvement by parents than ever before. We have a harmonious relationship between teachers, children and parents that leads to better and brighter future for our children. This relationship is an important asset and can not be overlooked; after all, it does take a village to raise a child. At Florence Rydeout we have a village. This village would not be possible with out a leader to navigate and secure the positive direction that many of us parents and teachers I assume feel.

Fortunately we have an amazing leader our principal Mr O'Connell. He deserves the credit from bringing FRES from the dark ages to the present which I can only guess was not an easy feat in a town that is often set in their ways and dislikes change.

After 20 years of being a parent and now a grandmother and almost equivalent years in working as an educator and volunteer for public , charter, private schools and homeschooling COOPs I have never seen a more active principal who is clearly invested in his profession. Mr. O'Connell does not hide in his office like previous principals in Wilton. He is visible, always participating, and paying attention. You can find him out on bus duty no

matter what the weather condition maybe. You can find him dressed as Santa, kissing a frog and even taped and suspended to a wall, all in the effort for our children's happiness .

I would find it unfortunate if there was a day in which Mr O'Connell would not be our great leader. I would even be more displeased if the reasons to not continue with his employment is based on Mr O Connell not agreeing or not wanting to do something that administration ask of him that would be against his professional beliefs.

Our children need continuity and a big change in leadership could have profound negative effects to the student body. I would hope that the school board would continue to respect and value the integrity of Mr O and understand that it is important to have him continue his great work at FRES. Thank you for taking the time to listen to me this evening.

Becca Hazen

Becca Hazen  
My name is Susan Giatto. I am a Wilton resident and a mother of ~~two~~ <sup>one child</sup> ~~children~~ <sup>who have</sup> attending Florence Rideout Elementary School.

I'm here tonight to voice my support for Principal Tim O'Connell. I understand that you are privy to information I don't see, and that you are bound by laws about what you can and cannot speak about. This ~~email~~ <sup>statement</sup> is simply to provide extra information that I hope you will take into consideration moving forward.

As school board members, I'm sure you understand the critical role a principal plays in shaping a community. An administrator who inspires the level of admiration and loyalty we see tonight for Mr. O'Connell is a very valuable asset. Regardless of whether these rumors are true, the response to them says something about his role in uniting a community with diverse needs. If there is even a chance the board or superintendent are considering non-renewing him, I must ask why.

We've seen quantifiable improvement at FRES and LCS, an involved parent community, and many positive interactions with this administrator. It is hard to believe he could be grossly incompetent given those facts. There is no criminal or ethics charge that we have heard of. A great number of people have come forward supporting Mr. O'Connell's leadership, policies, and results. It leaves us to wonder whether this could be simply about cost cutting or a difference in educational philosophy between Mr. O'Connell and other players. Could they be considering changing the direction of schools considered by many to be the brightest star in the district? Is it even possible that he could be incompetent enough to warrant a non-renewal given he has exceeded so many visible measures of success? Would so many voices speak up for a mediocre leader? I don't think so.

Every public indication has suggested that Mr. O'Connell is incredibly devoted to this community. Now, if all of this is just a false rumor and we've all been put through the ringer for no reason, that would be tragic. My gut says there's more to this story, but I do not have the power to investigate and understand all sides of this complex matter. I'm putting my faith in you.

Becca Hazen  
Our only power is our voices and I want to make sure we are heard.