

**WILTON-LYNDEBOROUGH COOPERATIVE  
SCHOOL BOARD MEETING  
Tuesday, November 10, 2020  
Wilton-Lyndeborough Cooperative M/H School-Media Room  
6:30 p.m.**

The videoconferencing link and audio number were published several places including on the meeting agenda.

Present: *Alex LoVerme, Carol LeBlanc, Jonathan Vanderhoof (after Budget Co. mtg.), Mark Legere, Brianne Lavallee, Charlie Post, Paul White and participating online: Tiffany Cloutier-Cabral (6:49pm), and Jim Kofalt,*

*Superintendent Bryan Lane, Business Administrator Rob Mullin, Principals Peter Weaver and Bob LaRoche, Director of Student Support Services Ned Pratt, Technology Director Mark Kline, and Clerk Kristina Fowler*

**I. CALL TO ORDER**

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

**II. PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited.

**III. ADJUSTMENTS TO THE AGENDA**

Superintendent Lane reported the following adjustments: addition of one resignation, under action items substitute daily rate and formation of Remote Learning Effectiveness Committee.

*A MOTION was made by Ms. LeBlanc and SECONDED by Mr. White to accept the adjustments to the agenda.  
Voting: via roll call vote, six ayes; one abstention from Chairman LoVerme, motion carried.*

**IV. PUBLIC COMMENTS**

The 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.

There was no public comment.

**V. BOARD CORRESPONDENCE**

**a. Reports**

**i. Superintendent's Report**

Superintendent gave an overview of his report which included the majority of his time being spent on the budget. He thanked Ms. Spurrell for providing information for the budget. He had a good conversation with Mr. Mullin. He feels good about the budget scenarios moving forward. He reported we have completed the first 9 weeks of school and there are changes for in school students, remote and modified schedules that will start on November 9 with 37 students changing their model of education (9 coming into school at FRES, 11 at WLC). Some changes are still being requested and we will do our best to accommodate them. He made an inquiry to the teaching staff regarding snow days as there have been questions regarding if the snow days would be remote days. A lot of the comments were to let the kids be kids and if there is snow coming down they would want to go out and play. He also had casual conversations with parents regarding this. He has determined unless there is notice that we would be out for several days (we could call a remote day then) but snow days will be as they always been. We average about 3-5 snow days a year and because school gets out early it is less of an impact. He provided a notice from the DOE regarding extra funds from the state of \$200 per student based on last year's enrollment (Oct. 1). These are unexpended CARES funds. The Governor made the decision to do this; we heard rumors of it. We were required to submit a budget. The grant gets submitted, goes back to the Superintendent, if approved it goes back to the state again. He is assuming it will take time due to the volume but assumes we will be eligible for the funds. A question was raised if we had received the funds as it lists a payment date of November 9. Mr. Mullin will look into this. Superintendent believes payment was to be dispersed in 2 installments and be automatically deposited in the district account. A question was raised regarding the amount of funding going to High Mowing; it was believed to be 10%, this is indicating it is about 30%. Mr. Mullin will review this in his report. There was support expressed on the Board to keep snow days as snow days. A question was raised if we went beyond the 5 snow days already allocated in the calendar would we consider moving to remote. Superintendent notes we could look at this to see if we had met our requirement of hours at that time. He supports keeping snow days as snow days.

**ii. Business Administrator's Report**

Mr. Mullin spoke that over the several weeks he has been busy with the budget preparations. He has had meetings with department heads and payroll managers and has been cross checking their numbers to show where we have been, where we are and where we would like to go. The DOE has announced that each district will be eligible for \$200 per student based on the student population as of Oct. 1, 2019 through a CARES Act grant. We are expected to receive an additional \$110,200. The first round of funding was for \$69,774.02 of which High Mowing would receive \$24,391.87; that left us about a third of the amount

\$45,382.15. The second round of funding, \$110,2000 is not shared. He reviewed some of the budgeted items included laptops, Chromebooks, networking equipment, microphones and so far we have spent \$12,000 in cleaning items, testing and PPE needs. We have spent \$11,000 in building modifications for water filling stations, \$8,000 for additional labor for custodians providing additional cleaning. This leaves roughly \$32,500 remaining from both rounds of funding which will be used to cover salaries and any additional PPE or cleaning needs for the second half of the school year. He confirmed the \$110,200 needs to be spent by Dec. 30, 2020 which means the goods have to be in the buildings by then. A question was raised regarding using the funds for the long term substitutes as it will be ongoing past the Dec. 30 end date. Mr. Mullin clarified the \$32,500 will remain after we cover the initial amount before the end of this year. He confirmed we only share with High Mowing the first/initial round of funding (\$69,774.02), the second round \$110,2000 the district does not share that portion. He has been in touch with High Mowing and has received their invoices to put in for their reimbursement. Mr. Mullin will check on when the funding should be received as the DOE as the document indicates a payment should have been made on November 9 and has not been received.

### **iii. Principals' Reports**

Principal Weaver reported the National Honor Society had a fund raising table on election day selling coffee, etc. and raised over \$1,000. He congratulated them along with Mr. Krot who did a great job motivating the students. He notes it was a good partnership with the community to use our school and be involved. The Thanksgiving basket initiative is going so well they had to commandeer a classroom for all donated items. Donations have come in including, turkeys and hams; he thanked everyone for supporting the families. There were 23 students who completed their college applications today. There was over \$2,000 saved in application fees through "I am College Bound". WLC has started a partnership with Franklin Pierce and they will receive 4 student teachers. He is excited to have that many teachers supporting the school. There is the possibility for them to do some tutoring and there is an additional student teacher coming from Rivier. Students will also come in to do observations. This is another opportunity for our students to be involved with different types of teachers and learning. Superintendent notes in 4 years he believes we have only had 1 student teacher. Principal Weaver believes they will start on January 18 and will build a relationship with their mentor teachers. He notes we are really fortunate to be a part of this. It was asked if he could provide an update to basketball. Principal Weaver responded one of his sons plays and their practice starts on December 14 and games start in mid-January. He believes it will be close to the same for us, close to Dec. for practice and mid-January the official season starting. He believes they may require masks to be on with fans on and doors open. There was a brief discussion regarding what could happen if we do require masks to be worn at home and away games and the other team is not requiring this. He suspects it will regional areas again. Congratulations was given to him regarding the students applying to college and having the student teachers coming in; it's a great resource for families and students although it takes some work to bring them along and train them. Regarding the town elections, it was noted that there were comments before from the community that they didn't feel a connection to the school and it is great that the town has been into the school twice for elections. It was noted that there was not any hand sanitizer at the fund raising booth; we need to be sure that is available. Principal Weaver referred to the WLC Reporter for the ending of fall sports scores.

Principal LaRoche reports grades closed on November 6 and profiles will go home this Friday. Parent/teacher conferences are happening virtually throughout the next week. There was some confusion regarding the education model changes that have been requested. He reports a Title 1 teacher at FRES has moved into the 2<sup>nd</sup> grade teaching role. She is a certified teacher and they were able to pull students from the in-school group to make the 3<sup>rd</sup> 2<sup>nd</sup> grade class. He reports she was up and running on Monday and thanked Mr. Erb and his staff for setting up the classroom. He voiced appreciation to Ms. Kovaliv, WLC School Counselor for walking him through a program called Acuity for 504's so that now he can create them when needed. The slide at FRES has been ordered and will ship on the 12<sup>th</sup>. When it arrives they will contact the company for installation. The PTO group will meet there for installation and give us some options regarding the larger slide as we could not replace it. The PTO has started fundraising to upgrade the playground. Bus evacuation training video training was done over a span of 2 days and meets the requirements. He confirmed that the school counselor usually does the 504's or at times the school nurse would if it is medically related. A question was raised regarding who will be taking over the Title 1 tutor responsibilities. He reports after the job has been posted for 10 days they will post for a Title 1 tutor. The other 2 W.I.N. teachers agreed to increase their hours to handle all the needs for now; long term we will need to fix that.

Due to timing, they moved to the budget session and after the session concluded they returned here to continue with the agenda as written.

Superintendent/Principal Lane spoke of how wonderful it is to see the kindergarten students and invited members of the Board to come in if they have a chance. They are fun, focused and learning. He gives all the credit to the teachers and notes how amazing it is to watch the students. There is joy in what they are doing and tears every now and then. Enrollment is pretty steady; 4 additional moving to in-school and 11 are remote. Halloween was different this year, he thanked food service for providing the cookies for them to decorate at a reasonable rate. The specials teachers, art, music, library and PE made it a fun week for the kids. The need for a custodian continues and any issues with food service have been resolved. Picture retakes were last Thursday.

### **b. Letters/Information**

#### **i. Additional State Funding**

Superintendent reports this was addressed during Mr. Mullin's report.

124  
125 **VI. 7:00PM JOINT BOARD & BUDGET COMMITTEE SESSION**

126 Present: *Leslie Browne, Christine Tiedemann, Kevin Boette, Dennis Golding, Bill Ryan, Adam Lavallee, participating online:*  
127 *Lisa Post and Jeff Jones*  
128

129 The meeting started at 7:09pm. The Budget Committee met prior to joining the Board for the joint session.

130 **i. Budget Summary**

131 Superintendent reports he sent out the 20-21 budget on Saturday evening with the “actuals” column included. He notes it may  
132 not be the best indicator because students were not in the building for 3 months. He acknowledges 2 things that needed to be  
133 fixed: HS SPED transportation was decreased by accident and the other was the MS counselor salary was missing a zero, these  
134 things have been corrected. The budget is up \$336.013 (2.63%) from the approved budget of the current school year. Health  
135 insurance numbers were received today and will increase 4.2%; you will see a reduction in the next draft because it is budget at  
136 5%. Dental rates will remain flat but you will be a decrease in the next draft because we budgeted 3%. Due to a retirement  
137 notification we will modify the FRES salary account. The addition of the 3<sup>rd</sup> grade teacher was not included in the budget to  
138 show what the current expenses are. It will be added in for the next draft. He reported that he and Mr. Mullin struggled with the  
139 staff portion in the first draft until it was realized the issue was related to food service and grants (budget provided was minus  
140 food service and grants). The budget from Ms. Baker included those things. It was a combination of Mr. Mullin being new and  
141 the Superintendent not remembering she had included it. Both Boards have always wanted to see the full budget. The end result  
142 is the numbers were right. Part of the problem last year was for example; teacher orientation was not budgeted nor was a  
143 contingency for insurances. Ms. Baker budgeted for these things and included it in the salary lines. He has pulled those thing out  
144 listing them without line allocation to allow for a discussion for it to be included or not. If included it will be moved into the  
145 appropriate lines. Summer Academy is the same although we have been able to fund this through a grant in the past there is not  
146 guarantee. We can apply for the grant in the spring. Last year it ran with 5 teachers. Summer custodian is also listed the same  
147 way. These things threw him off when he was working on it because Ms. Baker had included them in the lines but it is not  
148 assigned to a person. He confirms we are still not doing budget transfers. The feedback on Summer Academy has been positive  
149 and it provides a greater readiness to return and the rate of retention was much higher. Transportation was also included and is a  
150 reason the program was so successful. It is roughly \$21,000 and served 40-55 students last year with students entering  
151 kindergarten through grade 5 and the MS had a separate program. He confirms kindergarten testing is in the LCS budget. It was  
152 noted the idea of not doing line transfers is to see where the funds are being spent, it was not so you could not spend those funds.  
153 It was expressed that the school district returned \$800,000 to the towns; it’s not to say the funds should not have been returned  
154 however there are ceiling tiles that need replacing due to a roof leak and the athletic scoreboard has lights out. If there was need  
155 to replace these things it should have been done as there was not a shortage of money. Superintendent notes it will be taken care  
156 of. Superintendent reviewed the need for the 3<sup>rd</sup> grade teacher due to a “bubble” in enrollment (60 2<sup>nd</sup> graders moving to 3<sup>rd</sup>  
157 grade next year) which will continue through the grades in the following years and what that looks like. He confirms there was  
158 an additional 20 students to our enrollment since the first day of school. It was requested to add the explanation/comments back  
159 on the spreadsheet and to be more specific than the word buffer. He confirmed the lines that don’t have account numbers are  
160 listed that way for transparency and if approved will be placed in the appropriate line item; teacher mentors would be split  
161 between the schools. A short discussion was had if there is someone lined up to write grants. Superintendent responded we do  
162 have someone helping us but we do need some additional help. It was suggested to look at a consultant. Superintendent responds  
163 we do have the past templates from Dr. Heon and once we get further along in the budget process he will have some time to  
164 work on them. It was suggested to look at a grant writer and what that might cost. Superintendent will create a document for  
165 this. A question was raised regarding the increase to the school board member stipend line. It was clarified the extra \$1,000 is for  
166 the school district clerk stipend that Ms. Baker had included in this line. There was no increase to either amount. It was noted  
167 line 253 is missing the 11, line 272 should be a 3 vs. 13 and to look at lines 405/406 that appear to be duplicate lines.  
168 Superintendent will address these.

169 **ii. Technology**

170 Mr. Kline reviewed his budget in detail noting that due to the current pandemic, the demand for portable devices and software  
171 subscriptions has increased significantly ranging from 5%-20%. The district invested significant funds into technology years ago  
172 but over the last 4-5 years there has been limited replacement of those purchases. A number of laptops and Meraki products that  
173 compose our network such as firewalls, switches, access points, and Chromebooks are reaching their end of life and need to  
174 replaced soon. Chromebooks have not been replaced in a systematic way and interactive white boards (Promethean Boards) and  
175 many projectors are not working properly and need to be replaced. He notes there are generally 2 methods for keeping up to date  
176 either replacement cycles (replacing about 20% of the devices each year) or leasing (replace everything in a certain category and  
177 spread out the cost over a period of years). He reviewed his recommendation for a replacement cycle: replace network  
178 infrastructure with 5-6-year lease and replace after all at the end of the lease and start again, Chromebooks and Servers-HS  
179 purchase new for grade 9 and keep through till they graduate and then allow students to purchase them at a lower cost (some will  
180 be retained for spares), MS-for years 1-3 purchase new for grade 6 each year and in 4<sup>th</sup> year use the money to replace the servers,

elementary level-continue to replace grade 5 and move the previous year's devices down a grade each year, primary grades-iPads are generally more appropriate than Chromebooks and currently they are quite old. He recommends replacing those yearly. The laptops, white boards and projectors, he recommends replacing 15-20% of each year. Copiers and printers already have a 5-year lease; he recommends replacing all of those at the end of 5 years. He recommends replacing the network infrastructure (Meraki hardware) by year end of 2023 on a lease; it will reduce the yearly cost but there is interest. Superintendent noted the totals on the technology budget are not adding up, this year's budget total should be \$363,271, the proposed budget should be \$437,730, variance of \$74,458.78 (20.5%). In the budget, Mr. Kline reviewed each line. He reported increases in several lines including in computer supplies, computer software, and new computers. He included funds for an estimated cost of replacing half of the network infrastructure. He notes one of the good things that came out of remote learning was that teachers who may not have used as much technology now have the additional tools. We were able to increase the limit on the number of participants for Google Meets for a small cost of \$43. He has budgeted for increases to repairs and maintenance (5% over past costs); there was discussion if the numbers are correct. A brief discussion was had regarding what the adjusted budget was: this information is not listed and may be causing an issue. It was requested to have this listed. Superintendent will look at this and provide an answer for the next meeting. It was also noted there were contingencies in the figures from last year. The question is which number to use for the 5% increase for repairs and maintenance: Superintendent will review this. There is question if the FY 21 budget is showing actual or budget; Superintendent will look at this. Mr. Kline confirmed teachers are still utilizing white boards. He is working on moving the phones to FirstLight. It is expected to reduce the phone cost by about \$10,000 over a 12-month period. A question was raised if the technology capital reserve account was still active. Superintendent confirms it is under \$15,000 he believes. A question was raised if Mr. Kline has considered paying for some of the higher cost items from the capital reserve. Mr. Kline responded that he has not been here long enough to know how that works and feels it is important to have a buffer in case a server fails. A question was raised if it could be used to replace the Promethean Boards as that is something the teachers spoke of needing last year when they spoke to the Budget Committee. Superintendent reviewed the initial idea for the capital reserve was for replacement laptops but Mr. Verratti found Chromebooks cheaper and that was done instead. It was for unanticipated replacement of a server which costs roughly \$8,000. There was no cloud 5 years ago and things change; the purpose of the account could change too. He has included funds for 2 new cameras and installation at FRES as requested. There was a brief discussion of E-rate and how it is accounted for in the budget. Mr. Kline explained we get back about half for reimbursement; the current expected reimbursement is unknown. Regarding broadband cost, it is roughly half, \$15,000-\$18,000 and about \$3,000 for 3 access points and power supplies. It is accounted for through the revenue line. A discussion was had that it can be budgeted differently; it is really the philosophy of how you want to do it and doing it this way is less risk as the expense will be there but if the revenue did not come through it is not as big of an issue as if it was if we budgeted the expense lower. Mr. Kline confirmed we do have a consultant that handles our E-rate, it is a very complex process and the forms are very technical. A question was raised if we have an amount for reimbursed COVID funds. Superintendent responds that was presented earlier, he will provide it. Superintendent clarifies the cameras that are in the WLC budget are for replacement cameras. Last year there was a request for additional cameras to be put up at WLC and that was cut from the budget and is not requested in this budget. Mr. Kline added, since the request is for replacement cameras at WLC (which would provide better resolution) there is no cost added for wiring as the existing wiring would be used. Superintendent clarified the CARES funds are to be used for instruction scenarios and cameras would not fall into that. Mr. Pratt had shared a list with the Board in September of what could be included. He notes he would be careful to be sure it is what we need to enhance instruction like "hotspots", or finding ways to get internet to students, connectivity issues, things like this. A brief discussion was had regarding if there is a higher rate of return with the hardware since last spring. Mr. Kline indicates yes because then students were not carrying them back and forth. This year they do not have use of the lockers and computers are being carried in their backpacks (not intentional damage). The elementary students are not taking them home, only remote students. He is seeing an average of 3 in for repair a week at WLC and assumes it is similar at the elementary level. It was noted there seems to be some discrepancies in draft 3; what is being proposed and the FY 21 budget. Superintendent will go through this and highlight changes. A question was raised regarding iPads for the younger students if it is 1:1. Mr. Kline responded they used to have a cart for grades 1-2 and it was shared amongst the teachers. When they went to remote a lot of those devices were put into use including the older ones. He did not budget for this because there is no decision yet if Chromebooks will be used or iPads. A brief discussion was had regarding the replacement cycle.

### iii. Special Education

Mr. Pratt reports the SPED budget request is \$1,024,561, an increase of \$37,841 (3.84%) over the FY 21 budget. He reviewed some areas of change, a 5% increase for transportation due to potentially going out to bid. He added 4 new lines for SPED tech hardware \$3,950 due to the fact that the IDEA grant is used for some technology but we need to be careful to supplement not supplant; some lines were reduced making this a wash. The real driver he reported is in the SPED tutor line and summer contracted services. We saw a 20% increase in ESY this summer and it will drive up the costs. This represents the bulk of the increase. The SPED population varies from year to year and it always challenging to build a budget 8 months in advance and anticipate what the needs will be. He uses laws and trends to help build a fiscally responsible relevant budget. He confirms the driver for the ESY increase is a combination of a couple of things. Looking at the data, more students who were eligible took advantage of it, more parents opted in, services for last summer had a little higher level of need and RISE grew a little. There were some specific related service items that drove that up this year. It is a little bit of COVID and a little bit of need and people saying it's good time; ESY was live and parents thought it was a good way to catch up. A question was raised regarding the large reductions in psych testing. Mr. Pratt responded looking at trends from last year he changed the cost centers that were doing it

and added the cost to more accurately reflect where the cost is. He confirmed the transportation is budgeted for a 5% increase and will adjust that once a contract is in place. He confirmed the increases for contracted services in P/T, O/T are for the ability to adjust for the market in these areas.

#### **iv. Facilities**

Superintendent reviewed the facilities budget is \$437,450.89, an increase of \$24,348.39 over the current school year's budget. He reported anticipating a 3% increase for water/sewage, waste disposal and snow plowing. Lawn care is basically level funded. Custodial contracted services were taken out last year and we are requesting to put that back in to allow us to hire for custodial substitutes when needed. Repairs and maintenance are based on average spending. We have not locked in a rate for oil/fuel and propane; we budgeted a 2.5% increase and new equipment was restored from being removed last year. He reports the rest of the budget is reasonably stable. Once the fuel and oil contracts are completed we will have defined numbers. There was a short discussion regarding snow plowing. Superintendent reports the town of Wilton has informed us they cannot do the plowing due to staffing and finances. It was suggested to purchase a truck with a plow; this was briefly discussed. Superintendent notes a front loader is needed to move the snow at WLC and on the flat and although he would support purchasing one as it would be cost effective; the fact is we need a front loader. Superintendent reports we have been given a good price by a vendor to do it if LCS is included. He has spoken to Russ Boland, Town Manager for Lyndeborough about this and he is ok with it. It was noted we are hopeful that the town will provide the salt and sand although this has not been confirmed. A question was raised where the town would stop plowing at WLC. Superintendent believes the vendor would plow the road. It was noted the HS wing bathroom needs repair; Superintendent responded it is projected to be done this year. He will speak with Mr. Miller about the lights on the scoreboard. He reviewed that requests for things such as this are requested through an email. A question was raised regarding what is included in replacement equipment. Superintendent reviewed if someone took the paper towel dispenser off the wall or broke the exit light those things would be included. We need to have funds to replace these things and there has been a higher level of vandalism in the last 2 years. He added if we find the person who did it, they are responsible for paying it.

#### **v. CIP**

Superintendent reviewed projects for FY 22 include \$67,000 for the roof, \$16,000 for LCS roof, \$8,000 for the boiler at LCS and the tennis courts we need to discuss. This was discussed at the last meeting and Superintendent does not believe excavating and replacing them will be \$100,000, he believes it will be more like \$150,000-\$200,000. He further questions if the courts are in the right place as there is a culvert there that expands and cracks in the winter (it's not a "sink hole"). It was not good future planning to put it there, you need a flat surface that does not have water running underneath. Up by the soccer field there is a big area that could fit at least 4; you need no less than 3 to play NHIAA tennis. There was discussion regarding this and the CIP. A question was raised if this should be a Facilities Committee decision regarding what to do with the tennis courts although they have not been meeting and most of the members are present. Superintendent confirms the (FY 21) roof was done in the summer. Discussion moved back to the tennis courts, it is a big expense, not many students participate, probably not the right place for it, rather put funding into track, steps could be made toward improvement, look into other facilities or avenues for students to participate, should be a warrant article, use it as a parking lot, not wanting to "kick the can down the road" and what about the LED lighting project-it could be swapped out for the tennis courts and that would lead to savings. There was a brief discussion about the LED lighting. Superintendent will come back with some estimates and costs to use another facility. The boys team has not been filled in 4 years. There are a number of girls who are interested.

#### **vi. Warrants**

Superintendent reviews possible warrants are 2 collective bargaining agreements, additions to the SPED capital reserve and Building/Roadways and Equipment capital reserve. Mr. Mullin can bring forward what is in the accounts to date. Cost factors and a recommendation regarding SPED will be looked at. He questioned if there are any others they would like to consider; possibly something for the technology capital reserve. Discussion was had regarding if the SPED account had been used; not since it was depleted. There was discussion regarding the WLC mascot; there were concerns in the community and should that be a consideration for a warrant. This was a brief discussion and Superintendent notes the gym floor does get sanded down about every 5-6 year (logo can be removed). Superintendent adds, most school boards would make the decision rather than putting it on a warrant. It was noted this is not an issue that needs their attention at this time but will be discussed down the road. Chairman LoVerme noted he would like to see a warrant for the technology capital reserve account.

*A MOTION was made by Mr. Boette to adjourn the Budget Committee session.  
Mr. Boette WITHDREW his motion.*

### **VII. PUBLIC COMMENTS**

Superintendent called out all those joining the meeting asking if they wanted to comment.  
There was no public comment heard.

The next joint meeting is November 24; the Budget Committee will meet at 6:30 prior.

*A MOTION was made by Mr. Boette and SECONDED by Mr. Lavalley to adjourn the Budget Committee session at 9:36pm.  
Voting: via roll call vote, all aye, motion carried unanimously.*

### **VIII. ACTION ITEMS**

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

*A MOTION was made by Mr. Vanderhoof and SECONDED by Ms. LeBlanc to approve the minutes of October 27, 2020 as written.*

*Voting: via roll call vote, seven ayes; two abstentions from Chairman LoVerme, and Ms. Cloutier-Cabral, motion carried.*

#### **b. FRES Curriculum Stipend**

Principal LaRoche spoke in support of stipends for the 4 teachers working with the curriculum to be aligned with WLC department heads. Along with the work they have been doing he would like to expand their roles to align them with the department heads, restore the meetings with WLC and ensure the vertical alignment with the MS. He wants to rely on them for budgeting as well. He notes there is a lot he wants to ask of them and it's some work they started in the summer, setting up vendor meetings, inventory and to align them with WLC's department heads. He anticipates they would work 80 hours per year (2 hours per week during school year plus summer work). It was noted it is really 90-94 hours. Superintendent reviewed the salary structure for stipends which is \$15 per hour based on how many hours broken into categories. The highest is over 75 hours, at \$1,125 stipend. Department heads have a flat rate \$2,500. Principal LaRoche notes he thought it would be aligned with the department heads at \$2,500 per teacher, a total of \$10,000. He notes he had discussions with Principal Weaver. It was noted that a department head would have a higher level of responsibility than this. Principal LaRoche responded it depends on what type of department head you have. Superintendent noted the department heads do hold meetings and assumes Principal LaRoche is indicating these meetings are held outside of school time; he trusts Principal Weaver and Principal LaRoche are being accurate with their numbers although it was not discussed with him. Principal LaRoche confirms the teachers are assigned certain areas, math, science, social studies and literacy. It was expressed the cost seems to keep climbing and after last week's discussion the assumption was we were looking at the scale of stipends and now the request is to double what the scale says. A question was raised regarding the status of where we are with having a curriculum coordinator, RTI coordinator and is the plan to bring those back. Superintendent responded as far as RTI is concerned when we are back to normal he would anticipate bringing that back as there is no doubt it provides a greater level of achievement. The curriculum coordinator needs to be funded as it is an important function however he believes our primary focus is to make sure we are solid with the multiple platforms and if he restarted a curriculum initiative it would be overload. He doesn't know that we can do both at this time with the amount of issues in the current situation. Responding to a question, Principal LaRoche indicated that there may be interest from the teachers who worked with Dr. Heon directly in learning how to write grants; he will look into it. He notes RTI and curriculum are completely separate. He reviewed that this began when the teachers inquired about a stipend and questions were asked how many hours they were spending. He doesn't know how many hours the department heads are doing and was unaware it was not an hourly rate. He took what they were currently doing and then added in what he would like to see them do. This led to the current request. Concern was again raised that the request for stipends has doubled. It was confirmed that this is the 3<sup>rd</sup> meeting this has been discussed. In prior meetings, board members commented that they didn't want to "not pay them enough" and asked Principal LaRoche to inquire; this is what he was asked to do. There was concern that there is a committee currently working on administrative structure and the results are not complete and could have an impact on this scenario. In order to not keep postponing a decision perhaps it can be stipulated that it would be for this year only and would allow time to determine if this will be part of the structure moving forward or if some tasks will be removed and any adjustments could be made to the stipend. Concern was raised that the scope of the work keeps changing and we are in the middle of the school year. Support was voiced for a stipend according to the scale established with the idea of looking at a more in-depth process whether it's a curriculum coordinator or something else and to be planned for in the budget.

*A MOTION was made by Mr. Vanderhoof and SECONDED by Ms. Lavallee to pay the 75-hour rate stipend to the 4 teachers for curriculum work at FRES, \$1,125 each, total cost of \$4,500. \**

It was expressed communication needs to be clear that that there is no set expectation that it will necessarily continue; the Board is not sure if it will. Superintendent responded the contract will indicate there is no expectation of it to continue. A question was raised if the work they have done is included in this. Principal LaRoche responded that is negotiable, they have done work. Appreciation was voiced to the 4 teachers who have done the work and for Principal LaRoche supporting his teachers and bringing it forward.

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

#### **c. Bus Contract**

Superintendent reported receiving information back from Mr. Brown in an email indicating his cost for regular routes would drop slightly in the budget. Superintendent assumes this is based on fuel. He provided the cost associated for each route in his memo. The wait time is virtually the same and he would have buses that would be "experienced". He would provide the labor on cleaning of the buses if they use our equipment. Finding bus drivers is difficult and the only issue has been on occasion some athletic trips did not have drivers. Superintendent notes if the Board voted to extend the transportation contract for one-year field trips and athletic routes would be slightly increased and regular routes would be level funded. In the FY 22 budget however, regular routes would decrease at a savings of roughly \$11,000 as a 5% increase was budgeted. An increase to athletic and field trips was budgeted also but no decrease would be made. Concern was raised that .50 per mile was a steep increase and some of the trips are pretty far. Discussion was had regarding the proposal. It was requested to see if Mr. Brown would decrease the field trip and athletic cost. Superintendent notes the increases in athletics and field trips is hard to determine because we are unsure

how many trips we will be taking as well as athletics being unknown. He reviewed the math at how he arrived at the \$11,000 decrease. Superintendent assumes the increases for field trips and athletic trips are due the hourly costs of the drivers and assumes he is looking to pay them more but he doesn't really know. It was noted the increases are 18% and there is concern about this. Superintendent confirms the contract we have now does not stipulate how old the buses will be. A question was raised if the Board wanted to vote to approve the extension if Mr. Brown comes in lower than \$3 per mile for athletic and field trips. It was expressed the need to move forward with getting this done.

*A MOTION was made by Mr. Post and SECONDED by Mr. White to extend the contract for one year with cost factors as described.*

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

Superintendent notes we will communicate with Mr. Brown tomorrow (contract extension granted).

- **Substitute Daily Rate**

Superintendent reports to date out of the \$120,000 budget in the substitute account we have spent less than \$4,000. We are looking at starting a long term substitute for FLMA leave, this will max out after 60 days at a rate of \$212 per day (total \$12,720). Even with the long term sub pay and not counting the 10 days of other substitutes we are hiring, we would still have over \$100,000 in the account. That would be \$8,400 and would still leave over \$90,000. Recent conversation was had regarding what to increase it to. Looking at other districts with the exception of 1 that does \$50 per day, looking at the data Ms. Lavallee collected, he suggests making it \$100 per day. Discussion was had regarding this and what the hourly rate equates to. It was noted 1 larger district had a significant amount of substitutes and some did some planning to "lock" in the substitutes to only work at their schools. It was noted raising the rate may not increase the amount of substitutes we have. It was noted the last increase to this rate was in the 1990s. Various amounts of increase were discussed and it was noted we have smaller class sizes than some of the other districts although some classes are creeping up there. It was noted we are only addressing substitute teachers not nurses. Substitute nurses are paid \$130 daily. Members continued to discuss what the rate should be.

*A MOTION was made by Ms. Lavallee and SECONDED by Ms. Cloutier-Cabral to increase the daily (teacher) substitute rate to \$125.*

Discussion was had that the rate is too high and suggestions were made for lower amounts. It was noted this rate can increase for this year only. The group was reminded that they spent money to obtain a solid base of substitutes (hiring of long term subs was approved). Questions were raised if there were applicants for the long term substitutes. Superintendent notes there were no applicants as of yesterday morning, he is reaching to surrounding colleges to look for graduates who are graduating now. He does foresee us filling the long term substitute positions. It was noted due to this it may be feasible to go with a lower daily rate than \$125.

*Ms. Lavallee WITHREW her motion, Ms. Cloutier-Cabral WITHDREW her second.*

*A MOTION was made by Ms. Lavallee and SECONDED by Ms. Cloutier-Cabral to increase the (teacher) substitute rate to \$120 per day for the rest of the school year. \**

It was noted to be clear that based on this motion it will revert back to \$65 rate after this school year. This was confirmed.

Superintendent confirms you need to be 19 years old to substitute for elementary and 21 for WLC. Substitute applicants have to have an interview with a principal and a background check. A question was raised why the substitute account was budgeted at \$120,000. Superintendent responded the reason for the increase was to account for long term substitutes, maternity leave and FMLA leaves. The average for 3 years in a row was about \$120,000. This year we have only had the one upcoming leave that we are aware of. Discussion was had regarding the paraprofessionals rate of pay vs. substitute rate. Superintendent reports the range being \$13-\$20 and staff working as paraprofessionals would lose the consistency of employment and some pieces along the way. He confirms teacher class coverage is \$20. Discussion continued regarding paraprofessionals rate of pay. Superintendent notes starting (scale) rate of pay is \$11.83 per hour. It was noted the increase to substitute rate is just for this year and it will revert back to \$65 per day and we need to increase it in order to keep our schools open.

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

- **Charge for Distance Learning Effectiveness Committee**

Ms. Lavallee voiced that she like what Mr. Post had put together and wonders if the committee should also look at basketball and wearing masks when school is not in session. She is not providing an opinion just that it may be a good idea to have the committee look at this. This was briefly discussed. Mr. Post spoke providing some suggestions for consideration. He notes as a Board, there was not clear direction given as to what the committee should be, a Board committee, staff committee etc. His proposal is that this be a Board committee and as with all Board committees, led by school board members, and only school

board members can vote to bring a motion or proposal forward. If the Superintendent wants a staff committee that feeds into the Board committee that is fine but the school board members must hold a separate meeting. He reviewed his suggestions in detail: **Purpose:** To assure that the school district is managing the learning environment as effectively and safely as possible.

Monitor effectiveness of remote learning

- Assure our teaching and support staff have the tools they need to teach effectively
- Take feedback and review opportunities for improvement
- Make sure our technology is in place and working
- Benchmark what other schools across the country are doing well and consider them for our district
- Assure that the long term subs are directly tutoring when not assigned to a class
- Let the Board know what additional resources are needed and why
- Monitor and take feedback from teachers, parents and students that participate in Hybrid learning

Monitor building safety practices and procedures

- Assure safety protocols and standards are being followed in the schools
- Review that safety supplies are in place and being used
- Recommend changes that could be made to improve

Review In-School Learning

- Assure standards are being met for in-school learners
- Increased absences will result from any cold symptoms presenting - Assure assignments are getting to the students and parents
- Develop a better solution to having students sitting in a study hall in the gym - we can do better; Speakers? Programs?

Students Returning to In-School Learning

- Review plans to reinstate students as they return to in-school learning
- Review balance of remote and in-school potential changes in relation to school resources and space

Discussion was had that it sounds like a lot of work, how will they monitor it if they are not in the building, who else would come to the meeting, and how much authority will they have with tasking the Superintendent to gather information etc. Mr. Post notes that per Board policy only school board members can vote, others can be brought in to get feedback and the Superintendent can be there but doesn't direct the conversation. Superintendent agrees it is a lot and suggests it may be best to focus on parts of it at a time. He would not be the only one who would gather information (depending on the request). Constituents can bring information forward but the most important piece is the effectiveness of the instructional practice; that information comes from staff, kids, and parents. It was noted all of it would not be expected to be done at once. It was noted the list seems extensive but some of it has already been done but not in the right capacity. Mr. White expressed he was still confused where it went awry last time. You are suggesting we have a committee with school board members, talk to the teachers to find out where the issues are, bring the information back to the Board. We were requested to not spend any money. We came back with the best solution we had. We did that but it fell apart; if this is what is being suggested he doesn't want to do it again. It was a horrible experience. He is trying to decipher why this committee is different than what they just did. Mr. Vanderhoof spoke that the committee as described in the opening protocol still exists without board members on it. This committee we are talking about has a different name whatever that will be. Each Board committee has specific tasks and they are all tasks to advise the Board of action. We don't just have a committee to oversee stuff, that is what our employees do, they do the day to day. If they see an issue they bring forward, the Board can send it off to a committee or make a decision at that time etc. There was a melding of the two. He thinks there needs to be specific objectives just like any other committee. For example, the study hall issue and students returning to school relating to space issue, the issue of the substitutes; this would have been kicked to the committee by the Board but not coming from the committee to the Board. It was the flow and timing of the information. He sees it more like a strategic planning committee which is a very different set up and it is not long term. Ms. LeBlanc spoke that she recalls when they had the strategic planning meetings, that it worked like a CIP with goals and they discussed what they wanted to accomplish after year 1, 2, 3 etc. She questions if it could be part of the Strategic Planning Committee and be put on their plate. Ms. Cloutier-Cabral questioned when an issue arises how would the Board prefer the committee to communicate with them, is it during committee reports or reach out to the Chair and Vice Chair before the meetings. She felt the committee's intentions were somewhat misunderstood when they brought the information forward. Discussion was had regarding what the format of the committee should be and they revisited what had happened; there was never any communication between the committee and the Board. Superintendent notes his thought process is to look forward and suggests if the Board wishes to charge the committee with the outline Mr. Post presented, the committee, with board members present and obtaining feedback as requested can bring issues to the Board and if there is an issue that comes up the Board gets communication prior to seeing anything in writing other than this is a concern. It would be more productive if the committee thinks Mr. Post's recommendation is a good one, that the committee could meet and look at the proposal and create a hierarchy of levels to look at the issues focusing on level 1. Mr. Legere spoke to the committee members noting they are new school board members and that had it been a different issue, that was not so sensitive, things may have gone completely different. Maybe before doing all the work it could have been reported in the committee reports and ask the Board if the Board wants us to come up with a plan to address it. It also sounds like you were presented some form of that plan framework by the Superintendent and teachers and people were caught off guard. Mr. Post added that if the committee met in public, people would have known. He started hearing about the proposal



from the concerned members of the community prior to his hearing about it through the Board. The way you can tell if it will succeed is to get feedback and course correct. They were also caught in the situation that it was not a Board committee it was a staff committee; it was not that they did anything wrong. Parents were upset. A question was raised if it is ok to reach out to the committee or the Board or the Chair and Vice Chair to let someone know there is an issue before the committee makes a misstep. The committee thought they were doing what they were supposed to. Ms. Cloutier-Cabral did not feel it was a Board committee or know that the meetings were not posted, public was not invited, minutes were not taken. Chairman LoVerme spoke that the proposal provided needed some tweaking and prioritizing before it goes off to the committee, the public needs to be invited to the meetings and they need to be posted. Teachers will be on the committee and public can provide public comment. The board members of the committee report back to the Board during committee reports. He further noted there are some teachers telling students they are not coming back after the Thanksgiving break; that has to stop. If questions come up concerning the school, email the Superintendent. It was noted the biggest issue the committee found was the dual platform teaching; and how it has effected the staff as a whole. The DOE specifically stated that dual platform teaching is not recommended for long term and this is how we have it set up. The other issue is the community spread. Ms. LeBlanc expressed that there are already known issues and she is not sure a committee is needed. She suggests perhaps discussing it with the Superintendent to see if there are issues he feels need to be addressed. It would be a matter of putting it on the agenda and it could be solved without having a committee. She does not feel there is a need for a committee at this point. Another suggestion was to form the committee and narrow down the list. Discussion was had that there will be no action other than shortening the list and prioritizing it, direction needs to be given to the committee, the committee needs to be formed. Consensus was had that committee should be formed. The first task will be to narrow down the list. A question was raised regarding the name of the committee. It was suggested to keep the same name of the committee. There was discussion about how the motion should be worded. It was noted that sometimes the amount of time to address an issue is frustrating.

*A MOTION was made by Ms. Cloutier-Cabral and SECONDED by Mr. Vanderhoof to form a short term strategic planning committee as an official Board Committee and come back to the Board at the next meeting with a narrowed down list for the Board to approve. \**

A question was raised whose responsibility is it to invite the public, take minutes and post it. Superintendent responds it is his. It was noted at the first meeting the committee will elect a chair and should have an agenda.

*\*Voting: via roll call vote, seven ayes; one nay from Mr. Kofalt, one abstention from Chairman LoVerme. motion carried.*

Volunteers for the committee are, Mr. White, Ms. Cloutier-Cabral. It was requested a senior board member be on the committee, no volunteers. Chairman LoVerme will try to attend the meetings. Ms. Lavallee did volunteer for the committee although she was apprehensive. The committee will work on distance learning. Ms. Cloutier-Cabral notes it should be the whole piece as teachers are struggling with the dual platform. She asks that board members reach out if they hear there is an issue in the community so they can get the right information out. Chairman LoVerme noted the students still are hearing they are not coming back after the Thanksgiving break and that has to stop. There is a meeting already scheduled for Thursday, Nov. 19 at 6:30pm at WLC, remote will be provided.

## **IX. COMMUNITY SPREAD PROTOCOL**

Superintendent reviewed there was a prior discussion regarding what triggers would require school closures and the concern was using the county scenario was not acceptable. There was nothing further than that. Ms. Lavallee has looked at this and spoke that there is a whole protocol that the NH Department of Health and Human Services (DHHS) came up with. They consider community spread by the county. It is all broken down by the percentage of transmission, percentage of what risk level that put us in. Other districts are using this; it is what is being recommended. Superintendent notes we can take that document and share it with the public and Board and have it on the next agenda. He requests information in advance and that it be shared prior to the meeting. Ms. Lavallee added this was put out specifically for schools. Superintendent can reach out to other districts to see what level of participation there is and who does it. It was noted there are likely other districts using it but once we get to a certain level, the Governor or someone will shut it down anyway. Concern was raised of hitting an esoteric number, wanting to remain safe, not discounting what DHHS says but also don't want to get out in front of it as a small school district. Superintendent notes there would be no recommendation to do one or the other but to get feedback and determine the level of concern in the community. This was discussed. By using this it allows a level of transparency in the community if it reaches a point that these are some of the things we are considering. It's providing some guidelines but not locking us into anything so the community understands why we are making the decisions we are making. It was noted, you assess your level of risk, it tells you what level you are at so you can decide. It also talks about transmission in school. A question was raised how our current protocol stands up to what they are suggesting; our protocol may already have this covered. Superintendent responds it does not. This talks about percent of positivity etc. It was suggested it may be worth looking into to see if our protocol covers this.

## **X. COMMITTEE REPORTS**

### **i. Budget Liaison**

Mr. Vanderhoof reported there was concern regarding where we are at currently and frustration with the number of things that keep getting changed. It is difficult as you go through and review the information and then a new piece comes and another. It is hard to put all the pieces of the puzzle together. Most all other discussions were brought up during the joint meeting. He reports not hearing any discussion of final numbers or anything like an overall number.

#### **ii. Administrative Structure Committee**

Mr. Post reported the last meeting was canceled due to attendance. They may meet on Thursday. Their meetings have been remote although could meet in person. He has quite a bit of information regarding the curriculum coordinator position; the question is how it is funded. There are a lot of questions about the outcome that we got in the last 3 years in terms of the role of the curriculum coordinator. People on the committee were shocked the HS curriculum was not line up, we thought we were much further along. There will be new leadership next year and need to line up goals. Compared to other districts, others have more information online. You can see all the programs; we don't have any visibility and no connection. The committee has been looking at establishing a more formal flow chart to how the organizational structure is and where the lines cross. He believes they are getting toward aligned objectives. He notes, as we get more students in, families and tax payers have a greater expectation for results. A question was raised when he expects the information will be back to the Board about the structure of the Superintendent role, department heads, and curriculum coordinator as far as an overall plan for budgeting. Mr. Post responds the next Board meeting is on the 24<sup>th</sup> and hopefully it can be wrapped up this Thursday and if not maybe they can meet next Thursday. A question was raised if they are looking at a couple of scenarios; Mr. Post notes it is a good idea. He adds when they looked at what the Superintendent was responsible for, it's a full plate. We needed to pull some of that back such as his attendance to every meeting etc. He does not know if a part time Superintendent would work but they may be able to merge a couple of other things. A question was raised if the Principal can attend meetings vs. the Superintendent. Superintendent responded per policy it says he is a quasi-member of Board committees without voting authority. Mr. Post notes he doesn't need to attend all of them as he is spread pretty thin. Superintendent notes he is willing to attend.

#### **iii. Distance Learning Effectiveness Committee**

Mr. White reported they have not discussed anything or met since the Board meeting last Thursday.

#### **iv. Negotiations**

Chairman LoVerme reports he believes we have hit a stone wall. There is a meeting Monday and Wednesday of next week.

### **XI. RESIGNATIONS/APPOINTMENTS/LEAVES**

#### **a. Resignation-Rebecca Boisvert-ABA Therapist-FRES**

#### **• Resignation-Jo Anne Dufour-School Counselor-FRES (at end of school year)**

Superintendent reviewed the resignations.

### **XII. BOARD BUDGET DISCUSSION**

There was no new discussion.

### **XIII. PUBLIC COMMENTS**

Superintendent reached out to those online asking if there was public comment.

Mr. Adam Lavallee spoke, a copy of his comments are attached. During his third paragraph of comments the Chairman alerted him to the amount of time and Mr. Lavallee asked to please be allowed to finish, it is not much longer and he continued. Chairman again called out to him. Mr. Lavallee continued until midway through the last sentence of the 3<sup>rd</sup> paragraph when the Chairman instructed the Superintendent to mute Mr. Lavallee. Superintendent did so as instructed. Mr. Lavallee expressed he was displeased.

### **XIV. SCHOOL BOARD MEMBER COMMENTS**

Ms. Cloutier-Cabral spoke noting it is kind of hard to comment now, she felt a little like she was caught off guard, regarding the last 2 meetings and is hoping if things are heard or noticed in the community we can work together as a group to make sure the right information is getting out there and we are letting each other know so we can do this job right.

Mr. Kofalt notes he is unsure of what to say. He spoke that it feels uncomfortable when it feels like people are making personal attacks; it goes both ways. At the same time, he tends to be a pretty strong believer in giving people an opportunity to speak even if we don't like what they have to say. He thinks if there were parameters around time limits that are evenly applied to everyone it might make sense. He is not sure where to go with that. He thinks the whole situation around this committee has been unfortunate. He thinks some people were volunteering their time, acted entirely in good faith and were unfairly attacked, not necessarily here but certainly by some of the people in the community. He feels badly it happened and sorry there are bad feelings around it. He hopes we can try to set a more positive tone on future meetings; he is not sure how to make that happen.

Ms. LeBlanc notes its kind of a hard act follow. She voiced she thinks the freedom of speech is absolutely right and has to be on both ends. She thinks the Board members are charged to do what they think is right, what their opinion is and reflecting how the general public is feeling. No one on the Board she has worked with doesn't have the best interest of the students and community. If may sometimes come across that we say something that is not comfortable to say but nothing is ever personal. It is unfortunate that things went the way they did with the community because she thinks they had the best interest at heart and put their heart and soul into it. There is a time limit on public comments and we used to say so in the beginning of the meeting; we kind of dropped that part of the protocol. If it was used fairly with everybody, it's a good way to use the protocol. What was said she has no problem with but there has to be a limit set and recognized.

Ms. Lavallee, expressed she knows it late but thanked the veterans in our community as tomorrow is Veteran's Day. She notes it is sad that due to COVID FRES is not able to hold their event as they usually do and it's something positive for the community. She congratulated Annabel Bergstrom for receiving that award. She voiced that after last week's meeting she had a nice conversation with Mr. Post in the parking lot. After she said she was uncomfortable about the way things went, he was kind and apologized. She appreciated that. She thinks we are all adults here and it is good to move forward and he did move forward. He actually gave her a heads up that we would be talking about things again tonight. She expressed the best way to move forward is to move forward in a positive way. She apologized for what was said although notes she had no control over it. She appreciates the conversation they had and the Board had a much more productive meeting tonight, things were accomplished and they talked about things that needed to be discussed. Next week both Carol and she will attend a webinar about digital communications and hopes it will be on the next agenda so they can bring some information back and share it with the Board.

Mr. Vanderhoof expressed that it is ridiculous we continue to talk about it and he doesn't want to talk about it for a long period of time. A big part of the discussion tonight was around the committee and the question if you see something that is going wrong who do you talk to, what do you do. The first thing he did when he got the information regarding the presentation was sent an email with a request. He couldn't get any action done. The only thing he wanted was to tell everyone. He made a motion at the first meeting to table it indefinitely and didn't want to associate a time with it like the next meeting etc. let's table it to tell everyone what we are talking about. There were only 18 people on that meeting. When we had the second meeting/discussion, there were so many online that they could not all attend. He expressed you can keep calling me names but I am trying to look out for the community as a member of the Board. He took action he thought was appropriate so the community could be aware of what was happening that is why he did it. He appreciates all the work that was done. He believes it was done incorrectly he thinks the way it was approached was wrong and he understands it was not the presentation they wanted to give. The reason he did those things is because he thought it was important to let the public know especially around that issue and if it happened again he would do the same thing. He would absolutely call for it to be made public so those who wanted to attend could.

Mr. Post expressed that we are elected officials and you can say anything you want particularly in a meeting about public officials. Mr. Lavallee is also an elected public official so it cuts both ways. He defends his right to free speech even if it irritates him, that is part of what we do in this country. He wants to caution the Board that you can say anything you want about an elected board member but you should not be making comments about members of the public or make characterizations he heard and that is why he wanted it stopped. He notes that Mr. Lavallee probably didn't know he was on a hot mic when swore. He understands he is frustrated. He expressed he was elected by the community; he was representing our constituents, the people who voted for him in the community. A lot of people were upset. We were headed toward a major problem that needed to be solved. Like Mr. Vanderhoof, he asked for the information to be made public, it was but not effectively and it would have been better to table it and come back. It was said several times if he had heard a rumor he should confirm it. He doesn't have kids in the school and not on Facebook. He adds he assumes if he heard a rumor he would be the last person to know. You can't hold me responsible; he had concerns and brought them to the Board and that is what you are supposed to do. It has been a long meeting and still considers Mr. Lavallee his friend and defends his right to speak his mind. He suggests to be careful about the guardrails. He recognized the Veterans in the room who are present or were present, Mr. Ryan, Mr. LoVerme, Mr. White, and Principal LaRoche and apologized if he missed anyone.

Chairman LoVerme commented that he did cut someone off last week due to time and gave her the opportunity to come back and speak at the last meeting. He did not give Mr. Lavallee a chance to come back and speak. He will do this at the next meeting. He informs the group he will not be in attendance at the next meeting.

## **XV. ADJOURNMENT**

*A MOTION was made by Ms. Lavallee and SECONDED by Mr. White to adjourn the Board meeting at 11:49pm.  
Voting: via roll call vote, eight ayes; one abstention from Chairman LoVerme, motion carried.*

*Respectfully submitted,  
Kristina Fowler*

School board members,

I am disappointed in the last 2 meetings. I know last meeting I mentioned the vice chair's behavior and decision to create division and unrest with his outrage over an informal voluntary research committee trying to present their findings. Because of this, rumor spread and caused a great deal of resentment especially towards teachers. The comment "I can't believe we are talking about shutting our school down right now, all because teachers want to travel and go on vacation!" Parents in our district took to social media to express their anger with the notion that, like the rest of America, teachers want to see their family during the holidays. The funny thing with all of the hate directed toward teachers was the story being told in the background: Without teachers coming to school, everyone would lose their job. It seems many parents in our community rely on the school for child care. I would think, being someone's career would be ruined without teachers, they would be held in higher regard and not so easily attacked. Teachers did not make quarantining rules and should enjoy the same freedoms the rest of us do. Also, I did some research and could find no noticeable spike in unemployment any time during summer vacation months: June, July and August, so, I am not sure how that is managed but it appears there is a solution outside of giving up a career or job.

The following meeting, when school board members on the voluntary committee were finally able to present, the reaction from some members of the board was to paint this as some sort of clandestine operation designed to deceive the public, again causing more community upset pouring into the comments during the meeting. I found this quite odd as this group of volunteers and their purpose were discussed at more than one public board meeting, also they were asked by school board members at those meetings to add to their agenda, and research a plan for around the holidays. Presenting that research to the public in a clear and well-thought-out presentation is exactly the opposite of not being transparent. I feel, encouraging thought and discussion as COVID numbers spike is probably wise. As we have all found out, pretending this isn't real or is just going to go away, is not at all effective or realistic.

There seemed to be a preconceived notion that this committee was going to recommend the school move to a 2-1-2 model. This rumor started in no small part due to the unrest caused by the inappropriate politicization of this issue and the possibility of considering decisions different than the ones already made, even if in the best interest of public health, the school budget and the students, by the vice chair the previous meeting. When no such proposal or recommendation was presented, Mr. Post proceeded to interrogate the presenters over their use of the word "equitable". Also, several times stating something along the lines of "the parents will not be able to work if kids are sent home." To be clear there was no motion made or a formal request anywhere in the presentation to do that. In the end the decision was made to significantly increase the daily rate and hire 4 long-term substitutes, a shocking decision considering Mr. Post's feelings on spending in general. It makes me wonder what the reaction would have been had the presentation concluded with that request? It feels like as long as a personal agenda is met, spending is okay, otherwise the impact on taxes is too great. I have real doubts 4 substitutes will be found in the next 2 weeks. We were then treated to yet another conversation amongst the board on the proper way to have a discussion, a meeting, or form a group or committee. This is fairly new this year, but I notice a painful amount of time spent discussing how a discussion or a meeting should take place. It is unproductive and annoying.

During public comment, just before I was interrupted by a seemingly intoxicated community member, I asked if anyone knew the percentage of our community considered high risk. I was surprised no one knew, as some board members are always so quick to mention our obligation to consider the tax-payers that are retired and/or disabled, on fixed incomes when we are creating and voting on a budget. Well, this is the exact same group of people that would be considered high risk and would be the most likely group affected if the wrong decision is made. The board is being asked to make decisions that could have major impacts on public health. The board will be in charge of the largest mass gathering that occurs daily in our district. It is not okay to only care about this group of people when they are being used as a tool to achieve one's agenda of gaining a lower tax burden, then sort of forget about them when it comes to matters that could kill them. Conversely, it is not okay to only care about the parents when they are driving your pre-determined agenda based on personal belief only to forget about them when it comes time to pay for our schools.

The fact that a school board is being asked to make such serious public health decisions, decisions they are in no way qualified to make is ludicrous. This may shine the largest spot-light ever seen on the serious and dangerous shortcomings of small government. Imagine if we woke up to an invading military and decided to handle it in the same manner? You may say that is not an apples to apples comparison but more Americans have died from this virus than most modern wars combined. Since this is the way we in this state have chosen to govern, I would hope that at the very least, board members would recognize these are not decisions normally made by school boards and should be decisions made with an open mind and the entire community thought of. Saying "we talked about this method in the summer and we chose not to do it" as the vice chair stated last meeting, essentially says: we made a decision, why would we check in to see if we made the right one? This close minded, pre-determined decision-making approach is the opposite of what we need from leaders. You are not asked political affiliation when running for school board for a reason. Schools should not be political and board members with political agendas should keep those agendas out of our schools.

I don't claim to know what the right decision to make is. I do know that when a group of your fellow board members volunteers to do research, working with staff, parents and administration, to help make decisions none of you are qualified to make, the board should welcome it, not falsely vilify it. Those people spent a considerable amount of their personal time putting that research together so everyone could review and discuss it in a public forum. After the treatment they received on Thursday, I would recommend to Paul, Tiffany and Brianne to never volunteer for anything the board needs going forward.