

**WILTON-LYNDEBOROUGH COOPERATIVE
EMERGENCY SCHOOL BOARD MEETING
Tuesday, April 7, 2020
Wilton-Lyndeborough Cooperative M/H School-Media Room
6:30 p.m.**

Due to the state of emergency declared by the Governor regarding the COVID-19 outbreak, and subsequent Emergency Order #12, the Board Chair determined that the physical presence of a quorum within the time required for Board action is not reasonably practical and therefore authorized participation of Board members via videoconferencing/audio.

Present: *Alex LoVerme in Media Room. The following members participated remotely: Jonathan Vanderhoof, Mark Legere, Tiffany Cloutier-Cabral, Charlie Post, Paul White, Brianne Lavallee, Jim Kofalt, and Carol LeBlanc on telephone.*

Superintendent Bryan Lane preset in Media Room, Online participation: Business Administrator Beth Baker, Principal Brian Bagley, Assistant Principal Sarah Edmunds, Director of Student Support Services Ned Pratt, Technology Director Mark Kline, Curriculum Coordinator Julie Heon, and Clerk Kristina Fowler

The videoconferencing link was published several places including on the meeting agenda along with the Superintendent's email to be used for written public comment.

I. CALL TO ORDER

Chairman LoVerme called the meeting to order at 6:30pm. He thanked staff and parents as a community for helping the students. He also thanked staff for making all the arrangements for the meetings to be virtual. He noted none of us ever expected anything like this and spoke of the importance of staying patient and informed.

II. ADJUSTMENTS TO THE AGENDA

Superintendent noted he had resignations to inform the Board of after action items.

III. PUBLIC COMMENTS

The public comment section of agenda was read.

Superintendent called out all the phone numbers and names joined in the meeting asking if they wanted to comment.

Ms. Jo Anne Dufour read a letter; a copy can be found with the minutes. She notes that she usually speaks as the WLCTA President or a concerned individual; today, she is speaking as a counseling professional. She expressed we are dealing with something we have never dealt with before; an unprecedented global crisis. The School Board has a difficult task; including looking at cuts. Eliminating a school counselor would be difficult at this time. The question remains, how will these cuts affect students who will present with increased anxiety and social emotional concerns and potentially decreased academic achievement. She understands cuts needs to be made but if there is a decision between the curriculum coordinator position and a school counselor it is her hope the Board keeps the school counselor. This is not a time to take away someone who is highly trained; it would be difficult to take this away from students. She adds the Board has asked about test scores; students cannot do their best in school when social emotional lives are at risk. She asks the Board to consider that factor in making decisions.

Superintendent informed the public, if they wish to make a comment and do not have access to email they can text him; number and email address provided.

IV. BOARD CORRESPONDENCE

a. Reports

i. Superintendent's Report

Superintendent reported as we enter our 3rd week of distance learning; he thanked parents, guardians and staff. He notes this is not easy but has seen well organized pieces from the staff. Devices are out to 1st and 2nd grade now. We

are working to make sure we are doing things in a timely fashion. We are working with staff and holding meetings. A possible schedule concept which has been recommend by organizations in the state such as the Principals Association will be discussed later. He has tried to attend the commissioner's meeting on Wednesday and Thursday and Superintendent Association meetings; all are online. We are looking for a waiver in order to feed all students under age 18 regardless of the financial status. State assessment is not happening at this time; may happen in the spring. We have been working hard to make sure we are providing SPED students with services. We are giving direct services online and in person for one student. We will also have a conversation about spring break and the spring athletic season is still up in air. Again, thanking everyone for all they are doing.

ii. Business Administrator's Report

Ms. Baker reports the business office continues to pay staff and vendors; is coming in on a limited basis. Ms. Baker has some side projects she has been working on such as reaching out to SchoolCare to provide pricing of benefits including life and disability; a quote came in from Delta Dental with no increases, but it still doesn't hurt to see if there are any other potential savings. She has been writing job descriptions for her staff and automated the teacher contracts to be generated out of IVisions software. She is working on open enrollment which will be an electronic driven process. She is working with Mr. Erb, looking into securing some gas and oil pricing. Ms. Roske and the food service staff have done an amazing job feeding families and organizing the kitchen and cleaning. Ms. Roske has created a staff handbook and is working on the Wellness Policy.

iii. WLC Principal's Report

Principal Bagley complimented teachers grades 6-12 for a positively outstanding job saying it is short of being remarkable. He adds, what helped us is that we are a 1:1 school. Each student already had a Chromebook. "We jumped right in and put together a schedule". The majority of students are involved daily and teachers are adding assignments each day and night. He expressed there have been some bumps and they are handling them as they come. There are meetings happening all week long. He worries a little about the load on the students at home. It is tough to educate the students when you can't see them or sit down with them.

Chairman LoVerme asked Principal Bagley to provide some documentation for the website on the section in his report that states the White House publically acknowledged NH as leading the way in distance learning. Principal Bagley will provide documentation.

V. DISTANCE LEARNING

Superintendent reported there has been a document introduced through multiple organizations including NHSBA, Teacher's Association, Principal's Association on recognizing the rigors and learning curves of distance learning. They are recommending a schedule change which he would like to move forward with. Students would have "regular schedules" Monday, Tuesday, Thursday, Friday with Wednesday being an enrichment day to allow the opportunity to catch up as 5 days of new material is difficult. This is not a day off for teachers he cautioned. Teachers will be communicating with students, working on curriculum and moving forward with things. He believes this would be advantageous to the students and parents who are carrying a big load right now.

Discussion was had including that things have been going extraordinarily well compared to stories in other districts. A question was raised if there a way to modify the schedule so that students who don't need remediation can continue on; not wanting to hold anyone back or behind. Superintendent reviewed in a normal week there would be a day for covering or recovering material. For those students who are moving along, the teacher would create enrichment. Superintendent will speak to teachers via email. A question was raised if we are seeing kids fall behind or struggling and if so is it a large portion or are they keeping up with the work and is it satisfactory. It was noted the teacher's feedback is they are struggling to keep up.

Superintendent reports with the new recommendation that we should all wear masks, he has asked teachers not to come in for the next two weeks unless they need to and if so from 10am-12pm. They would need to inform him when they are coming so the appropriate cleaning can be done. He notes we are trying to protect the custodial and food service staff. The Board had agreed to pay hourly employees through April 3. Paraprofessionals and ABA staff have

tasks, clerical staff has tasks working with purchase orders and taking attendance. A question was raised if all the hourly employees are doing some sort of work. Superintendent responds they have students they work with; probably not 6.8 hours of it but are available for students and will work with the children to give them what they need and giving their best effort. It was suggested for them to be available to help students who need remediation for this type of learning as the teachers can't get to everyone; the teachers could reach out for the help. Superintendent responded the Principals can create something for this to happen. A question was raised if there is any type of tracking being done to see what progress is being made. Superintendent responds assignments are coming in and graded; there is a high percentage of effective participation. There are those students who do not participate during normal school time regardless. The question was clarified to be asking about staff not students. Mr. Pratt spoke to this that every interaction with students is being recorded, the topic, the amount of time during the day, the week, and what is in process. He encourages supporting the paraprofessionals, related service staff, and ABA's as they work with all families. A question was raised if the nursing staff is working daily as there may be some instances where there is a need in the community for some nurses to help with acute cases in area hospitals and if there is a way we can work around this; what are the requirements. Superintendent responded nurses are checking in with students who have conditions such as asthma and diabetes on a daily basis and he is getting reports of any anomaly. If a nurse requested to work in a different capacity, we would be open to working with them on that.

A MOTION was made by Mr. Vanderhoof and SECONDED by Ms. Lavallee to continue to pay hourly employees through May 4, 2020.
Voting: via roll call vote, six ayes; two abstentions from Chairman LoVerme and Mr. Legere, Ms. LeBlanc's vote could not be heard. motion carried.

Superintendent confirmed no vote was needed for distance learning schedule change as no objection was heard; it's an administrative piece.

VI. SPRING BREAK

Superintendent spoke regarding spring break and some prefer to have it and some do not. He has not heard of any district who is not taking the break, but most are discussing it. He is unclear what it means contractually with the Union as there is a schedule set up. He is asking the Board if they would approve an email to be sent to parents to ask their preference of having spring break or not and ending the school year early. There is another Board meeting in 2 weeks; results can be reviewed. It was noted that the Merrimack and Amherst districts are cancelling their break. Concerns were raised that some students are stressed without having a face to face instructor and their peers next to them. This is new for parents staying home all day working with their children and it would be a break for students as well as parents. Opinions shared including wanting to move forward with the schedule created and if parents wanted to continue the school day structure they could and those who needed the break would have it. It was suggested to obtain feedback from the Union. Superintendent noted many Superintendents are not confident that we will return this year (he is not saying that is the case) as the Governor has not made a decision at this time. Regarding graduation, if we do not return, we could have it around Thanksgiving break when the students would be home. He would have that conversation with the student body as it is their graduation, if it turns out it is needed. It was also suggested to have it in the summer before students go to college.

A MOTION was made by Chairman LoVerme and SECONDED by Mr. Post to obtain feedback, including from the WLCTA prior to making a decision on spring break.
Voting: via roll call vote, eight ayes; one abstention from Chairman LoVerme. motion carried.

Superintendent will create a letter, share it with the Board prior to sending it to parents.

Superintendent spoke that the custodial staff has done a deep cleaning of every surface in the building and as we move forward they will get a head start on summer work. If we get far enough ahead it may result in cost savings of

not hiring summer help. He thanked Ms. Roske and the food service staff as some of the distance learning would not happen if the students were going hungry.

VII. BUDGET 2020-2021

i. Finance Committee Update/Proposal

Mr. Post reviewed the School Board put together a Finance Committee with the goal to reduce the budget to align with the public vote. The reduction needed is \$411,444 and the objective for the Finance Committee was to present a proposal to the School Board. He noted we are up against a deadline. The Superintendent let the state know we may be delayed; we are already past the deadline. He reviewed that the committee spent a great deal of time trying to get to the number, they have not discussed what fund raising support could be done. As a committee, they have met 6 times to look at ways to meet the reduction. It was a challenge with the guidelines of Covid-19 in place. They moved to a virtual setting early on. Public was invited to join; Budget Committee members joined in, Jeff Jones, Lisa Post, and Bill Ryan. Feedback was solicited from stakeholders; the committee wanted to be open and transparent. He notes this is a challenging and emotional issue. A lot of great feedback was received; the last meeting had 37 people in the meeting. The proposal was adjusted according to the feedback and are presenting those 2 options this evening. A copy of the two options can be found with the minutes.

The 2 options were reviewed in detail by Mr. Vanderhoof, line for line. Both options include reductions or eliminations in the following areas: co-curricular (band at FRES will be moved into the school day-no need for afterschool funding), in athletics, the tennis court still need to be done, (removed storage container, bleachers and softball field fencing), curriculum (reduced books, printed materials, math curriculum) dues and fees (eliminated and reduced some), new and replacement equipment/furniture (hinges/door handles, desk chairs, café table can be put off also added funds to this for those that have to be replaced), miscellaneous (guest speaker during Red Ribbon Week removed-area for possible fund raising or work with nonprofit) professional development (reduced superintendent travel/PD and removed mentor cost for alt 4 certifications-teachers that are hired in critical need areas are hired and will obtain certification), repairs and maintenance (stair treads and lockers removed), school board costs (superintendent search eliminated-can be done in-house), software (identified some to remove and contingency), travel conferences (Superintendent conferences and travel reduced), technology (removed contingency also added funds to account for repairs/maintenance needed) eliminated alternative education position, transportation (eliminate 1 HS trip-area for fund raising-not used last 2 years) reduction to .80 for one WLC PE teacher and music teacher (based on enrollment), dental rates (decreased rate to actual), reduction in LCS nurse to .80 and custodian to .75 (will still have nurse coverage and able to clean the building), eliminate .50 business office new position, salary savings from new WLC Principal and district BCBA (actual savings), insurance change for non-union staff to 85/15 cost split (affects nonaffiliated staff), and health insurance buffer (decreased contingency).

The differences in the two options are option 1 labeled “keeping 6th grade at WLC with half time counselor” includes reduction of school counselor to half time, eliminates 1 MS teacher and the insurance buffer reduction is \$5,000 (as opposed to \$8,000 in option 2). Option 2 labeled “keeping 6th grade at WLC with 8 MS teachers” includes eliminate the MS counselor, not eliminating a MS teacher, reduction of non-union salary increases (aka SAU salary incentive) from 2.5% to 2%, reduction of superintendent salary increase of 2% and the insurance buffer used is \$8,000 (as opposed to \$5,000 in option 1). Each of the options reduces the budget by \$411,444 as needed. The main difference is keeping 8 MS teachers and a half time school counselor or eliminating one MS teacher and keeping a full time school counselor.

It was noted regarding the math curriculum, this was a decision made by the curriculum coordinator and her team. The other curriculum supplies were reduced and fund raising can be done if needed. Regarding the SAU salary incentives and superintendent salary increase, it was expressed that if this option was to be selected, the committee wanted to pay those things back retroactively at the end of the year given there is a sufficient fund balance.

A question was raised why funds would be taken from certain lines and to be put back into other lines. Mr. Vanderhoof explained, it was recognized by eliminating an area we will have unplanned expenses such as hinges and door knobs were eliminated but we may need to replace a few but not 10 for example; we wanted to be sure it was something we could still manage.

A question was raised regarding alt certifications. Superintendent explained if we hire a teacher in an area of critical need and they are not certified in the subject area, the teacher goes through an alternative process to become certified

and the funds are used to pay for services of a mentor. At this time, we don't not have any resignations in these areas. If we do it, it will have to be "run in the red" due to no transfers and the School Board and public would be aware.

It was noted that there are multiple copiers throughout the district. The question was raised if it had been looked at to eliminate any. Superintendent reviewed that Ms. Baker at a school board meeting in January or February had brought forward a concept to work with a company in a manner to reduce copier cost. Due to the coronavirus, their efforts are delayed; the hope was by now we would have known how much savings to expect. It was noted a member of the public had voiced concern about this area.

A concern was raised about potential workers comp/insurance claims due to removal of stair treads as Mr. Erb had indicated previously these were needed. The question was raised if someone checked those to make sure we don't need to replace them. Mr. Legere responded the Facilities Committee did review this at the last meeting and the treads Mr. Erb had spoken of, relate to the rubber. There was no identified safety issue.

A question was raised regarding what subject would be removed if cutting a MS teacher. Superintendent responded currently there are no resignations from the MS and we are nominating all of them. He reviewed what the staffing would like at the MS. He noted if we did have the reduction there would be 6 teachers teaching 6 grade, 3 teachers teaching within their subject area and something else outside of their subject area for one period. Some of the teachers are certified K-8. The DOE allows a teacher to teach one, possibly two subjects outside of their subject area. He reviewed what enrollment would look like.

A question was raised if the curriculum coordinator was being retained. Mr. Vanderhoof responded as far as these proposals, yes. It was a thoroughly discussed topic and talked about at every meeting. Ms. Lavallee voiced that this was the reason she didn't vote for the proposals as she felt it was an area the committee disagreed on.

Chairman LoVerme spoke regarding the alternative education position; he believes it is an important position especially since French is being cut. The person in the position can speak French. He expressed with VLACS there should be someone helping students out; they can become frustrated. He suggests cutting the curriculum coordinator to half time and the alternative education person can write grants. A question was raised if there was thought regarding who would take on the MS counselor duties and if there would be a bump in salary. Superintendent spoke to the questions regarding the alternative education position, according to PowerSchool, there are 11 students and next year with French he suspects 15-16 students. Students will be assigned by period to take classes and still have flexibility and a certified teacher. In regard to the MS counselor, the assistant principal will work in the academic classes assigned. The HS counselor is currently in charge of creating the master schedule and managing it which takes a lot of time. This will become the responsibility of the principal and assistant principal. The HS counselor would still be involved, but would not be responsible for it and can take on other responsibilities. According to the DOE, the maximum number of students for a school counselor is 300 and enrollment would be about 295; it's at peak but within requirements. Discussion was had regarding the assistant principal taking additional responsibilities and concern was raised. Superintendent reviewed the assistant principal and principal spend about 70 hours in staff evaluations plus the summative evaluations the principal does. For the principal to do this alone it would be difficult and not practical. The assistant principal can work with students on a MS level around study skills, social emotional issues which our current assistant principal has a passion for. A request was made to hear from the Assistant Principal, Ms. Edmunds. She voiced during her day she is exceptionally busy mostly working with students and does work with the counselors. If classes would be added to her job, it is doable as long as the incoming principal is aware and willing to lose her for those hours. Concern was raised that there are a lot of "what if" with this plan and this is the principals first year here.

It was explained these proposals were not the original proposals; they discussed moving the students to FRES and the reduction of the MS counselor was made as there would be a reduction of the number of students at WLC. When they moved to this model, the primary recommendation was option 1 and once they had additional parent feedback whether to keep the students at WLC or move to FRES they decided to move ahead with this recommendation. If the students were to go to FRES a half time SPED position would need to be added. The committee felt with that savings they could keep a half time counselor. Keeping the MS teacher was a trade-off; we needed to come to a number and you could either have the half time counselor or teacher.

Ms. Cloutier-Cabral spoke of a discussion with Chief Olesen regarding the SRO who could do some of this and could be an option. Mr. Vanderhoof expressed the committee wanted to create a scenario where the majority of reductions would be ongoing savings. He voiced the concern is adding things back into the budget the following year and ending

up in the situation we were in already. The vote was to decrease spending; adding expenses in the following year is not a good thing.

Chairman LoVerme voiced wanting to see an option with the curriculum coordinator at half time, keeping a MS counselor at minimum of half time. Discussion ensued which included adding to the assistant principal's responsibilities may be difficult, there is an option that keeps the counselor at half time, eliminating a MS teacher was in every one of the prior models the committee looked at except the recent ones. When the students come back it will be a tough time for them. A question was raised if the committee looked at eliminating a bus route; the busses are not full and if the committee looked at the food service program. Mr. Vanderhoof explained the committee looked at pretty much everything; you can get there probably, but the Business Administrator may be unhappy if there are no buffers and there is the potential to end up in the same situation as last year and having to ask for more money because we didn't make the proper cuts. It is not a good financial situation to be in and he doesn't want to be there again.

Discussion continued about reducing the curriculum coordinator. Mr. Vanderhoof voiced strongly his opinion is not to reduce this position in any way. It was noted we are saving roughly \$10,000 annually in professional development expense as it is being done in-house and a lot of grant money has been brought into the district. Professional development is something the Board has been trying to get more of and finally has an additional day; reducing the position that guides this and pushing our district forward with better and more streamlined curriculum will affect every student now and in the future. Ms. Lavallee voiced that this is the one area she disagreed with the committee about. She agrees with satisfying the need to create ongoing savings. The Superintendent's contract is up the end of next year and suggests laying out a plan for the Strategic Planning Committee to hold the curriculum coordinator position for one year and bring it back the following year, adjust the administrative structure with possibly making the Superintendent position half time and looking at the principals. Ms. Lavallee has done research as well as obtained feedback from Dr. Heon; MS is a pivotal moment for students and doesn't feel it would be in the student's best interest to not have the support. Ms. Lavallee researched information on the planning of the MS model which focuses on content specialists. She notes Dr. Heon had said it is possible to do this and it is better to keep teachers and model in place. Ms. Lavallee believes there are other ways to get the reduction of \$411,444. Mr. Vanderhoof pointed out that Dr. Heon had also said keeping the continuity would be difficult. This is a "dip" and are looking for long term savings. Discussion continued regarding the options with varying opinions. Mr. Post added we do need to make cuts and are looking for long term cuts; he believes the proposed options work. Mr. Legere noted he is in favor of obtaining the MS teacher and MS model and agrees with the value of the curriculum coordinator; although Dr. Heon has said we could survive a year without the position we may be able to maintain status quo, the Superintendent was clear some documentation still needs to be created and we want more than status quo.

*A MOTION was made by Mr. Legere and SECONDED by Mr. Post to go with the option that retains the MS teacher and the elimination of the MS school counselor. **

Further discussion was had including prior to Dr. Heon's arrival the position was a shared and didn't work well. Concern is going back to where we were, teachers, counselors and principals can write grants, reduce all buffers in the budget and keep the curriculum coordinator; it is a vital position although that means likely having to go back to the towns for additional funds or make cuts not planned on. Dr. Heon was asked for feedback. Dr. Heon expressed she feels there are pros and cons and her heart is with maintaining the MS structure and has always felt strongly about that. The MS has worked tremendously hard and there has been a lot of negativity about why our students at the MS have not performed; there are several reasons for that. She would not like to see the curriculum coordinator position be eliminated. There are structures in both buildings to support the structure we have built rather than changing the MS model. In terms of grants, some grant money can be used from each of the grants to pay a small stipend to someone to write and manage the grants.

**Voting: via roll call vote, four ayes; four nays, one abstention from Chairman LoVerme.
Chairman LoVerme votes due to tie: nay, motion fails*

Discussion continues including a suggestion to send it back to the committee for an additional option with the curriculum coordinator reduced and part time counselor. Mr. Vanderhoof expressed he does not want to have any part of cutting the curriculum coordinator and will remove himself from the committee if that is the direction. It was noted the statement was made the community wants the budget cut and for it to stick. Shaving some off here and there is not doing it; you are just decimating any hope of a fund balance, it is not a true budget. A question was

raised if there is any savings this year outside the \$184,000 could it be used to pay for supplies or repairs for next year. Response was this does not get us any lower budget. It was expressed that we were asked to make structural changes and we don't seem to be able to do that, proposals were brought forward with ways to achieve those goals. Discussion continued with same scenarios of current proposals vs. reducing curriculum coordinator to half or for a year and change the Superintendent role to half time or a combination of roles. It was recommended the committee be reformed. It was asked before the committee is reformed that there be consensus to be willing to make cuts. It was noted how much time the committee members spent looking over the budget to come up with these proposals.

*A MOTION was made by Ms. Cloutier-Cabral and SECONDED by Ms. LeBlanc to table this and send back to the committee. **

Discussion continues including that there was a recommendation initially that didn't even make it to the committee to move students out of LCS saving over \$180,000 approximately, also to move the 6th grade to FRES and this was changed based on feedback. Mr. Kofalt expressed concern that we have a committee that was deliberately formed by the Board with different perspectives and that group invested a lot of time; he is not sure what it gets us to go back to another committee. This is the time for the tough decisions. He would not support this.

Ms. Baker expressed she needs a budget. Contracts need to be generated; it's time. If this gets reallocated to another group, she asks it be done very timely so we can move forward. Mr. Post suggested we continue this meeting, do the math with the Chairman's proposal knowing we may end up with another closely split vote. This is the time for the Board to make a decision. He wants to settle this tonight and work it out as a Board. The hope had been a smaller group could come to a decision but maybe the whole Board needs to do it line by line.

**Voting: via roll call vote, five ayes, three nays, one abstention from Chairman LoVerme; motion carried.*

It was suggested a timeline should be determined for the committee. Discussion continues including asking for volunteers for the committee. Committee formed as Ms. Lavallee, Mr. Post, Ms. Cloutier-Cabral and Ms. LeBlanc. Discussion was had if another Board meeting should be scheduled. It was noted if 1 of the 5 people who want to reduce the curriculum coordinator position could make a motion to do that and if it passes we can move forward. Ms. Cloutier-Cabral voiced we may not all be thinking the same thing and would prefer the committee talk about a third option; it warrants another look. The committee will meet tomorrow, Wednesday, April 8.

Ms. Lavallee asked the Superintendent to provide a list of supplies with dollar amounts for the community to help with and specific areas to fund raise for. Mr. Post asks for consensus if the Board doesn't accept the Finance Committee proposal that they amend it until it is complete and not kick the can down the road because of reluctance to make decisions. Mr. Vanderhoof expressed concern that it is his opinion there will not be true budget reductions and does not reflect the will of the voters. Ms. LeBlanc expressed by removing the counselor and MS teacher, that is not reflecting the will of the voters either; we need another source. The committee will meet tomorrow evening.

VIII. ACTION ITEMS

a. Approve Minutes of Previous Meeting

A MOTION was made by Mr. Vanderhoof and SECONDED by Mr. White to approve the minutes of March 17, 2020 as written.

Voting: via roll call vote, eight ayes; one abstention from Chairman LoVerme, motion carried.

b. Nomination Slate

Superintendent reported there are resignations coming forward that we are aware of and are not on the list; the Board can vote to accept or amend the list of nominations.

A MOTION was made by Mr. Vanderhoof and SECONDED by Ms. Lavallee to accept the nomination slate as presented.

Voting: via roll call vote, six ayes; three abstentions from Chairman LoVerme, Mr. Legere, Mr. Post, motion carried.

c. Committee Assignments

Mr. Vanderhoof informed the group the Budget Committee may be meeting sometime in the next coming weeks.

- **Budget Committee Liaison**

Consensus is for *Mr. Vanderhoof* to continue as Board liaison. He agreed to continue.

- **Negotiations Committee**

It was noted that there are 2 contracts to be negotiated WLCTA and WLCSSSA. It was suggested to have the same committee members for both. Superintendent confirmed the only thing that is similar is health benefits. There will be 2 separate committees formed. Committee for *WLCTA* contract will be *Chairman LoVerme, Mr. Vanderhoof* and *Ms. Cloutier-Cabral*. Committee for *WLCSSA* contract will be *Chairman LoVerme, Mr. Post* and *Mr. White*. Committees will start in August or September.

- **Facilities Committee**

Mr. Kofalt volunteered, *Mr. Legere* would like to remove himself, *Ms. Lavallee* volunteered, *Ms. Cloutier-Cabral* volunteered.

- **Strategic Planning**

Consensus was to table this.

- **Policy Committee**

Mr. Legere and *Ms. LeBlanc* will remain on the committee, *Ms. Lavallee* volunteers. Superintendent suggests this committee meet at least once a month to start as there are some things that need to be done.

- **Ad Hoc Committees**

A MOTION was made by Mr. Vanderhoof and SECONDED by Mr. Post to table this until the next meeting. Voting: eight ayes; one abstention from Chairman LoVerme, motion carried.

d. Steve's School Bus Request

A copy of the bus contract was provided to members for review. Discussion was had regarding the bus contract wording (specifically item 6) and that *Mr. Browne* wants to be paid the contract minus fuel and insurance. He had said the school year is not over/shortened; the students are still in school therefor should be paid as such. It was noted the Federal Government has put out a loan for small businesses to apply for to be able to pay their employees; loan would be forgiven. It is not known if *Mr. Browne* is aware of this or has applied for it. *Chairman LoVerme* notes that *Mr. Browne* has forwarded some information that says the Government will try to make school districts pay the entire contract. *Mr. Browne* has told him he is paying staff 55% of their salary. A question was raised if council has been contacted. Superintendent confirms not at this time. It was suggested to speak with council. *Chairman LoVerme* will reach out to *Mr. Browne* to find out if he has considered applying for the loan. It was noted there is language in other areas of the contract that talk about transporting of students. *Chairman LoVerme* confirmed *Mr. Browne* is requesting the district to pay him the contract minus the insurance and fuel; he has cancelled the insurance and is not using the fuel. It was noted there is a clause in the contract that says insurance has to be retained otherwise the contract is void. *Chairman LoVerme* believes if we paid him the contract at 100% he would pay his staff at a 100%. Suggestion was to pay the 55% as written in the contract (item 6). It was suggested to talk and negotiate with *Mr. Browne*; he has done a good job and is a member of the community. It was noted when the contract was awarded concessions were made for him. Superintendent confirmed a letter was sent to *Mr. Browne* and he is aware of the intention to pay 55%. It was confirmed when changes are made to the bus route, *Mr. Browne* follows the contract and charges the district for the change. The question is what constitutes a shortened school year whether he is transporting students or the students are not going to school. It was suggested to direct the Superintendent to speak with council. *Mr. Post* believes we can come to an agreement with *Mr. Browne*. Superintendent will have council review the contract and *Mr. Browne* will be informed.

- **RESIGNATIONS / APPOINTMENTS / LEAVES**

Superintendent reviewed he has resignations for the end of this year from the following, *Ms. Claudette Barker*, FRES music teacher, *Ms. Kim Sheridan*, FRES school nurse, *Ms. Ashley Goggin*, MS school counselor. He informed the group *Ms. Shirley Schneider*, HS math teacher is moving forward with her resignation and there is a staff member who had submitted a letter who has decided to remain with the district. No votes are needed.

IX. PUBLIC COMMENTS

Public comment section of the agenda was read.

Superintendent called out all the phone numbers and names joined in the meeting asking if they wanted to comment.

Ms. Laura Gifford spoke regarding a letter she sent to the School Board requesting to be able to use flex time and says it wouldn't be a violation of the contract. Superintendent relayed that is a human resources question and will obtain clarification for her. She commented that she became full time in 2015 and started retirement benefits and will not be taking retirement. She says she can save the school board funds under the retirement line. It was noted it is interesting

and can be looked into. Superintendent responds that the NHRS requires the district to pay benefits to anyone working 35 hours or more; it is not possible. If she is working less than 34 it is. He directed her to follow up with him tomorrow.

Ms. Susan Ballou commented that she sent the Finance Committee spreadsheets to get them started and help them out.

Ms. Lisa Post spoke to remind folks in the light of the situation we have, the economic crisis, and when you think about fund raising for things in next year's budget, she cautions this may be going on for many months and the focus will be keeping and sustaining families. Not to use that to substitute for savings. They are expecting a third of small businesses to fail. She notes you need the whole Board and Finance Committee to take the entire situation in hand when making these decisions. She urges members of the Board when they are voting, when this comes up, that they stay there and vote, come to an agreement and not leave. This puts the school in a difficult situation without having a solution. She asks the Board to stay and make a decision. She thanked all for what they are doing.

X. SCHOOL BOAD MEMBER COMMENTS

Ms. Lavallee thanked the members of the Finance Committee for all the hard work they did. She thanked the parents for working hard during distance learning and all the staff; it is a difficult time with a lot of questions and some days we just need to do the best we can. She noted her children appreciate the online learning experience and the videos being able to see their teachers every day.

Ms. Cloutier-Cabral echoed what Ms. Lavallee said thanking everyone and all having patience as we work through this. She appreciates all the work people are doing and realizes it is difficult for everyone.

Mr. Post thanked everyone on the Finance Committee and noted a lot of time was spent but looks forward to a new path. He thanked all those who joined in the meeting this evening, at the peak, there were 64 people. Maybe this is a format we can use but hopefully all in a room together. He thanked the Superintendent for all the work he is doing to support them.

Mr. White thanked everyone on the Finance Committee although he didn't agree with the plan, he looks forward to working through it with everyone. He appreciates the support from the staff and all the hard work that is being done. He notes, we are ready for a break.

Mr. Vanderhoof echoed all the thanks to the staff; it has been a tough but in comparison to other districts some are really having a tough time. It has been insightful personally for him working with his child at home to see the things she can do and it shows all the work the staff has been doing.

Mr. Kofalt echoed all the comments and knows the Finance Committee put a lot of work into it as did the staff involved. He thanked the public for joining.

Chairman LoVerme thanked everyone for the hard work they did specifically the Finance Committee and all knew this would not be easy; you don't just cut \$411,000 quickly. He notes we are all getting a taste of what it is like for the students and what they are going through and we can get frustrated just like they can. He was looking forward to an easier year but believes it will be a tough year; we won't all agree and doesn't expect us to. He thanked the public joining and all the comments.

XI. ADJOURNMENT

A MOTION was made by Mr. Post and SECONDED by Mr. White to adjourn the Board meeting at 10:05pm.

Voting: via roll vote, all ayes; motion carried unanimously.

Respectfully submitted,

Kristina Fowler