

**Public Notice of Meeting**  
**WILTON-LYNDEBOROUGH COOPERATIVE**  
**SCHOOL BOARD MEETING**  
**Tuesday, January 18, 2022**  
**Wilton-Lyndeborough Cooperative M/H School**  
**6:30 p.m.**

**Videoconferencing:** [meet.google.com/zhf-etzg-wac](https://meet.google.com/zhf-etzg-wac)

**Audio:** [+1 470-228-6609](tel:+14702286609) PIN: 123 556 973#

Due to current events all videoconferencing options may be subject to modifications. Please check [www.sau63.org](http://www.sau63.org) for the latest information.

- I. CALL TO ORDER-Alexander LoVerme-Chair**
- II. PLEDGE OF ALLEGIANCE**
- III. 6:30PM JOINT BOARD & BUDGET COMMITTEE SESSION**
  - a. FY 2022-2023**
    - i. Proposed Budget Draft 6
    - ii. Tennis Court Proposal
    - iii. Truck Proposal
    - iv. Revenue
    - v. Warrants
  - b. YTD Report**
- IV. PUBLIC COMMENTS:** This is the public's opportunity to speak to items on the agenda. In the interest of preserving individual privacy and due process rights, the Board requests that comments (including complaints) regarding individual employees or students be directed to the Superintendent in accord with the processes set forth in School Board Policies KE and KEB.
- V. ADJUSTMENTS TO THE AGENDA**
- VI. BOARD CORRESPONDENCE**
  - a. Reports**
    - i. Business Administrator's Report
    - ii. Director of Student Support Services Report
    - iii. Director of Technology's Report
  - b. Letters/Information**
    - i. Patriots Pen
- VII. Policies-2<sup>nd</sup> READ**
  - i. ADB-Drug-Free Workplace & Drug-Free Schools
  - ii. GADA-Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse)
  - iii. IGE-Parental Objections to Specific Course Material
  - iv. IK-Earning of Credit
  - v. GBCD-Background Investigation and Criminal Records Check
  - vi. JICD-Student Discipline and Due Process
- VIII. ACTION ITEMS**
  - a. Approve Minutes of Previous Meeting**

- IX. COMMITTEE REPORTS**
- X. RESIGNATIONS/APPOINTMENTS/LEAVES**
  - a. FYI-New Hire-Hayley Rascoe-FRES RBT**
  - b. Appointment-Kyle Gilmore-WLC HS Social Studies Teacher**
- XI. BOARD BUDGET DISCUSSION**
- XII. PUBLIC COMMENTS**
- XIII. SCHOOL BOARD MEMBER COMMENTS**
- XIV. ADJOURNMENT**

**INFORMATION: Next School Board Meeting-February 1, 6:30 PM at WLC**

The Wilton-Lyndeborough Cooperative School District does not discriminate on the basis of race, color, religion, national origin, age, sex, handicap, veteran status, sexual orientation, gender identity or marital status in its administration of educational programs, activities or employment practice.

**Wilton-Lyndeborough Cooperative School District**

**School Administrative Unit #63**

192 Forest Road Lyndeborough, NH 03082

603-732-9227

Peter Weaver  
Superintendent of Schools

Ned Pratt  
Director of Student Support Services

Kristie LaPlante  
Business Administrator

**Student Support Services Report - January 2022**

This month's Student Support Services report will focus upon data around IEPs.

- We have **122** students identified as needing special education services through the Wilton-Lyndeborough Cooperative School District. **10** of these students attend High Mowing/Pine Hill schools where they have an Individualized Service Plan (ISP) instead of an IEP. Therefore, we have **112** students in our district with an IEP. This constitutes a **19.2** special education rate. The NH Special Education Rate is **16.5%**. The National Special Education rate is **14.9%**
- We currently have **7** students in the referral part of the process and **2** students who will be aging out/leaving special education within the next 6 months. Our RISE/ABA program has 18 students and 15 ABA Therapists.
- The following tables will show a breakdown of current special education rate per school and the disability type compared to the total special education population. I will provide a detailed explanation of these numbers at the January 18th Board meeting.

<b>School</b>	<b>Total Students</b>		<b>Number with Disabilities</b>		<b>Special Ed Rate</b>	
	<b>2021</b>	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>	<b>2022</b>
LCS	70	59	15	20	21.4%	33.9%
FRES	222	235	39	42	17.6%	17.9%
WLC MS	140	125	26	23	18.6%	18.4%
WLC HS	158	156	28	21	17.7%	13.5%
OOD	4	6	4	6	.067%	1.03%
TOTAL Enrollment	594	581 (11/30/21)	112	112	18.9%	19.2%

<b>Disability Type</b>	<b># of Students</b>		<b>% to total Sped (Local)</b>	
	<b>2021</b>	<b>2022</b>	<b>2021</b>	<b>2022</b>
Specific Learning Disability (SLD)	43	34	38.4%	30.3%
Autism (AUT)	18	20	16.1%	17.9%
Other Health Impairments (OHI)	12	15	10.7%	13.4%
Speech-Language Impairments (SLI)	14	17	12.5%	15.2%
Developmental Disability (DD)	14	16	12.5%	14.3%
Intellectual Disability (ID)	5	4	4.5%	3.6%
Emotional Disability (ED)	5	4	4.5%	3.6%
Multiple Disability (MD)	1	2	.8%	1.7%

Wilton-Lyndeborough Cooperative School District provides a safe and educational environment that promotes student exploration, critical thinking and responsible citizenship.

**Technology Director**

192 Forest Road Lyndeborough, NH 03082

603-732-9340

# January 2022 SAU63 Technology Report

**Jonathan Bouley**

**Director of Technology**

**Support:**

In the last 30 days, we had 90 new tickets created, an increase of one ticket from the previous 30 days, and we are hovering around 65 open tickets, which is level from last month. Tickets numbers have decreased from November thru December, which is good, but I believe it's primarily due to the holiday breaks, and we will see an increase in January.

*Figure 1 last 30 days*

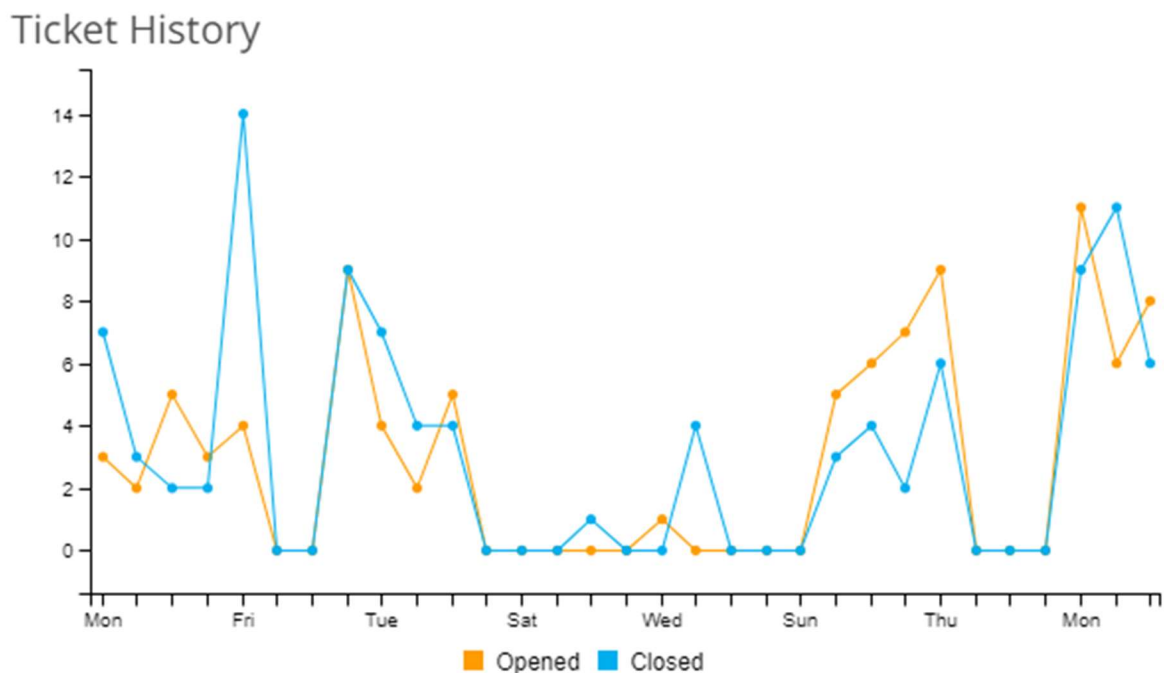
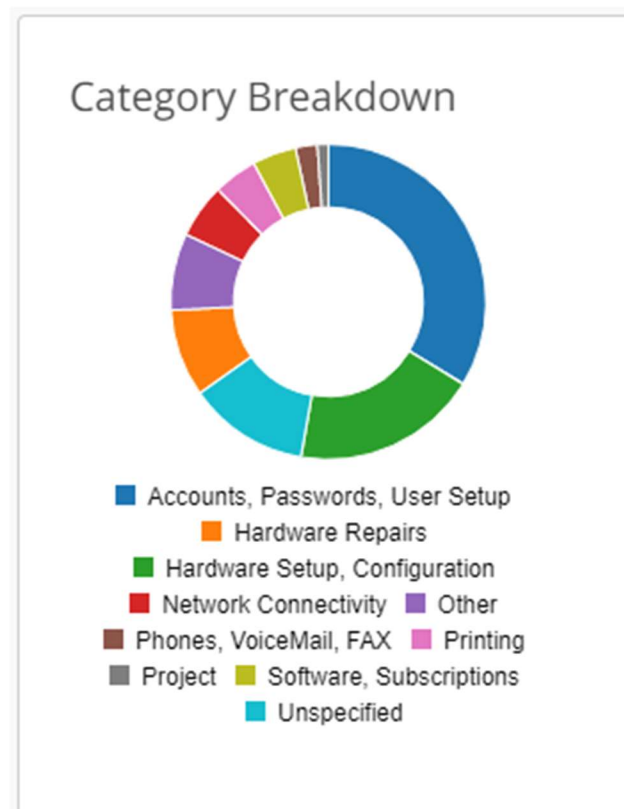
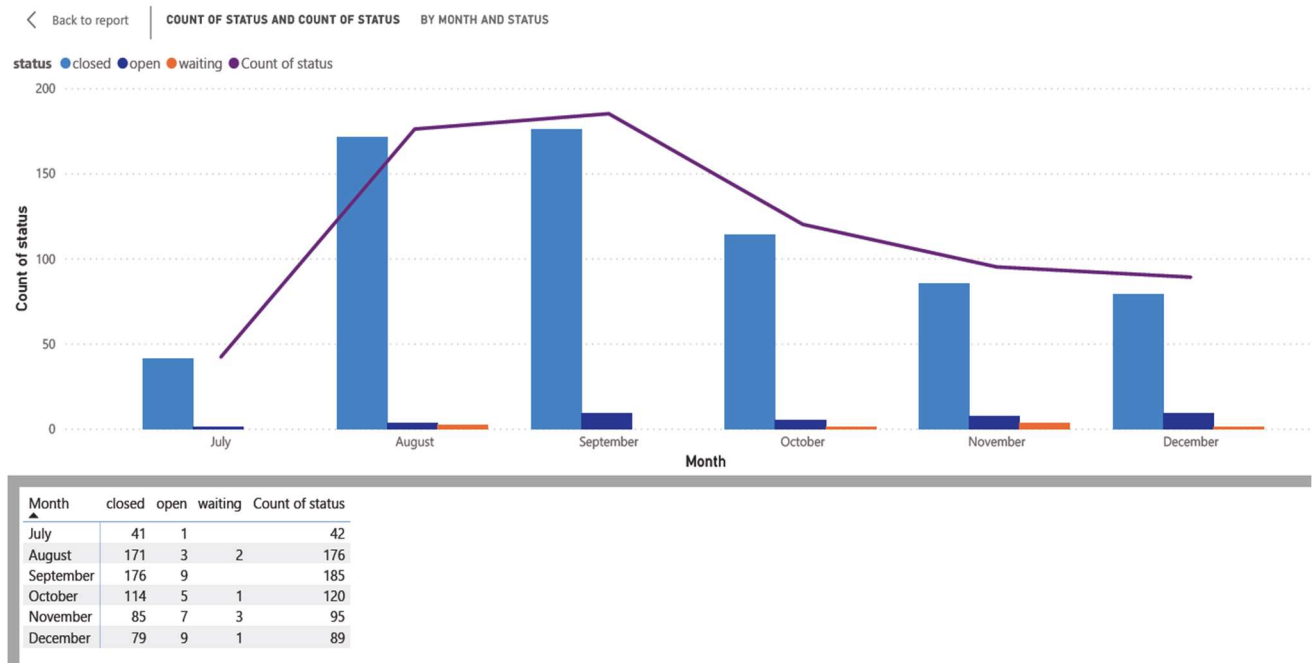


Figure 2 Monthly stats from July 2021- December 2021



### Tech support:

We hired a new Temp “Support Tech I” starting full-time on January 21st, as Peter reported last month. Dimitri has already been on-site for some orientation and getting the lay of the land. He is excited to be

here. He comes from a charter school district with some experience. Having him onboard should allow us to make significant headway in those open ticket counts that we can't seem to make a dent in them. It will enable me to focus more on the infrastructure, project deployment, technology plan, and other IT Director duties instead of tier 1 support.

#### **Grant:**

We secured an ECF grant for \$61,695.00 to fund for the replacement of aged-out chromebooks for next year, allowing us to remove them from the budget and reduce our tech budget. We will be working on a roll out plan to make sure we meet the grant requirements and the direction we have been given from the board and the tech committee to make sure it goes to the correct grades based on need and requirements.

#### **Discovery Edu:** [Digital Learning Platform & Resources](#) | [Discovery Education](#)

As Emily discussed in her report last month, we have partnered with NH and Discovery Ed to take advantage of a 3-year free program to provide Discovery Ed learning system to NH schools. We eliminated at least one software system this year that only served k-5 saving \$2100.00. We are actively looking to see if other software systems can also be replaced for this new content.

We are finishing the technical work on the back end to make it possible to tie into our existing google system for ease of access and allow k-12 access to age-appropriate content from a premiere content provider. We have a Training day scheduled in February to get the teachers access and show them how it works with the vendor on-site.

#### **Tech Ed PD day:**

Tech is working closely with Emily Stefanich to prepare and offer a PD day in February that will be Tech-centric. We plan to do training on these most used and loved tools.

- Cybersecurity: Compliance requirement, and good digital hygiene refresher.
- Discovery Ed, google classroom [Classroom](#) | [Google for Education](#),
- Interactive White boards [Newline Interactive - Global Leader in Interactive Touch Displays \(newline-interactive.com\)](#),
- Hapara [Classroom Management Software for Schools](#) | [Hāpara \(hapara.com\)](#), and
- Near Pod [Nearpod: You'll wonder how you taught without it](#),
- Screencastify; <https://www.screencastify.com/>

Along with some other offerings.

***Wilton-Lyndeborough Cooperative School District***  
***School Administrative Unit #63***

192 Forest Road Lyndeborough, NH 03082  
603-732-9227

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Peter Weaver  
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Business Administrator

**VFW PATRIOT'S PEN SCHOLARSHIP ESSAY**

Our Middle School participates each year in the Veterans of Foreign Wars (VFW) **Patriots Pen** scholarship essay competition. Laura Bujak, MS English teacher, working with Mary-Jane Ryan (Past State President of the VFW Auxiliary) and Bill Ryan (Past State Commander of the VFW), have brought this essay contest into our school for several years.

The VFW Patriot's Pen is a national competition that begins at the state level. The state is broken up into districts (regions) and students compete with surrounding schools throughout the state. NH has five districts. Each district chooses a winner and the five winning essays are judged at the state level and a state winner is chosen to represent the state at the national competition in Washington DC. Students write an essay using a patriotic theme chosen by the National Commander in Chief each year. This year's theme was "How Can I Be a Good American".

Jaffrey Memorial VFW sponsored our students in the competition. We had 30 entries from our students judged. First place in the Jaffrey VFW competition was 8th grader **Evelyn Jones**; she received a prize of \$200. Second place was 7th grader **Natalie Bergstrom**; she received a prize of \$150. Third place was 7th grader **Jason Caragher**; he received a prize of \$100. These students will also be recognized at the Jaffrey VFW Loyalty Day celebration in May at the Cathedral of the Pines in Rindge where they will receive additional awards.

As first and second place winners Natalie and Evelyn's essays were submitted to the next level, district competition where Natalie placed first in NH district five and Evelyn placed third. Second place was a student from Charlestown. Natalie and Evelyn competed against students from Milford, Jaffrey, Hinsdale, Keene, Winchester, Claremont, and Charlestown.

As a state finalist, **district five first place winner Natalie Bergstrom** will attend the VFW State Scholastic Banquet on January 15th at the Ashworth by the Sea in Hampton. The VFW provides Natalie and her family with a room at the Ashworth and banquet dinner tickets. The other four finalists Natalie will compete against in the state competition are from Lancaster, Concord, Hollis, and Somersworth. The finalist will receive awards and the state winner will be announced at the banquet. The winner will represent the state of NH in the National competition for a chance to win the grand prize of \$5000.00. Good luck Natalie!

On behalf of the school board and SAU 63 school community, we want to extend our gratitude to Laura, Mary Jane and Bill for all they do to support our students in this endeavor.

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## **ADB – DRUG FREE WORKPLACE POLICY**

*Category: Priority/Required By Law*

Also ADC, GBEC, GBED, JICG, & JICH

The Wilton-Lyndeborough School District will provide a drug-free workplace in accordance with the Drug-Free Schools and Communities Act of 1988 and Amendments of 1989 (41 USC Section 701 Et. Seq.). In compliance with statutory requirements, the District will:

### **A. Drug-Free Workplace**

1. All District workplaces are drug- and alcohol-free. All employees and contracted personnel are prohibited from:
  - a. Unlawfully manufacturing, dispensing, distributing, possessing, using, or being under the influence of any controlled substance or drug while on or in the workplace, including employees possessing a "medical marijuana" card.
  - b. Distributing, consuming, using, possessing, or being under the influence of alcohol while on or in the workplace.
2. For purposes of this policy, a "controlled substance or drug" means and includes any controlled substance or drug defined in the Controlled Substances Act, 21 U.S.C. § 812(c), or New Hampshire Controlled Drug Act RSA 318-B.
3. For purposes of this policy, "workplace" shall mean the site for the performance of work, and will include at a minimum any District building or grounds owned or operated by the District, any school-owned vehicle, and any other school-approved vehicle used to transport students to and from school or school activities. It shall also include off-school property during any school-sponsored or school-approved activity, event or function including but not limited to, field trips, interscholastic or athletic events, and school dances, where students are under the jurisdiction, care or control of the District.
4. As a condition of employment, each employee and all contracted personnel will:
  - a. Abide by the terms of this policy respecting a drug- and alcohol-free workplace, including any administrative rules, regulations or procedures implementing this policy; and
  - b. Notify his or her supervisor of his or her conviction under any criminal drug statute, for a violation occurring on District premises or while performing work for the District, no later than five (5) days after such conviction.
5. In order to make employees aware of dangers of drug and alcohol abuse, the District will endeavor to:
  - a. Provide each employee with a copy of the District drug- and alcohol-free workplace policy;
  - b. Post notice of the District drug- and alcohol-free workplace policy in a place where other information for employees is posted;
  - c. Establish a drug-free awareness program to educate employees about the dangers of drug abuse and drug use in the work place, the specifics of this policy, including, the

consequences for violating the policy, and any information about available drug and alcohol counseling, rehabilitation, reentry, or other employee-assistance programs.

**B. District Action Upon Violation of Policy**

An employee who violates this policy may be subject to disciplinary action; up to and including termination of employment. Alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse, employee-assistance rehabilitation program.

The Board will take disciplinary action with respect to an employee convicted of a drug offense in the workplace, within thirty (30) days of receiving notice of a conviction. Should District employees or contracted personnel be engaged in the performance of work under a federal contract or grant, or under a state contract or grant, the Superintendent will notify the appropriate state or federal agency from which the District receives contract or grant moneys of an employee/contracted personnel's conviction, within ten (10) days after receiving notice of the conviction.

The processes for disciplinary action shall be those provided generally to other misconduct for the employee/contractor personnel as may be found in applicable collective bargaining agreements, individual contracts, School Board policies, contractor agreements, and or governing law. Disciplinary action should be applied consistently and fairly with respect to employees of the District and/or contractor personnel as the case may be.

**C. Drug-Free School Zone**

Pursuant to New Hampshire's "Drug-Free School Zone" law (RSA Chapter 193-B), it is unlawful for any person to manufacture, sell prescribe administer, dispense, or possess with intent to sell, dispense or compound any controlled drug or its analog, within a "drug-free school zone". The Superintendent is directed to assure that the District is and remains in compliance with the requirements of RSA 193-B, I, and N.H. Ed. Part 316 with respect to establishment, mapping and signage of the drug-free zone around each school of the District.

**D. Implementation and Review**

a. The Superintendent is directed to promulgate administrative procedures and rules necessary and appropriate to implement the provisions of this policy.

b. In order to maintain a drug-free workplace, the Superintendent will perform a biennial review of the implementation of this policy. The review shall be designed to

(i) determine and assure compliance with the notification requirements of section A.5.a and b;

(ii) determine the effectiveness of programs established under paragraph A.5.c above;

(iii) ensure that disciplinary sanctions are consistently and fairly enforced; and (iv) and identify any changes required, if any.

***First Reading:*** January 4, 2022

***Second Reading:***

***Final Adoption:***

**Legal References:**

- *41 U.S.C. §101, et. Seq. - Drug-free workplace requirements for Federal contractors, and Federal grant recipients*
- *RSA Chapter 193-B Drug Free School Zones*
- *N.H. Admin. Code, Ed. Part 316*

**Legal References Disclaimer:** *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

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## **GADA - EMPLOYMENT REFERENCES AND VERIFICATION (PROHIBITING AIDING AND ABETTING OF SEXUAL ABUSE)**

*Category: Priority/Required By Law*

*See also Policies: **GBCD, GBJ, GCF, GDB***

The Wilton-Lyndeborough Cooperative School District shall act in good faith when providing employment references and verification of employment for current and former employees.

The District, and its employees, contractors, and agents, are prohibited from providing a recommendation of employment, and/or from otherwise assisting any school employee, contractor, or agent in obtaining a new position or other employment if he/she or the District has knowledge of, or probable cause to believe that the other employee, contractor, or agent ("alleged perpetrator") engaged in illegal sexual misconduct with a minor or student. This prohibition does not include the routine transmission of administrative and personnel files.

In addition, this prohibition does not apply if **ALL THREE of the following criteria are met:**

1. The information giving rise to probable cause has been properly reported to a law enforcement agency with jurisdiction; **AND**
2. The information giving rise to probable cause has been reported to any other authorities as required by local, state or federal law (for instance New Hampshire Division of Children, Youth and Families "DCYF"), **AND**
3. At least one of the following conditions applies:
  - a. The matter has been officially closed;
  - b. The District officials have been notified by the prosecutor or police after an investigation that there is insufficient information for them to proceed;
  - c. The school employee, contractor, or agent has been charged with, and acquitted or otherwise exonerated; or
  - d. The case or investigation remains open and there have been no charges filed against or indictment of the school employee, contractor, or agent within four years of the date on which the information was reported to a law enforcement agency.

***First Reading:*** January 4, 2022

***Second Reading:***

***Final Adoption:***

### **Legal References:**

*20 U.S.C. 7926(a) (§8546(a) of the Elementary and Secondary Education Act/Every Student Succeeds Act*

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## IGE - PARENTAL OBJECTIONS TO SPECIFIC COURSE MATERIAL

***Category: Priority/Required by Law***

***Related Policies: IHAM & KEC***

The Wilton-Lyndeborough Cooperative School Board recognizes that there may be specific course materials, which some parents/guardians find objectionable.

In the event a parent/guardian finds specific course material objectionable, the parent/guardian may notify the building Principal of the specific material to which they object and request that the student receive alternative instruction, sufficient to enable the child to meet state requirements for education in the particular subject area. This notification and request shall be in writing.

**The name of the parent or legal guardian and any specific reasons disclosed to school officials for the objection to the material shall not be public information and shall be excluded from access under RSA 91-A.**

The building Principal and the parent/guardian must mutually agree to the alternative instruction. The alternative instruction agreed upon must meet state requirements for education in the particular subject area.

School district staff will make reasonable efforts, within the scope of existing time, schedules, resources and other duties, to accommodate alternative instruction for the student. Alternative instruction may be provided by the school through approved independent study, or through another method agreed to by the parent/guardian and the building Principal. Any cost associated with the alternative instruction shall be borne by the parent/guardian.

Nothing in this policy shall be construed as giving parents/guardians the right to appeal to the School Board.

Parents/guardians who wish for particular instructional material be reviewed for appropriateness may submit a request for review in accordance with Board policy KEC.

In accordance with the federal Protection of Pupil Rights statute, as a School District that receives federal Department of Education funds, the Superintendent shall develop procedures to allow parent/guardian of a student to inspect any instructional material used as part of the educational curriculum for the student. The procedures will provide reasonable access to instructional material within a reasonable period of time after the request is received.

**NOTE regarding human sexuality and human sexual education:** In addition to the protections under this policy, per RSA 186:11-c and Board policy IHAM, parents/guardians are afforded additional affirmative rights with respect to instruction of human sexuality or human sex education, including, among other things, the right to receive a minimum of 2 weeks advance notice of all materials to be used with respect to such instruction.

***First Reading:*** January 4, 2022

***Second Reading:***

***Final Adoption:***

**Legal References:**

*RSA 186:11, IX-b & IX-c State Board of Education; Duties.*

*20 U.S.C §1232h, (c)(1)(C), Protection of pupil rights*

*RSA 193:40, Prohibition on Teaching Discrimination*

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## IK - EARNING OF HIGH SCHOOL CREDIT

*Category: Priority/Required by Law*

*Related Policies: BAAA, IKF, ILBA, & ILBAA*

In the Wilton-Lyndeborough Cooperative School District:

### A. Demonstration of Mastery

Students can earn course credit by demonstrating mastery of the required coursework and material. Mastery is defined in Board policy ILBAA as "a high level of demonstrated proficiency with regard to a competency."

Student assessment of mastery outside of normal classwork is the responsibility of the building Principal.

Credit will be awarded upon satisfactory demonstration and mastery of the required course competencies. Additionally, credit may also be awarded if a student is able to demonstrate learning experience in compliance with the district-specified curriculum and assessment standards.

### B. Transfer Credits from Other Approved Schools

Students can receive credits toward graduation for courses from another approved school subject to this section.

1. Awarding of Credit for Similar Courses from an Approved School. The building Principal shall grant credit for any similar courses or programs that have been satisfactorily completed at any other approved schools. For the purposes of this paragraph B, when reviewing the issue of whether a course or program is "similar", the Principal shall consider District course descriptions and curricula, course syllabi, District and graduation competencies per Board policy ILBAA, and any other relevant information provided by the parent/guardian of the transferring student, and/or the approved school at issue.

Approved schools include New Hampshire public schools, charter schools, public academies, approved public or private tuition program schools, and all schools in Vermont and Maine that are members of an interstate school district with schools in New Hampshire.

#### 2. Denial of Award Credit for Courses from Another School

The building Principal will provide timely and written notification of denial to award credit. The written denial shall include a justification for denial, including discussion of criteria set out in paragraph B.1 and any other factors that support the Principal's denial.

Upon written request by the parent/guardian, such denial can be submitted for review to the Superintendent, who may override or modify the Principal's denial. Any further review shall be subject to the provisions of Board policy BAAA.

***First Reading:*** January 4, 2022

***Second Reading:***

***Final Adoption:***

**Legal References:**

*RSA 193-E:3-f, Approval of Courses and Programs*

*N.H. Dept. of Education Administrative Rule - Ed 306.02(e), Credit*

*N.H. Dept. of Education Administrative Rule - Ed 306.04(a)(15), How Credit Can Be Earned*

*N.H. Dept. of Education Administrative Rule - Ed 306.04(a)(16), How A Credit Used To Track Achievement Of Graduation Competencies*

*N.H. Dept. of Education Administrative Rule - Ed 306.27, High School Curriculum, Credits, Graduation Requirements, and Cocurricular Program*

**Legal References Disclaimer:** *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

## **GBCD - BACKGROUND INVESTIGATION AND CRIMINAL HISTORY RECORDS CHECK**

*Category: Priority/Required by Law*

*Related Policies: GDF & IJOC*

**A. Background Investigation.** The Superintendent, or his/her designee, will conduct a thorough investigation into the past employment history, criminal history records, and other appropriate background of any applicant as defined in this policy. This investigation shall be completed prior to making a final offer of employment, approving the contract with an individual contracting directly with the Wilton-Lyndeborough Cooperative School District, or approving the assignment of an employee of a contractor, a student teacher, or "designated volunteer" (as defined in policy IJOC) to work or serve within the District. *All decisions regarding employment and the pre-employment process shall conform to the District's Anti-Discrimination and Equal Opportunity Policy, AC.*

As part of the application process, each applicant shall be asked whether he/she has ever been convicted of any crime and whether there are any criminal charges pending against him/her at the time of application. The applicant will also be directed to report any criminal charges brought against him or her after the application is submitted and until either hired or notified that he or she will not be hired.

Record of background investigations (not necessarily source documentation) shall be retained pursuant to the District's Record Retention Schedule EHB-R.

**B. False Information.** The falsification or omission of any information on a job application, during the pendency of the application, or in a job interview, including, but not limited to, information concerning criminal convictions or pending criminal charges, shall be grounds for disqualification from consideration for employment, withdrawal of any offer of employment, or immediate discharge from employment.

**C. "Covered Person" and "Applicant" Defined.** Except as otherwise provided in this Policy, the term "**Covered Person**" shall mean employee, coaches, trainers, designated volunteers, whether direct or through a volunteer organization, including but not limited to cafeteria workers, school bus drivers, custodial personnel, or any other service where the contractor or employees of the contractor provide services directly to students of the district.

The term "**applicant**" as used in this policy shall include an applicant for employment or any person seeking to serve in any position falling with the term "covered person" as defined above.

**D. Criminal History Records Check.** As part of the District's background check, each covered person/applicant must submit to a criminal history records check through the State of New Hampshire in full compliance with RSA 189:13-a. No covered person shall be employed, extended a conditional offer of employment (as described below), or begin service in the District, until the Superintendent, or his/her designee, has initiated the formal State and FBI criminal history records check process and a background investigation.

The applicant shall provide the District with a criminal history records release form as provided by the New Hampshire State Police along with a full set of fingerprints taken according to that

statute. The release form generally authorizes the State Police to conduct a criminal history records check through its state and records of the Federal Bureau of Investigation, and to release a report of any misdemeanors and/or felony convictions, as well as any charges pending disposition for any crimes listed in the then current paragraph V of RSA 189:13-a ("**Section V Offenses**"). Refusal to provide the required criminal history records release form (with fingerprints) and any other required releases to authorize the criminal history records check will result in immediate disqualification of the applicant and no further consideration for the position.

**E. Exceptions for, Substitute Teachers, Bus Drivers & Bus Monitors.** The following exceptions apply only to the State Police/FBI criminal history records check provisions of this policy. The Superintendent shall, nonetheless, require a full background investigation for the excepted employees, and for applicants for school bus drivers or monitors employed directly by the District, the background check shall include a full background check, including a state criminal record release from an applicant for a bus driver or monitor for district positions.

**1. Substitute Teachers and Other Non-"Applicant" Educational Staff.** Pursuant to RSA 189:13-a, IX(a), substitute teachers and other staff who do not meet the definition of "applicant" above, may initiate a criminal history records check with the Superintendent as described above. The State Police, however, shall issue its report directly to the potential substitute teacher/staff person. The report shall be valid for 30 days from the date of issuance and constitutes satisfactory proof of compliance with RSA 189:13-a.

**2. Bus Drivers and Bus Monitors.** Pursuant to RSA 189:13-a, VI and RSA 189:13-b, criminal history records checks for bus drivers and bus monitors shall be processed through the New Hampshire Department of Education

**F. Results of Criminal History Records Check.** The results of the criminal history records check shall be delivered to the Superintendent or designee who shall be responsible for maintaining their confidentiality.

As used in this Section F, a "**designee**" of the Superintendent authorized to receive and inspect results of the criminal history records check, may only be an assistant superintendent, head of human resources, the personnel director, the business administrator or the finance director.

If the results of the records check disclose no criminal record, the results and information shall be destroyed immediately following review by the Superintendent or designee. If the results indicate criminal conviction or indicate any charge pending disposition of a Section V Offense, then the Superintendent or designee shall review the information for a hiring decision but shall destroy the records within 60 days of receiving the information.

**Section V Offense.** If the results of the record check disclose that the Applicant or Covered Person has either been convicted or is charged pending disposition of a violation or attempted violation of a Section V offense, that person shall not receive an offer or final offer of employment.

**Non-Section V Offenses.** In addition to disqualification based upon conviction or pending charges for a Section V Offense, the District may deny a final offer of employment or permit service/work in the schools based upon convictions or charges of other misdemeanors or felonies, provided the basis for disqualifying the candidate is job related for the position in question and is consistent with business necessity and the best interests of the students and

the District. Such determination will be made by the Superintendent or designee in accordance with the established protocol and on a case-by-case basis. For Non-Section V Offenses, which the applicant discloses, or which come to light during the background check, the presumption of innocence shall apply, however, the Superintendent or designee shall consider all reliable information in assessing the applicant's suitability. The Superintendent or designee shall assess whether, in light of the totality of the circumstances, the pending charges or convictions raise reasonable cause to doubt the applicant's suitability for the position.

If the Superintendent chooses to nominate an applicant who has a history of conviction or pending charges of a crime (Non-Section V Offense), then the final hiring decision must be approved by the School Board, who shall be informed generally of that history in non-public session.

**G. Conditional Offer of Employment.** Persons who have been selected for employment may be given a conditional offer of employment, with the final offer subject to the successful completion of the background check, the State Police and FBI criminal history records check, and a determination that there are no disqualifying pending charges or convictions.

Any person who is offered conditional employment, by way of individual contract or other type of letter of employment, will have clearly stated in such contract or letter of employment that his/her employment or approval to work within the District as a contractor or employee of a contractor is entirely conditioned upon the results of a criminal history records check and background check being satisfactory to the District.

**H. Final Offer of Employment.** No applicant shall be extended a final offer of employment or be allowed to serve in the District if such person has charges pending or has been convicted of any Section V Offense; or where such person has been convicted of the same conduct in another state, territory, or possession of the United States; or where such person has been convicted of the same conduct in a foreign country.

An applicant may only be extended a final offer of employment or final approval to work/serve within the District's schools upon the satisfactory completion and results of criminal history records check and background check,

**I. Fees for Criminal History Records Check.** Any applicant for whom the Board requires a criminal history records check, or, in the instance of third party contractors, the applicant's employer, shall pay the actual fees and costs associated with the fingerprinting process and/or the submission or processing of the requests for the criminal history records check, unless otherwise determined by the Board.

**J. Administrative Protocols/Procedures.** The Superintendent is authorized to establish written protocols for background investigations, which protocols may vary depending on the nature of the position(s) (e.g., verification of academic records and achievements for certified professionals, credit checks for personnel with fiscal responsibilities). The written protocols may include additional disqualifying misdemeanor or felony convictions or charges in addition to the Section V Offenses.

**K. Contractor and Vendor Provisions.** The Superintendent shall take such steps as are necessary to assure third party agreements, which involve covered personnel to include a

provision for such personnel to complete criminal history records checks as required under this policy, as well as training and information required.

**L. Additional Criminal Records Checks.** The Superintendent may require a state criminal history records check of any covered person at any time to the extent permitted by law.

**M. Reports of Post-Employment/Service Section V Offenses.** When the District receives a notification of a covered person being charged with or convicted of a Section V Offense or other crime, which is evidence of the individual's unsuitability to continue in their role, the Superintendent shall take immediate appropriate action to remove the individual from contact with students. Employees shall be placed on paid administrative leave, if not subject to and immediately discharged. The Superintendent will then take appropriate employment or other action, consistent with law and any applicable employment contract or collective bargaining agreement to address the individual's ongoing relationship with the District. If the person charged/convicted of a Section V Offense is a credential holder as defined in the New Hampshire Code of Conduct for Educators, the Superintendent shall make report to the Department of Education pursuant to section 510.05 of the Code.

***First Reading:*** January 4, 2022

***Second Reading:***

***Final Adoption:***

**Legal References:**

*RSA 189:13-a, School Employee and Designated School Volunteer Criminal History Records Check*

*RSA 189:13-b, School Bus Driver and Transportation Monitor Criminal History Records Check*

*Code of Conduct for New Hampshire Educators*

**Legal References Disclaimer:** *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

## JICD - STUDENT DISCIPLINE AND DUE PROCESS

*Category: Priority/Required by Law*

*Related Policies: JI, JIC, JICI & JICK*

*See also Appendix JICD-R*

### A. Policy Statement.

This Wilton-Lyndeborough Cooperative School District policy establishes the substantive parameters, procedures and due process that shall apply before a student may be subject to temporary (same day) removal from classrooms or activities, restriction from activities, detentions, suspensions and/or expulsion. Pursuant to Board policy JIC, response to misconduct, including disciplinary measures and consequences should be designed to maximize student academic, emotional and social success, while at the same time assuring safety of all students, staff and school visitors. Administration of any of the consequences described in this policy shall be consistent with the system of supports and graduated sanctions established pursuant to Policy JIC and the applicable Student Code of Conduct.

### B. Standards and Procedures Relative to Disciplinary Consequences.

1. **"Removal from the classroom"** means a student is sent to the building Principal's office or other designated area during the same school day. It is within the discretion of the person in charge of the classroom or activity to remove the student.

Students may be removed from the classroom at the classroom teacher's discretion if the student refuses to follow the teacher's directives, becomes disruptive, fails to abide by school or District rules, or the Student Code of Conduct, or otherwise impedes the educational purpose of the class. Before ordering the removal, the staff member ordering the removal shall warn the student of the infraction and allow the student to respond.

2. **"Restriction from school activities"** means a student will attend school, classes, but will not participate in other school extra-curricular activities, including such things as competitions, field trips, and performances. A student who has been restricted from school activities may participate in practices at the discretion of the person imposing the restriction.

Before ordering the restriction, the supervising employee (e.g., teacher, coach, director, principal, etc.) ordering the restriction shall warn the student of the infraction and allow the student to respond. If the restriction is immediate and outside of school hours, provision must be made to assure the student is not left unsupervised. The terms of the restriction shall be communicated to the Principal and the student's parent/guardian.

3. **"Detention"** means the student's presence is required for disciplinary purposes before or after the hours when the student is assigned to be in class, and may occur on one or more Saturdays.

Students may be assigned classroom detention at the classroom teacher's discretion, and building detention at the Principal's discretion, if the student refuses to obey the teacher/employee's directives, becomes disruptive, fails to abide by printed classroom, school or District rules, or the Student Code of Conduct, or otherwise impedes the educational purpose of the class. Before ordering the detention, the staff member ordering the detention

shall warn the student of the infraction and allow the student to respond. Parents/guardians shall be notified at least 24 hours prior to a student serving detention.

Detentions before or after school shall not exceed one hour, and Saturday detentions shall not exceed three hours. The building Principal is authorized to establish, announce and post additional guidelines and rules regarding detention, supervision, building access, etc.. The length and timing of the detention, is within the discretion of the licensed employee disciplining the student or the building Principal, pursuant to the posted rules of the school.

4. **"Temporary Reassignment"** or "in-school suspension" means the student will attend school but will be temporarily isolated from one or more classes while under supervision. A temporary reassignment should not exceed five consecutive school days. Parents/Guardians shall be notified at least 24 hours prior to the administration of a temporary reassignment.

The building Principal is authorized to issue reassignment, restrictions from activities, or place a student on probation for repeated failure to conform to the Student Code of Conduct, classroom rules, or for any conduct that causes material or substantial disruption to the school/class environment, interferes with the rights of others, presents a threat to the health and safety of students, employees, and visitors, is otherwise inappropriate, or is prohibited by law.

5. **"Probation"** means a student is given a conditional suspension of a penalty for a definite period of time in addition to being reprimanded. The conditional suspension will mean the student must meet the conditions and terms for the suspension of the penalty. Failure of the student to meet these conditions and terms will result in reinstatement of the penalty. Notwithstanding the assignment of probation, no imposition of the suspended consequence may be administered unless and until all of the provisions of this policy applicable to the suspended consequence (i.e., long-term suspension, expulsion, etc.) are satisfied.

6. **"Out-of-school suspension"** means the temporary denial of a student's attendance at school for a specific period of time. It includes short-term and long-term out of school suspensions.

a. **Short-term suspension.** A "short-term suspension" means an out-of-school suspension of ten (10) consecutive school days or less. RSA 193:13, I (a).

The Superintendent or his/her written designee is authorized to suspend a student for ten (10) school days or less.

A short-term suspension may be imposed only for:

- i. Behavior that is detrimental to the health, safety, or welfare of pupils or school personnel (including, but not limited to, an act of theft, credible threats of violence, destruction or violence, as defined in RSA 193-D:1); or
- ii. Repeated and willful disregard of the reasonable rules of the school that is not remediated through imposition of the district's graduated sanctions described in JIC and the Student Code of Conduct.

Pursuant to RSA 193:13, XI (b) and Board policy JIC, a short-suspension over 5 days must conform to the standards included in the Student Code of Conduct.

**Before any short-term suspension may be imposed, a student is entitled to the minimum due process (notice before meeting of the charge and explanation of evidence, notice of the possibility of suspension, opportunity for the student to respond, and a**

**written decision explaining the disciplinary taken).** See New Hampshire Department of Education Rule Ed 317.04(f)(1).

b. Long-term suspension. A "long-term suspension" is the extension or continuation of a short-term suspension for a period **not to exceed an additional 10 days** beyond the duration of the short-term suspension.

The Superintendent is authorized to ~~continue the suspension and~~ issue a long-term suspension of a pupil for a period in excess of ten (10) school days. A long-term suspension may only be imposed for:

- i. an act that constitutes an act of theft, destruction or violence, as defined in RSA 193-D;
- ii. bullying pursuant to Board policy JICK when the pupil has not responded to targeted interventions **and** poses an ongoing threat to the safety or welfare of another student; or
- iii. possession of a firearm, BB gun, or paintball gun **while on school property.**

Prior to a long-term suspension, the student will be afforded a hearing on the matter. The informal hearing need not rise to the level and protocol of a formal hearing, but the process must comply with the requirements of Ed 317.04 (f)(2), and (f)(3)(g), including, without limitation, the requirements for advance notice and a written decision.

c. Appeal of long-term suspension. Any long-term suspension issued other than by the School Board under this policy, is appealable to the School Board, provided the Superintendent or School Board chair receives the appeal in writing within ten (10) days after the issuance of the Superintendent's [or other person designated under B.6.b, above] hearing and written decision required under N.H. Dept. of Education Rule Ed. 317.04 (f)(2)c, and sub-paragraph B.6.b, above. The Board shall hold a hearing on the appeal, but will rely upon the record of the decision being appealed from.

Any suspension in excess of ten (10) school days shall remain in effect while this appeal is pending unless the School Board stays the suspension while the appeal is pending. Any request to stay a long-term suspension should be included in the original appeal.

d. Educational Assignments. As required by RSA 193:13, V, educational assignments shall be made available to students during both short and long term suspensions.

✓ e. Alternative Educational Services. The school shall provide alternative educational services to a suspended pupil whenever the pupil is suspended **in excess of 20 cumulative days** within any school year. The alternative educational services shall be designed to enable the pupil to advance from grade to grade.

f. Re-entry Meetings and Intervention Plans. Prior to returning to regular classes, a suspended student, and parent/guardian (when available) shall meet with the building Principal or his/her designee to assist the student in smoothly returning to the school setting.

Any time a pupil is suspended **more than 10 school days in any school year**, upon the pupil's return to school the school district shall develop an intervention plan designed to proactively address the pupil's problematic behaviors by reviewing the problem behavior, re-teaching expectations, and identifying any necessary supports.

g. Attendance Safe Harbor. A student may not be penalized academically solely by virtue of missing class due to a suspension.

7. **"Expulsion"** means the complete denial of a pupil's attendance at school for any of the reasons listed in RSA 193:13, II and IV.

a. **Grounds for Expulsion.** An expulsion may only be imposed for an act that poses an ongoing threat to the safety of students or school personnel AND that constitutes:

- i. A repetition of an act that warranted long-term suspension under section B.6.b, above;
- ii. Any act of physical or sexual assault that would be a felony if committed by an adult;
- iii. Any act of violence pursuant to RSA 651:5, XIII;
- iv. Criminal threatening pursuant to RSA 631:4, II (a); **OR**
- v. For bringing or possessing a firearm as defined in Section 921 U.S.C. Title 18 within a safe school zone as prohibited under RSA 193-D:1, or under the Gun Free School Zones Act, unless such pupil has written authorization from the Superintendent.

Before expelling a pupil, the Board shall consider each of the following factors:

- (1) The pupil's age.
- (2) The pupil's disciplinary history.
- (3) Whether the pupil is a student with a disability.
- (4) The seriousness of the violation or behavior committed by the pupil.
- (5) Whether the school district or chartered public school has implemented positive behavioral interventions under paragraph V.
- (6) Whether a lesser intervention would properly address the violation or behavior committed by the pupil.

b. **Due Process to Be Afforded Prior to Expulsion.** Prior to any expulsion, the District will ensure that the **due process standards set forth in Ed 317.04 (f)(3) through 317.04 (m)** are followed.

c. **Duration of Expulsion.** An expulsion will run for the duration stated in the written decision or until the School Board or Superintendent restores the student's permission to attend school as provided in this policy. An expulsion relating to a firearm in a safe school zone per B. & a.v, shall be for a period of not less than 12 months.

d. **Educational Services.** The Superintendent is authorized, but not required, to arrange for educational services to be provided to any student residing in the District who has been expelled by the District or by any other school.

### **C. Modification or Reinstatement After Suspension or Expulsion.**

Expelled or suspended students may request a modification of, or reinstatement from, an expulsion or suspension as provided below. Except for students establishing residency from out-of-state, requests for modification or reinstatement from expulsion/suspension shall be submitted in writing to the Superintendent no later than August 15. The request should set forth the reasons for the request, and include additional information to establish that it is in the best interest of the student and school community to reinstate the student. Such additional information may include such things as work history, letters of reference, medical information, etc. All reinstatements shall include an Intervention Plan as described in paragraph B.6.f, above, including such conditions as the reinstating authority (Superintendent or Board) deem appropriate.

**1. Modification by Superintendent.** Subject to all other applicable laws, regulations and Board policies, and paragraph C.3, below (relating to firearms), the Superintendent is authorized to reinstate any student who has been suspended or expelled from a school in this District, and or enroll a student suspended or expelled from another school or district, on a case-by-case basis.

**2. Review and Reinstatement by Board.** A student may request the School Board (of the district of attendance) to review an expulsion decision prior to the start of each school year by filing a written request with the Superintendent detailing the basis of the request. The Board will determine whether and in what manner it will consider any such request after consultation with the Superintendent.

**3. Modification of Expulsion for Firearms.** A student who has been expelled from this District or any other public or private school for bringing or possessing a firearm in a safe school zone as prohibited under RSA 193-D1, or under the Gun Free Schools Act, may only be reinstated or enrolled if the Superintendent first determines: possession of the firearm was inadvertent and unknowing; the firearm was for sporting purposes and the student did not intend to display the firearm to any other person while within the safe schools zone; the student is/was in the fifth or lower grade when the incident occurred; or the Superintendent determines that the firearm was not loaded; and that no ammunition was reasonably available; and that the pupil had no intention to display the firearm to other students.

Additionally, the School Board may enroll a student expelled from a school outside of New Hampshire for a violation of the Gun Free Schools Act upon the student establishing residency.

**D. Appeals to State Board of Education.** Any decision by the Board (i) to expel a student, (ii) not to reinstate a student upon request, or (iii) enroll a student from another state who had been expelled for a violation of the Gun Free Schools Act, may be appealed to the State Board of Education at any time that the expulsion remains in effect, subject to the rules of the State Board of Education.

**E. Sub-committee of Board.** For purposes of sections B.6 and B.7 of this policy, "Board" or "School Board" may either be a quorum of the full Board, or a subcommittee of the Board duly authorized by the School Board.

**F. Superintendent and Principal Designees.**

Except where otherwise stated in this policy, the Superintendent may delegate any authority she/he has under this policy, and a principal may delegate any authority she/he has under this policy, to other appropriate personnel.

**G. Disciplinary Removal of Students with Disabilities.**

If a student is disabled under the Individuals with Disabilities Act (IDEA), the New Hampshire RSA 186-C, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, or any other law providing special rights to disabled students, those laws shall govern and shall supersede these local policies to the extent these local policies are inconsistent with those laws. Accordingly, any suspension or expulsion of a child with a disability as defined in Ed 1102.01(t) shall be in accordance with Ed 1124.01.

**H. Notice and Dissemination.**

This policy shall be made available to families, students and staff as provided in Board Policy JIC.

### **I. Conflict in Law or State Regulation.**

If any provision of this policy shall conflict with State or Federal law, or regulation of the New Hampshire Department of Education, then such law or regulation shall apply, and the remainder of the policy shall be read and interpreted to be consistent with the law or regulation. School administrators and families are strongly encouraged to review the links for pertinent statutes and laws as referenced in this policy.

***First Reading:*** January 4, 2022

***Second Reading:***

***Final Adoption:***

### **Legal References:**

*18 U.S.C. § 921, Et seq., Firearms*

*20 U.S.C. § 7151, Gun-Free Schools Act*

*RSA 189:15, Regulations*

*RSA 193:13, Suspension & Expulsion of Pupils*

*RSA Chapter 193-D, Safe Schools Zones*

*RSA 631:4, Criminal Threatening*

*RSA 651:5, XIII "Act of Violence"*

*NH Code of Administrative Rules, Section Ed 306.04(a)(3), Discipline*

*NH Code of Administrative Rules, Section Ed 306.04(f), Student Discipline Policy*

*NH Code of Administrative Rules, Section Ed. 306.04(g), Suspension & Expulsion*

*NH Code of Administrative Rules, Section Ed 317.04, Suspension and Expulsion of Pupils*

*Assuring Due Process Disciplinary Procedures*

*In re Keelin B., 162 N.H. 38, 27 A.3d 689 (2011)*

**Legal References Disclaimer:** *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

**WILTON-LYNDEBOROUGH COOPERATIVE  
SCHOOL BOARD MEETING  
Tuesday, January 4, 2022  
Wilton-Lyndeborough Cooperative M/H School  
6:30 p.m.**

The videoconferencing link was published several places including on the meeting agenda.

Present: *Brianne Lavallee, Jonathan Vanderhoof, Dennis Golding, Jim Kofalt, and Charlie Post Participating online: Alex LoVerme (exited 9:34pm)*

*Superintendent Peter Weaver, Business Administrator Kristie LaPlante, Principal Sarah Edmunds, Assistant Principal Katie Gosselin, Director of Student Support Services Ned Pratt, Technology Director Jonathan Bouley, Curriculum Coordinator Emily Stefanich, Facilities Director Buddy Erb, and Clerk Kristina Fowler*

**I. CALL TO ORDER**

Chairman LoVerme called the meeting to order at 6:34pm.

**II. PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited.

**III. 6:30PM JOINT BOARD & BUDGET COMMITTEE SESSION**

Present: Jeff Jones, Leslie Browne, Christine Tiedemann, Bill Ryan, Lisa Post (6:38pm), Caitlin Maki, Adam Lavallee, and Darlene Anzalone (online)

**a. FY 2022-2023**

**i. Draft Prep for Public Hearing**

Ms. LaPlante reviewed that the draft provided is the same draft 5 presented at the last meeting. She and the Superintendent met with the Budget Committee for a question and answer period; they heard of a potential upwards of \$60,000 in savings from technology. These changes have not been made yet; she would like Mr. Bouley to speak to this. Draft 5 included wages and benefits and non-wages and benefits; she had identified an "error". She spent additional time reviewing the wages budget as she felt it did look excessive. The amount of money showing for the ABA/RBT's was not right. She was able to do a better job to figure out what made up the wages and benefits and did a better job figuring out what makes up non-wages and benefits. It did not show a true reflection of the staffing wages and benefits. Staffing last year's may not have all been in the correct line items, which has been corrected. She provided pie chart showing the total budget increase (\$595,637) and charts breaking out the wages and benefits and non-wages and benefits. The teacher's contract wages made up \$116,410: when it was presented at the district meeting was estimated to be an increase of \$150,000 for FY 23. With the staffing changes and alignments, the district is in a good position with staffing. The overall wages and benefits chart shows, an increase of \$413,791, of that, the support staff contract is \$21,000 (was estimated to be \$19,550 but increase due to staff changes), RISE staffing \$31,052, unbudgeted NHRS \$29,800, dental insurance increase \$5,660, addition of 3<sup>rd</sup> grade teacher \$51,155 (not in last years budget), health insurance \$148,400 and "other" \$10,315 (includes curriculum coordinator salary being an employee vs. contracted service offset by removing the SAU performance incentive of \$61,186 (staff increases for all staff not covered by a CBA). She reiterates that draft 5 was incorrectly stated regarding "people". She confirms it does not change the bottom line. Non-wages and benefits shows an increase of \$181,843 with SPED showing \$145,280 of that increase, food service consumables \$11,935 (increase in food), electricity \$5,500 and transportation contract \$19,130. She notes the transportation contract increase is not from the existing contract but includes an increase from what was budgeted. Mr. Pratt confirmed the SPED increase of \$145,280 is all due to out of district placement.

Mr. Bouley spoke of the ECF grant (Emergency Connectivity Fund) which the district was just awarded \$61,695 in late December. The grant originally closed but was reopened in late September as there was still funding available for hot spots for internet access for people at home who do not have it, laptops or computers for teachers and students up to a \$400 in reimbursement. To qualify for the funding, we need students to be able to access at home. We will not be able to use it for the 1<sup>st</sup> and 2<sup>nd</sup> grade cart but can still use the funds and will figure out the best way to use them. We have quotes from vendors for specific amounts and if we tried to make changes and resubmit new quotes, it may be denied. He has a plan of how to move some devices around to meet the needs of what we have previously discussed and still keep access for the 1<sup>st</sup> and 2<sup>nd</sup> grade but not 1:1 and some staff would get new devices moving forward. He provided a list of what the funds can be used for. He again noted if we make changes to what we submitted it could affect funding. Chromebooks are the best option because they are under \$400 and covered at 100%. Ms. LaPlante added the goal is to be able to use this to offset the 22-23 budget. Mr. Bouley confirms it eliminates 3 line items (new computer or replacement equipment) for the Chromebooks and we have until 2023 to use the funds but we will need to order soon. He confirms he used the same vendor information for the grant as in the proposed budget. He believes we can use all of the funding by moving things around internally. He notes we have a lot of Chromebooks reaching the end of life this year. We found the 130 Chromebooks deployed this year were purchased with ESSER 2 funds. He has not spent any of the replacement Chromebook money this year, which will allow us to use that money to fund this initiative, be reimbursed

and allocate money for next year's budget. Superintendent confirms we will spend the money and will look at reduction for next year's proposed budget of a little less than a half a percent. It is fortunate that it came at the right time. Ms. LaPlante will send out the 3 lines where the reductions will occur and will incorporate those changes into draft 6 of the proposed budget, the budget increase would then be decreased to approximately \$534,000. Ms. LaPlante asked for confirmation of \$25,000 going into food service and confirmation for amounts going into the capital reserves; once she has this she can provide a true bottom line. Chairman Jones spoke there a few more items coming from the Budget Committee to discuss. They discussed the tennis courts; the next steps had been to obtain estimates. Superintendent responded he and Mr. Erb have worked together to get these, they have one written from Mr. Rimes of about \$25,000 not including the disposal of the fencing and poles and we would need to figure out how to repurpose that or remove it. He does not want the fencing as originally thought. Mr. Erb has met with Mr. Carter today; he is talking about removing the poles, crushing up the asphalt and repurposing it for the road up the fields and around the parking lot. A question was raised if there is any rebar in it. Mr. Erb replies not that he is aware, he does not know of rebar being used in tennis courts. He is coming in about \$16,500. Mr. Carter is talking about leveling, loaming and seeding it, which is extra work. He is willing to include bartering for the old tractor too. That would give about \$3,500 toward the work. Mr. Erb also has a proposal from Mr. White in Milford from December 2020 and that original bid was \$16,000 but with the extra work of \$12,000 brings it to about \$27,300 (bringing in loam, positive drain on outside edge, hydro seeding, athletic seed mix). Superintendent confirms the proposal from Mr. Rimes does not include the loam or seeding. Mr. Erb confirms Mr. Carter will write up a proposal. Mr. Erb suggested having him come to a board meeting to discuss. Ms. Lavallee asked if that is something the Board wants to do. A question was raised, what do we want to use it for. Ms. Lavallee responded there was a discussion on turning it into parking. Chairman LoVerme remembers a suggestion of turning it into practice fields. He adds the less expensive way is to put grass on it. There had also been another quote last year of about \$8,200, just for removal not loaming etc. A question was raised if this would be better to break this into a 2-part project. Would it be wise to find out what it would be to get rid of the fence? It was noted if we are going to do the job, we should just do it all at once. The question was clarified if it would be better to find 2 separate people to the job, removing and repurposing. The discussion continued including, keeping in mind if it is a warrant and it is voted down you can't do it, how would it funded, if we really want to do it then put it in the budget, and support was voiced to remove and repurpose the asphalt for the road and parking edges. It was suggested to put it in the budget and get final quotes. The consensus from the Board was to move forward with hearing Mr. Carter's proposal at the next meeting and research the warrant to look at the language to see if there are any stipulations. Chairman Jones noted assuming it is between \$16,000-\$26,000 he does not think a proposal will sway us. A question was raised if we want it in the budget or not. Mr. Vanderhoof believes it is transparent having it in the budget, we can get quotes and know what it will cost and would give the people the opportunity to say yes or no. It was suggested that if it is important to do, then we should budget for it. A question was raised, what does the insurance company say about it. Ms. LaPlante responded as long as we properly warn the public about dangers then we have done our due diligence. It was noted we have been told it is a hazard but no one has come to inspect it and formally say it is a hazard or that we will lose our insurance. We did use a couple of sections last year for a small tennis team. Discussion continued. It was noted there was past discussion of having a warrant asking if you wanted to continue tennis at a cost of "X" or remove it. It was noted the communities also use it and we need to think of that as well, if we take the tennis courts away, we are taking something away from the towns. A question was raised why it would not be in the town's budget then. Response is it is on school property. Mr. Ryan noted to give time for Ms. LaPlante to do some research; he remembers that the state was involved with the courts. Chairman Jones brought up the storage container and the Budget Committee spoke of using ESSER funds instead of putting it in the budget, cost was about \$8,000. A question was raised if the Superintendent and Ms. LaPlante had looked at this. Superintendent responded we did talk about it and if it meets the terms of ESSER, we agree we have extra equipment and chairs, desk for social distancing and talked about how much it would be to buy 3 or 4 but the cost is unpredictable now. We need storage and these seal keeping out mice, etc. It would be great for LCS as we have a lot of toys and outdoor stuff we need to store and it is in the hallways currently. FRES is out of storage, we would have to have it up at WLC and find a way to transport things back and forth. The sheds on the athletic fields have to come down and will sooner than later. There is an identifiable need, it would be appropriate to use ESSER 3 funds within the guidelines but we need to come up with a figure and see when we need to do it. Chairman Jones questioned if the \$8,000 in the budget now should be removed. Chairman LoVerme does not agree due to the way the pandemic is going, those funds may be needed elsewhere. It was noted there is \$517,000 in ESSER 3, \$136,800 is set aside for learning loss but the other funds could be used for this. Mr. Vanderhoof spoke to clarify, is it coming out of the budget and allocating ESSER funds are separate conversations. The discussion continued. The consensus of the Board is to remove it from the budget and move it over to ESSER 3. Chairman Jones spoke that the last time we met collectively there was discussion of a truck. He questions if the school board has had a chance to discuss this any further. Discussion was had including it is something we really do need, Mr. Erb has been using his personal truck for years now, we are not covered by insurance for this and should not be using someone's personal vehicle for district business, we need transportation between all the buildings, examples of use were given, and a plow could be put on it. It was noted we would not be putting a lot of miles on it and could do a low mileage lease, perhaps an 18,000 mile lease. Discussion was had including what type of truck may be needed, what kinds of things would be hauled (furniture, equipment, ladder, leaves, etc.) Mr. Vanderhoof expressed there are all sorts of things a truck or van could be used for and every time we have this conversation it is not formal, no specifics and just that we need a truck and could save money by doing it. There has not been a formal presentation and until he is provided some kind of presentation on what it will be used for, he would not vote for it. Superintendent voiced Mr. Erb does have some notes if the Board would like we can have that discussion tonight. Mr. Lavallee noted he is pretty sure using your own vehicle is not part of the job description. Ms. Lavallee noted some of the things discussed tonight like the model and lease option would be more beneficial if we had specifics on what the cost would be etc. and to Mr. Vanderhoof's point, it would be helpful to have that

for the town meeting. Ms. Lavallee questioned if it is the consensus of the Board to have this brought back to the next meeting with more detailed information, cost, cost of lease and what it is used for. Mr. Kofalt agreed but notes it would need to be a clear picture with detail, how many miles, what are the alternatives etc. Chairman LoVerme expressed if we don't have it by the next meeting we need to drop the truck altogether. A question was raised if it would be in the budget or a warrant article. This was discussed. Mr. Erb confirms the tractor does not have a plow on it; they use snow blowers and have someone who does the plowing (Mr. Carter). He spoke to what the truck is used for, moving a lot of furniture and supplies between buildings, sometimes vendors leave product at one building (saves on shipping) and then it has to be distributed, leaves at FRES have to be bagged and cannot go in the dumpster, instead he brings it up to WLC, it is the same for LCS unless he risks crossing the road with it to go over the railroad track, it cannot be put out behind the soccer field. He can do this 3-4 times just in the fall. If supplies are needed from Lowes or Home Depot, he uses his truck for pick-up and delivery, when equipment needs to be repaired or a ladder is needed, he uses his truck. He uses it a few times a week for various things during the year and for summer school, he has to move things for summer programming. Today he had to move the playground items from LCS to WLC. With repairs he sometimes take the equipment home as the district does not have the right tools to fix them but he does at home and fixes them and returns them the next morning. He notes last year he probably put 20,000 miles on his truck. It was noted mileage calculation should be part of the presentation. Originally, he had said a 250 or 3-quarter ton truck with a standard cab so we can rent large equipment if needed and can use the trailer. The discussion continued. Chairman Jones brought up the leadership team, which was discussed at the Budget Committee meeting and they asked if Ms. Chenette could speak to this tonight. Superintendent responded she is out for a few days and Ms. Stefanich will try to answer any questions. A question was raised why is it for 8 people when there are only 5 grades. Ms. Stefanich believes it includes specials and SPED. Superintendent spoke that Ms. Chenette can speak to it the next meeting.

Ms. LaPlante provided a preliminary report on ESSER funds, which breaks out ESSER 1, 2, 3. ESSER 1 and 2 are spent. ESSER 3 was increased to \$684,000 and the school board has put some mechanisms in place to preserve the integrity of the funds uses. The school board has approved \$10,000 for a sound system, \$3,000 for the nurse stipend, up to \$30,000 for IT assistance through June 30, \$27,000 for long-term substitutes, \$12,000 for learning loss, \$85,000 for WLC boiler leaving \$517,000, which needs to be tied to COVID. ESSER 3 does not expire until Sept. 2024. We are obligated to spend \$136,800 toward learning loss. Chairman Jones noted \$517,000 is a large amount of funds, we could figure out ways to spend it, doing it prudently. He questions with a 4.68% increase in the budget, are there ways we can use that to offset the budget. It was noted ESSER was not created to offset budgets. A question was raised if we have budgeted anything for the kitchen we could use COVID funds for. Ms. LaPlante noted that is a stretch; she will talk to Ms. Smith to see if there may be any correlation and report back on the 18<sup>th</sup>. Chairman Jones voiced that technology is another spot with Chromebooks that we may want to take a look at. A question was raised regarding transportation particularly with OOD (out of district), based on the social distancing requirements and has that had an effect on the budget or will it. Ms. LaPlante responded no. Superintendent added we might be able to dig a little digger into food services and technology. It was asked, what about the leadership team. Superintendent responded, it is a small number (less than \$3,000) and is really more of an explanation needed. We can probably make an argument for it but the number is not significant. He adds we need to understand the learning loss. We are spending \$12,000 for staff to work with kids. It's a small percentage of the \$137,000 but we really need to look at how other schools are addressing this and what resources they are using. They discussed the learning loss issue and use of funds. He notes we are having a hard time finding staff and still have positions we can't fill. People are just not applying across the board. He cannot see any positions that we wouldn't use in the operating budget and would use ESSER for. Ms. Lavallee spoke in regard to ESSER she has heard feedback from teachers, not necessarily here about social issues with kids; teachers are struggling and student absences are adding up. She asked what we could do in relation to ESSER to assist with these issues. That would be staying true to the intent of ESSER. Superintendent spoke to this noting it is an important conversation to have; we are looking at 2 years of this now. It is need dependent; there is probably demonstrated need for someone to work with families and kids and is that something we want to talk about down the road as it does support learning loss. He doesn't know if it a discussion we should have tonight. He spoke that kids are still absent, the effort is not the way it was pre-pandemic; the environment is different. It seems like we have a ton of money to spend but we don't have the answers and want to be thoughtful about it and why we want to allocate it. We do need to talk to other schools to see what they are doing. A member suggested to look at this in 2 parts, learning loss and everything else; learning loss needs to be approached in a more proactive way. The other difficult issue is what is learning loss, at what point are we improving education and at what point are we making up for learning loss. It was suggested to bring the Board a proposal that shows this is a way we can boost academic performance of students, not necessarily during budget season. A question was raised if there was a number or percentage the Budget Committee was trying to get, could we get down to 3.9% or something like that. Chairman Jones notes that that they had not really set a target. What we have heard really tells the story and so much of it is in places we can't control. We can explain a 4.3% increase but whether it can be passed or not is a different story; we are looking into opportunities to do that but not set a number. Superintendent Weaver spoke that it would certainly help him to see a target to shoot for. Our goal was to get it as close to 4% and we got it down to 4.35%; we are running out of lines to look at. Mr. Lavallee spoke that he does not think 4.3% is bad and doesn't know of anyone's budget that didn't increase more than that, to be under 5% is pretty impressive. Superintendent added there are significant obligations we can't get around and surely, the community approved it and we thank them for that but if we knew what you wanted we could target the discussion more and make it more efficient for us. Ms. Browne commented that we have not heard of anything from the revenue side and that may help. Superintendent notes we will focus on that data and provide the projected revenue for the 18<sup>th</sup> meeting. Ms. LaPlante confirms we are an increase of 4.68%, with the technology reductions we will be at 4.35%. Mr. Post added we spoke of \$16,000 for the tennis courts, minus the \$8,000 for the containers

187 plus \$25,000 for food service so we are looking at plus \$20,000. Superintendent noted draft 6 would include these. Mr. Ryan  
188 noted we have not done well at the last couple district meetings and we have a lot of new faces voting this year. We need to be  
189 positive and united. Mr. Post noted the overall impact also includes the warrants.

## 190 ii. Warrants

191 The proposed warrants were reviewed. Article 4 is the operating budget. A discussion was had regarding the capital reserve for  
192 facilities. A question was raised if there was a number for this. Mr. Vanderhoof responded \$130,000. A question was raised what  
193 that included. Mr. Vanderhoof did not have this with him but recalls moving the cafeteria renovation from FY 25 to FY 27,  
194 removed paving the upper field road from FY 26 and removed the placeholder miscellaneous repairs of \$100,000. This is a 5-year  
195 look at this point. A question was raised if that includes exterior repairs to LCS. Mr. Vanderhoof notes we have not had a good  
196 meeting; most has been trying to make this work. We will have to start look at adding it and building it out 10-15 years. He spoke  
197 of his assumption of how the CIP was started and he believes it started with the roof being done over 9 years. He believes the  
198 \$130,000 is pretty solid for what we have. It is believed that last year the article was for \$95,000. Mr. Lavallee questioned how  
199 many projects are kicked down the road; he feels every year stuff on the list just is moved down the road. He questioned if we  
200 will need to get another district to join the coop when the schools are in such disrepair. Mr. Vanderhoof noted we didn't take off  
201 anything that was maintenance related. We moved the café renovation to 2 years out and it was not for repair as far as he knows it  
202 was just to make it nicer, removed paving of the upper field (can be added on) and funding of \$100,000 for miscellaneous. If we  
203 leave stuff on, we just need to fund it. A question was raised what does Mr. Lavallee think was kicked down the road. He didn't  
204 provide specifics but feels like it happens every year. This was discussed. Mr. Vanderhoof believes things have been added to the  
205 CIP without any thought to the funding or placement and what needs to be asked for in the warrant. The LED lighting did come  
206 off, 1 boiler (not due for 2 years), and AC for the WLC library. A question was raised if there was a new sheet available. Mr.  
207 Vanderhoof responded no, he has a rough draft spreadsheet; it may look different from what it looks like now because we will  
208 build it out further. Ms. Browne asked if he would share it and questioned if it would be ready for district meeting. It was  
209 confirmed it would be. A question was raised if the \$130,000 just pays for what we are doing or does it give us money in a  
210 reserve. Mr. Vanderhoof confirms it pays for what we are doing. A discussion was had. Ms. Browne adds the intent was to do that  
211 but it was never funded that way. Mr. Vanderhoof confirms that is what they are trying to correct. Chairman LoVerme added it  
212 was set up so that we would not have to pay for it all at once, but we were supposed to put in \$230,000 some years, we cut that  
213 back. Why have a CIP, if we are just going to fund what needs to be done, just put it in the budget. We are not utilizing it the way  
214 it was intended.

215  
216 Article 6, is the special education capital reserve account. It was confirmed there is about \$200,000 in the fund, the goal was to  
217 have \$300,000 asking for \$50,000 this year and next. A question was raised if that is the direction of the Board, no objection  
218 heard. Last year we added \$100,000. A question was raised if there are any guidelines set in advance, for when the Board thinks it  
219 would appropriate or inappropriate for a future Board to tap into that fund. This was discussed. It was asked if the intent was to be  
220 used if we exceeded our expenditures then we should say that. An example was given for its' use, if we got an OOD placement  
221 not budgeted for, that we didn't know about, it could be used for that. A question was raised if we have explicitly said that. Mr.  
222 Vanderhoof believes it is written. Mr. Lavallee questioned by definition isn't a capital reserve plan for the unexpected. Mr. Kofalt  
223 agrees it is. Mr. Post spoke that 2 years ago, it was spent after the fact and it was a bitter pill for the public to swallow. They still  
224 remember passing that warrant article and the purpose was, we had an out of placement person, a huge expense, then suddenly  
225 there was an over expenditure in the district and some of it got spent after the district annual year close. He notes he believes the  
226 point is we need guardrails around it if they are not there already and is \$300,000 too much. Mr. Pratt spoke to this. He responds  
227 to the question, yes and no, when think of a child going to a day program for example, if we had a student transfer in from out of  
228 state, we do a reevaluation and if we see the need is still a residential program, we are talking \$200,000-\$300,000 for that one  
229 student. If a student is at an OOD in Massachusetts for example, a heavy-duty placement and we do not have the services  
230 available in NH for the same type of placement they have to stay there, we can't just move them. The long answer is, when is  
231 enough, you can draw a line. \$300,000 is great, \$200,000 is great but if you have a placement for \$300,000 come in, (\$200,000 is  
232 not enough). Mr. Vanderhoof added that is when the special meeting comes in and we have to ask to approve additional dollars.  
233 Mr. Vanderhoof believes the \$300,000 is reasonable, Mr. Golding agrees. Mr. Kofalt agrees but would point out the state has  
234 established legislation that allows districts to enter into risk pool agreements (he would actually be opposed as it is like insurance  
235 and insurance tends to drive cost up) but it is probably worth having the conversation and worth knowing more about it. He does  
236 not know the details or what kind of guardrails are up. For now, he suggests sticking with the original plan of \$300,000 and look  
237 for other solutions as well. Chairman LoVerme agrees to stay with the \$300,000 also. Ms. Lavallee asked if all were comfortable  
238 with the \$50,000 this year and next, no objection heard, consensus is yes. Ms. Browne clarifies that last year's warrant was for  
239 \$50,000 not \$95,000.

240  
241 Ms. Lavallee spoke regarding the district meeting this year being on school vacation week and having no leeway to change it. The  
242 prior Superintendent said to change it to the first or second week; we would have to present it to the towns. Mr. Lavallee added it  
243 is restrictive now; you have to decide to cut your vacation short or not. Discussion was had including moving it to Friday night.  
244 Ms. Lavallee notes, it was done by warrant and would need to be changed by warrant. Chairman LoVerme spoke that it was  
245 mostly for Lyndeborough people to get more participation. Mr. Kofalt likes the idea of the flexibility and the idea of a weekday.  
246 Mr. Vanderhoof suggests removing February vacation all together and getting out earlier. Consensus from the Board is to move  
247 forward with it being a warrant article. Discussion was had if it should be kept to a Saturday or move to a weekday night. Ms.  
248 Browne spoke that her understanding is it was brought forward as a petition warrant article from a Lyndeborough resident and it

passed. Anyone can put forward a petition warrant article; she did not have the timeline details. A question was raised if the Board can put forward a warrant. Response is yes, probably. It was noted the district meetings are getting more complex and a Friday night could go very late. It was suggested to look at the language of the original warrant, talk to our constituents about which date and discuss it at the next meeting. Chairman LoVerme suggested it needs to be consistent and not switch back from a Friday or Saturday. They continued to discuss this. Superintendent will provide language for the next meeting for discussion.

Ms. LaPlante spoke that we just had our first field portion of the audit. They asked if we had the warrant to retain a portion of the fund balance. There are conflicting opinions on this. She spoke that there is a push happening to create the reserve and provide an offset to taxes. She was asked to chat with the school board to see if they would be amendable to adding it. The thought was to give the voters the option and if they don't want it, they would be the ones to turn it down. She can bring it up again at the next meeting but thought it would be prudent to approach it today. Ms. Lavallee asked if the wording could be provided. Ms. LaPlante can and stating the auditor is highly recommending that the voters choose. She adds she is just providing the feedback as requested from the auditor. Mr. Post noted it seems it is out of the auditor's scope of their job. Mr. Vanderhoof notes it has been discussed in prior years and not that long ago. Ms. LaPlante clarified the discussion came out of a financial discussion they were having. Mr. Post added, we don't have it now and it doesn't need to be audited because it doesn't exist. Chairman Jones questioned if we want to table this for this year, he doesn't feel like we should get into that now. Discussion continued including that it gives the taxpayers the opportunity to reserve the funds. It was suggested you would not generally ask for warrant articles if you have this in place; you wouldn't ask for another \$100,000 on top of reserving funds. Superintendent questioned if the language should be brought to the next meeting or not. Chairman LoVerme suggested bringing the language. Ms. LaPlante will do so.

#### **b. YTD Reporting**

Ms. LaPlante provided the expenditures through November 30, 2021. In addition to the report, she included a summary; she does not have any concerns at this time. She asks for any feedback. Ms. Browne noted at the last meeting it was discussed everyone was going to relook at the encumbrances and wonders if that is reflected here. Ms. LaPlante responded no, and the December report will not. We will chat with the leadership meeting to discuss their encumbrances and PO's they have with the goal to close at the end of the month and go through the process to spend funds within the budget. Hopefully the January 31 report will capture a better view of it.

#### **IV. PUBLIC COMMENT**

The public comment section of the agenda was read.

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

There was no public comment. Chairman LoVerme thanked the Budget Committee and wished all a happy new year.

*A MOTION was made by Ms. Tiedemann and SECONDED by Mr. Ryan to adjourn the Budget Committee session at 8:31pm  
Voting: all ayes motion passed unanimously.*

The committee will meet across the hall.

#### **V. ADJUSTMENTS TO THE AGENDA**

Superintendent reported the following adjustments, for action items, appoint a district clerk and the second to make WLC remote on March 8, voting day, similar to what we did last year, move WLCTA to February 1 and add an FYI new hire, through June 30.

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

#### **VI. BOARD CORRESPONDENCE**

##### **a. Reports**

##### **i. Principals/Curriculum Coordinator's Report**

Principal Edmunds reported this month's report is a combined report. She spoke of some of the WLC happenings, including concert and dance recital and festive things, auditions for Matilda the musical is next Monday, the drama club is doing fund raising. Middle school robotics team did not make it to the next round, they "gave it a good try" and all had fun. WLC is hanging on and grateful for the long-term substitute, there are quite a few staff out.

Ms. Stefanich provided an overview of the report highlighting that the curriculum is on track and they are making headway. She is seeing teachers take ownership with the documents even when it is challenging. There was a team that attended the Christa McAuliffe conference and created a new partnership with Discovery Ed, which is offered free through the state through 2023. She notes this report is an addition to the one given in the fall. The key piece missing then is how our data compared to the state. In December, the state released the data so we could then dive deeper into it and break down our scores. We looked at successes and areas to improve on. While the scores are not where we want them to be, FRES exceeded the state's proficiency for ELA, math and science. Students who are economically challenged and students with disabilities exceeded their states target. We recognized

the strong effort from FRES in making sure students are prepared and it is clearly reflected in the results. At WLC, the state proficient for science was 55%, which outscored the state average of 37% that is a significant difference from the state average which is a cause of celebration. Our students with disabilities also outscored the states average of students with disabilities in the ELA test. It is a strong testament to our programs for students with disabilities. On the fall PSAT, done in October, it shows our scores increased across the board but the percent meeting benchmarks remained stagnant. After reviewing the data and comparing to the state averages, we again saw the need to review the math instruction. We revisited the action tools from the fall, are still evaluating the root causes for declines, and increases. Each of the Principals can speak to what is happening in the buildings. We are supporting teachers for refining their instruction, IMPACT team meetings at FRES, and additional training at WLC, we continue to look for ways to support student growth, afterschool tutoring, courses, and test preparation is embedded in the classroom. Principal Edmunds commented it has been a real pleasure to work with this team and have a collaborative atmosphere. A question was raised regarding how the afterschool tutoring was going. Principal Edmunds spoke that we are just getting started again; tutors are now reaching out those students “in need” (parents and students) and as of today the quarantined students as well. She is hoping it will gain additional students and perhaps some online tutoring as well. Ms. Stefanich spoke for FRES saying attendance has been strong, a few absences due to illness but it is going well and she sees students eager to attend. A question was raised how participation is at WLC. Principal Edmunds responded, nonexistent still, each teacher during the tutoring time is reaching out to parents. A question was raised how the response has been so far. Principal Edmunds responds we are just getting back and will have more the next time she reports out. Regarding students with disabilities falling behind in scores, a question was raised if you can if you can target students of that population for individual tutoring. Ms. Stefanich responds in certain areas; we look at where are the kids that have the most need and are they students with disabilities, then look at are they quarantined students, are they students that missed last year etc. and then get them into tutoring. We are looking beyond labels and looking at who is behind, what they need and how do we get them there. Ms. Stefanich spoke regarding the MS, math is a real area of need, ELA is on par with state average, and they are doing well, exceeding, in science but wants to see some of that translate to math. What we are seeing is the application piece on the math test are not similar to what we are doing in class. We are asking teachers to tweak that. They know the skill but it is not translating to how they ask the question and set up the test interphase of the computer. A question was raised regarding that in the past; the curriculum transfer from elementary to middle school was behind; do you have any data on this. Ms. Stefanich spoke we are looking at that, one of the things we are doing at FRES is starting with math and making sure the scope and sequences are aligned. We noticed some were vague and some were teaching above and some below. We have cleaned that up for what it should be, what does a 5<sup>th</sup> grader need to know, what about a 6<sup>th</sup> grader. We are going to work on vertical alignment on a PD day to make sure there are no gaps, and have transition meetings between 5<sup>th</sup> and 6<sup>th</sup> grade. The hope is that the transition will also help the MS teachers so they know what the jumping off point is. A question was raised looking at math for the district as a whole at the assessment proficiencies, grades 3 and 4 are up, 70%-80% in terms of percentage proficient and then it drops off suddenly grade 5, 42%, grade 7, 31%. It seems a dramatic drop from grade 4. Is this because the complexity or do we know why. Ms. Stefanich spoke there is a dramatic step, the common core does levels and really hits home in 4<sup>th</sup> grade and they start to introduce new skills. We are starting to see a big range in complexity when they get to those grades. It was noted the data in 2018-19 shows science, grade 3, 4, 6, 7 there is no data, and grades 5, 8, and 11 it is lower than it is for math than it is for ELA. ELA is pretty consistent across the board, math a drop off starting in grade 5 and science 4 out of the 7 available there is no data. Superintendent confirmed regarding science it is only assessed in grades 5, 8, and 11 and not assessed annually. Ms. Stefanich noted the NH DOE website is not easy to navigate but they have updated the Ireport platform to be interactive and has the 20-21 data; she will share that link with the Board. Mr. Kofalt had already done this and there is training available. It is great that the team has put the time and effort into this. Ms. Stefanich confirms at FRES tutoring attendance is good, a few absences due to illness, students are eager to be there and teachers are engaging in meaningful ways in a small setting. A question was raised regarding the math questions and the wording of those; would that be a math or ELA issue and is that causing the drop we are seeing. Ms. Stefanich spoke looking at the state questions; they can be tricky, it does not always feel like educators are writing the questions. A clarifying question was asked if you are being hit on the math score because you are not understanding the language rather than the math problem. Ms. Stefanich spoke some of the barriers are how the questions are written and we need to be sure we are teaching test strategies, such as how are they written, how to use the tools, interactive formats and making sure students are equipped with that skill set too. A question was raised if that is being written into the curriculum. She confirms we don’t necessarily want to teach to the test but rather integrate it seamlessly so it seems more natural and not a whole month of test prep. A question was raised if a student is looking at a math problem and is not understanding is that the math teachers sole responsibility or more of an ELA teachers. Principal Edmunds confirms it is both and she gave examples of what they are doing. She notes math teachers are also literacy educators. All disciplines should work together to help them. A question was raised regarding students with disabilities; it is difficult in a district our size, what is the percentage, what are the numbers. Ms. Stefanich responded it is 19% of our student population. Mr. Kofalt noted he has heard from parents that the math homework is especially convoluted, parents who have not had a problem with math say this does not make sense to them. This is part of his concern; this kind of methodology is more challenging than it needs to be, although there is not anything that we can necessarily do about it. It is frustrating to hear this from parents. Mr. Vanderhoof voiced concern regarding the scores and questions what is the timeframe to achieve real substantial growth/improvement regarding the scores. Ms. Stefanich responds, we will continue to look at the data; part of it is digging into root causes, figure out trends, what is the target part, why this is happening; it is hard to give a timeline when we are in the beginning stages of still trying to figure things out. Superintendent elaborated on this noting the dilemma we are having is our sample sizes are small and if we have absences, it can really wreck the scores (example 40 kids testing and 5 absences). We need to really break that apart and figure out what is going on with the 5 kids who affected the scores, how do we reach out to them, how do we do it differently, do they have the right

services, and what can we do and that is what we need to spend our energy on. In addition on the other end, what are we doing with the kids who are testing higher and what can we do to push them over the hump. It may take a little tweaking to get them over. We have work to do and we have this pandemic, which is causing problems, kids are absent, we continue to play catch up. All districts are dealing with this but ours is remarkable because for some reason our science scores shot up. These are the same kids taking math and ELA tests. What did we do differently, what did the teacher do, was it the pace, how did we excel so much in science but not other areas. We need to be able to replicate it year after year. Mr. Vanderhoof voiced concern that this is his 4<sup>th</sup> year on the Board and has heard all of this; it starts to sound similar each year and looking at 55%, 37% proficient as good numbers seems odd. The correlation of this meeting also comes at the tail end when we are going out to ask for 13 million dollars. We are spending a lot of money and should get the best product we can. Superintendent agrees and is having those discussions. We have to get this trajectory right. We have to look at growth gains individually and as a class. Most of us have not been here long but understand it is an issue for all communities. We have to be able to show that the money taxpayers are investing in our school system is making a positive difference. There is all kinds of data to show this but today we are talking about standardized data. That is how we are held accountable to the state and the thing is that even though it is an artificial comparison we are compared to schools around us in the region, like ConVal and Hinsdale etc. We pay attention to it and take it seriously. It's easy to say we don't want to teach to a test and that is a false argument he has heard in other districts. Everything you have said is accurate; we are all on the same page. He wishes he could give a timeline but certainly will keep pushing at this and this is why you have seen more data presentations this year. We are having more conversations and focus on the data, not try to hide it, be honest with it, we have a serious issue with math and are working on that and we want to celebrate the successes. A question was raised that we see some kids proficient in ELA for example but not math, are there some good in one area and not another; it seems if you are good in English, you should do well in math word problems even if it is convoluted math. Superintendent responds we would have to look at that. If it turns out that way, how do we get those children to the level that some of the other students are? Superintendent responded we have looked at that and in other schools, they may double up in math for example and have guided study. It is always a challenge; we want to reach every kid. He elaborated on this. These are all our kids and we can't just address some of them, we have to address it as a whole. Ms. Lavalley questioned how are we engaging parents in this, there seems to be a disconnect with school and home. How are parents handling teaching the children and helping them with their homework. Looking at the PSAT scores and SAT scores and hearing we have zero participation in tutoring is disheartening; that is a huge factor that we don't have a lot of control on but need to look at. Are parents calling when they see the scores, is that conversation taking place with parents and staff. Principal Edmunds responded sometimes but does feel there is a disconnect and they are more interested in grades for graduation rather than standardized test scores. Superintendent added that there are other things going on in their lives too. We do have kids that are generally just disinterested in the school we offer. Extended Learning Opportunities can help them learn things in a field they are interested in. That kind of thinking may not get our test scores up but may make the student more successful. He likes state testing but understands there is a point some kids need a different approach in a different way and we want them to be successful in the long term. It is on our radar, we want to be transparent and show we are trying different things. Sometimes we need to cut our losses with programming that is not working. He spoke again about wanting to pay attention to those kids in the upper level and moving them forward, identifying the kids who are engaging and pushing the envelope in their classes and not just settling. Ms. LaPlante passed around an article in the Monadnock Ledger Transcript about the boost in science scores. Discussions were had regarding learning loss and perhaps considering looking at how people internally are thinking of improvement as an incremental process. Is there something we can do in particular, we have the funds (ESSER 3) to be a remedy for learning loss; are there things that would "leap frog" us into success. Maybe it is bringing in a team of tutors. Are there things we can do differently and not more of the same? Administration was encouraged to think of this when returning to the Board regarding learning loss funding. It was noted the links Principal Chenette put in her last report were helpful and in the past early childhood teachers came in to talk about what they are doing in their classrooms and brought samples, those kind of things are helpful for board members to be more in touch with what is happening. Administration was encouraged to think of this when returning to the Board regarding learning loss funding. Superintendent spoke of math being a problem in the state for years and years. He spoke of having the National Honor Society tutoring kids and would that be something the community would support; he has seen this work and also to offer incentives. Discussions continued including that incentives could be a big deal and would like to see some goal setting. A question was raised who does that goal setting, is it the Superintendent or the Board; there is frustration hearing the same things. A question was raised what does administration need from the Board to help with the tutoring program, is it transportation, what is it. Appreciation was voiced for providing the report and presentation; the Board understands it is a huge undertaking and wants to help. Ms. Edmunds spoke that many students say they do not come to tutoring because they have to work or watch their siblings. She has offered remote tutoring and is still working on the kids. There are many kids who stay for after school activities and she does not believe transportation is the issue. WLC has tried to do things during the day and we will see if that has helped. We have 2 weeks left before the end of the semester and she is hopeful. She spoke that having less faculty turnover would be helpful to provide more stability. If we were all on the same page for longer time, she thinks you would see a different WLC and FRES. If we can keep teachers from going elsewhere and build something together with the same goals. We have new people coming in all the time and have to continue to train; keeping our employees is important. Chairman LoVerme agrees. Mr. Post notes he heard the opposite when he was first on the Board. He spoke of the article in the newspaper. He notes it is puzzling why a community that has this kind of talent and community support with a pretty high funding level has issues with scores; what is the disconnect. He understands we have spent a lot of time talking about this tonight but it is nice to talk about this instead of talking about how to "run the machine". He voiced appreciation for the work being done and knows no one wants to teach to the test but sadly, this is how we are judged as a

community. How do we get the scores to reflect the talent and investment in the community? He questions how we can help and notes are moving in the right direction and hopes that direction came across tonight.

Mr. LoVerme exited the meeting; Ms. Lavallee took over as Chair.

Mr. Vanderhoof commented that his children in grades 2 and 6 have effectively zero homework coming home. He feels that is a significant change. He does not know if this is across the board but his experience they are not getting any. There are not a lot of things coming home for a parent to look at. It was noted that it is something to look at to maybe help bridge the gap. A question was raised if there are ways to accommodate the student's schedules for tutoring; it is asking a lot but would love to see some innovative solutions such as a Saturday block or a way to do asynchronous tutoring if that is even a viable option. Are there ways we can reach those kids who are working, it would be good to see some improvements there. A question was raised if it is known prior to COVID, if we were that far below in NH and the US in math and what are other schools do to support their students to prep them for PSAT an SAT; is there an opportunity for the Board to be more supportive. Principal Edmunds spoke there are SAT classes; we are embedding it into everyone's class prep, which is new. On a PD day we have our long-term substitute Ms. Rosenthal (also works with a tutoring company and tutors kids for the SAT) coming in to train our teachers on how to help with SAT questions, tricks of the test etc. Some schools have an SAT prep courses but not all kids take it; we embed it into the regular curriculum and that way it is beneficial for all kids. Ms. Stefanich spoke that historically we averaged around 50%-65% in the reading and writing benchmark, that has been since 2017 and math we hovered around 28%-38%, 20-21 has had significant drops post COVID. Superintendent spoke that many kids do not see the value in SAT. He spoke of looking at college enrollment and using that as a data point. How do we incentivize this with the reluctant learners? He is open to all ideas, internships, and other electives and in return, they have to make their best effort, do we negotiate with kids like that. Principal Edmunds added we do some of that, some kids get out early doing internships and earning credits; a lot are so bright but the online/paper and pencil tests kids don't want to sit through them. They discussed this a bit. Superintendent agrees there is more work to do and spoke that we need to do more of this; we spent more time tonight talking about this than we have spent since he has been in the district. The other thing we are trying to do is build positive relationships with the school board. This is good, this is what we are supposed to be doing, trying to problem solve, trying to keep our best staff, supporting teachers; we are doing all the right things and need more time.

## **b. Letters/Information**

### **i. Emergency Connectivity Fund (ECS Grant)**

Ms. Lavallee spoke that we did talk about this earlier. Mr. Kofalt asked if a motion was needed. Mr. Bouley responded no, he has the quotes; he just wanted to be sure that he could move forward. He spoke that we have 12 months from December 20<sup>th</sup> to spend the money and it has to be related to a student's ability to access our environment from home to do homework etc. It has to be available to them at any moment to use at home. He confirms it is mostly for hardware. It could be hot spots for people with no internet access, modems, routers, laptops. He confirmed it couldn't be used for software or subscriptions. He spoke about taking what we had for next year and making changes; we would still do 3, 6, and 10<sup>th</sup> grade and normally move the 12<sup>th</sup> grade Chromebooks to the paraprofessionals but suggests that instead we move those to 1<sup>st</sup> and 2<sup>nd</sup> grade carts. The 46 new Chromebooks would go to paraprofessionals and we could use up every dollar and not lose anything. Grades 3-12 would pretty much be outfitted and going forward we could have a 5-year rotation. The consensus of the Board is Mr. Bouley can move forward, there was no objection heard.

## **VII. WLCTA**

This was moved to February 1.

## **VIII. POLICIES-1<sup>ST</sup> READ**

### **i. ADB-Drug-Free Workplace & Drug-Free Schools**

Ms. Lavallee spoke this was a big undertaking. This policy was taken under review when the grant report noted it was not following current regulations. This policy should have been updated in 2018; we have not updated it since 2010. Discussion was had regarding that it appears to apply to all substances, anyone taking Tylenol with codeine would be subject to discipline; it does not take into account a doctor's prescription. It was suggested perhaps an attorney should weigh-in, as it is not clear where that line is. Ms. Lavallee has reached out to Attorney Phillips for some guidance. Discussion was had regarding the word "unlawfully" and the interpretation of that. They discussed the language further including the word "or" and discussed medical marijuana card". Superintendent spoke that he does not want any gray areas or to split hairs over wording. It was decided to wait for the attorney's review. Ms. Lavallee confirms it is a model policy and the Committee did make some changes included taking out the part regarding syringe take back. This will come back for a 2<sup>nd</sup> read with the attorney response. Any changes made will be made in red.

### **ii. GADA-Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse)**

Ms. Lavallee spoke this policy was identified in the grant audit; we did not have it and it is required to fill requirements of the Every Student Succeeds Act. She spoke of the policy. It was suggested to perhaps possibly striking # 3 as if it remains open even if no charges have been filed, it should be a no. There was support voiced for this. They discussed this including why arbitrarily 4 years, it is more of a guideline rather than a policy, it does not lock us into giving a recommendation, and by taking that out does

it disqualify us from federal compliance. Ms. Lavallee will check on this. Superintendent spoke about it noting it is a tricky one for educators; we call references and are called for references often. This policy will come back for a second read.

### **iii. IGE-Parental Objections to Specific Course Material**

Ms. Lavallee reviewed this policy was not in place, changes were made in 2017 and should have been in place then. This came up in the webinar she attended, as there were significant changes to it. She has sent an email to the attorney to clarify a few things including the piece about the parent bearing the cost of any alternative instruction to be sure that was legal. A discussion was had regarding why it included that nothing in the policy should be construed to give the parent the right to appeal to the school board. Discussion included, why is it there, a school board member would agree to hear a parent, could there be a situation where a parent does it each time a book is assigned, is it to tell the parent you don't start with the school board, we have policy KEC and there is a process for appeals and that process goes all the way through the school board. It was proposed we should consider adding a sentence from RSA 186:11 "The name of the parent or legal guardian and any specific reasons disclosed to school officials for the objection to the material shall not be public information and shall be excluded from access under RSA 91-A". It was noted it does not need to be there but is a reminder to people/school board members that this is a nonpublic matter and not be disclosed. Board was asked if there is any objection to adding this, no objection heard. Changes will be made, Ms. Lavallee will look into the rational of the wording and it will return for a second read.

### **iv. IK-Earning of Credit**

Ms. Lavallee reviewed that this was also included in the webinar and legislative updates were needed in 2021. A question was asked if there should be an appeal to the Board. This was discussed, Superintendent spoke to this specific situation if it gets to the school board, what is it that you would learn that might make it change. Superintendent notes it's really on the Board if they want to put themselves in that situation. He tells parents it doesn't stop with him; you can appeal to the Board. Ms. Lavallee pointed out we also have policy BAAA which is a policy that says if you don't agree with the judgement you can appeal anything to the Board so there is a provision for parents to appeal to the Board. It was noted that hopefully the Superintendent would inform the Board before it got to that level. Superintendent spoke about students transferring in from other schools, and how situations of earning credit could be an issue. He added there is always a middle ground and at the end of the day, you want the student to be successful. There are no changes recommended and this policy will return for a second read.

### **v. GB-Background Investigations and Criminal Records Check**

Ms. Lavallee reported this policy was also included in the webinar she attended. There were changes in 2020 that we did not adopt and in additional changes this year to add a designee to reflect RSA 189:13A. This policy was reviewed and will come back for a second read without any changes.

### **vi. JICD-Student Discipline and Due Process**

Ms. Lavallee reported this policy had significant changes. Input was received from Principal Edmunds and Assistant Principal Gosselin as they attended a conference on this. Ms. Lavallee has reached out to the attorney to obtain clarification regarding paint ball guns, airsoft and what if it were locked in a student trunk on school property. Discussion was had regarding this policy including on page 2 there are reasons for suspension listed at the bottom, (behavior that is detrimental to the health, safety....), the concern is if someone is making threats, they may be serious about it, it may need to be included here, which is probably a legal question for the attorney as well. Page 3, III does not state the possession must occur on school property and it is suggested to include this. Discussion was had regarding the language and interpretation regarding this as it is currently written. Superintendent spoke that this is a limit on the Superintendent and does not think it would hurt to include wording "on school property" and does not believe it would change the intent. They discussed the wording of "to continue", it was suggested to strike "continue the suspension and". Ms. Lavallee spoke that the reason this was changed was to limit the suspension to only allow 20 days out in accordance with the RSA. If it goes over 20 days, we would have to provide educational services. Consensus was to add "while on school property". It was noted weapons policy JICI does not mention airsoft. Ms. Lavallee responded it has not been updated yet. They discussed if a student has it locked in his trunk it is a different scenario, it could be perceived as a threat for a lot of people, where do we draw the line on what is reasonable and those are important things to clarify. It was noted regarding language of "during school hours", the school has a lot of property, and a student could live on the road, and playing paintball in the area. Ms. Lavallee will obtain clarification from the attorney on items identified. A typo on page 2, 6, A will be corrected to reflect "an" act not "and" act. Ms. Lavallee will meet with Ms. Fowler to make the edits. She has many policies to go through still, will work on those and put a report together for the Policy Committee's next meeting. This policy will return for a second read. The committee has started the discussion of not having a policy regarding library materials; it is not a required policy. The librarians brought up wanting some direction on how to handle it if a parent objected to materials. Mr. Kofalt spoke that the Policy Committee should be open to that not being a policy but procedure. Ms. Lavallee agreed.

## **IX. ACTION ITEMS**

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

*A MOTION was made by Mr. Post and SECONDED by Mr. Golding to approve the minutes of December 14, 2021 as written.*

*Voting: five ayes; one abstention from Ms. Lavallee, motion carried.*

*A MOTION was made by Mr. Kofalt and SECONDED by Mr. Golding to approve the nonpublic minutes of December 14, 2021 as written and leave them unsealed.*

*Voting: five ayes; one abstention from Ms. Lavallee, motion carried.*

## **• Voting Day/March 8, 2022**

Superintendent requested WLC to be remote as we did last year for the March 8 voting day, keeping it simple and to relieve parking. A question was raised if it is beneficial to do this or to have this as a day off. Superintendent confirmed being remote, if a student did not show up the parent would get a call. He felt it worked well last year going remote; the town was appreciative to have the bathrooms available etc. Teachers will be in the classrooms teaching (students expected to join class remotely). A question was raised if this is going to be a regular thing or is it for COVID reasons. Ms. Fowler responded, she spoke to the town clerk and in this case, it is due to COVID; originally, it was going to be in the town hall but due to increases in COVID, they have changed the plan. A question was raised if they really can't social distance at the Wilton Town Hall. It does not tend to be large numbers voting; this is not a presidential election etc. Superintendent spoke that it is to relieve the stress on them and some people voting and parking can be an issue. Mr. Post spoke that it is good community relations to have people in this building. A brief discussion was had which included we don't necessarily have to go remote. Ms. LaPlante spoke that in her district, they make voting day a PD day and moving forward it may be a good solution. In addition, November Election Day could be used for parent/teacher conferences. Superintendent spoke we could entertain making March 8 a PD day and flip-flop that with the scheduled March PD day. It was noted that would then effect the other schools and more parents. Ms. Lavallee suggested at this point, the Board should approve what the Superintendent is suggesting. Discussion was had if the town specifically asked to go remote. Ms. Fowler confirmed she did not specifically talk about that when it was requested but believes last year it was requested. Ms. Lavallee spoke that last year there were concerns regarding firearms, the stage is open and the front door is not locked. Superintendent noted the parking lot is pretty full during school days; students are coming and going being dropped off and picked up etc. Remote day is authorized by consensus, no objection heard. It was noted it is still the same workday just WLC would be remote learning.

**• Appoint District Clerk**

Superintendent asked the Board to appoint Ms. Mary Jane Ryan as School District Clerk. Ms. Lavallee recognized her and understands what a big job it is. Superintendent noted it is a big responsibility, he is not clear on all the laws and legal motions, and suggests talking about having an attorney at district meeting.

*A MOTION was made by Mr. Post and SECONDED by Mr. Kofalt to appoint Ms. Mary Jane Ryan, as School District Clerk with grateful appreciation.*

*Voting: all ayes; motion carried unanimously.*

**X. COMMITTEE REPORTS**

**i. Budget Liaison**

Mr. Vanderhoof reported the committee spoke about the truck on Dec. 21, the leadership team request, containers and insurance and what was budget for medical benefits as far as it changing after the budget. They also discussed the connectivity fund. There were more forward questions tonight as far as cuts than before. There is a little bit of hesitance from some with the number going forward. It was a good meeting and he does not see them making many changes although he was not present for their separate meeting tonight. There was a big discussion at prior meetings about technology and the amount we were spending, the plan overall and that we are working on it for something in the future. Hopefully next year we will have a solid plan and it will be easier to explain and understand for the public. It was noted that they were asking for a percentage the Board was comfortable with. Mr. Vanderhoof responded there is not anything they want to cut, the question is, is this a number that will pass. A couple meetings ago it was asked to bring back the 5 least utilized programs. That did not get answered. If we have programs that are no longer filling a purposed or getting the benefit of, we should move on from those and spend the funding elsewhere. It was noted this is not an unreasonable ask. It was noted so much of the increase is driven by things we have no control over.

**ii. Technology Committee**

The committee met for the 2<sup>nd</sup> time this evening. They have an outline for what they are informally calling the Technology Vision Document. This committee should come to the Board with a plan, a vision and what is working, what is not, the priorities, how to apply it to further academic excellence and specifically around technology capabilities for students, and how do we do PD. The details of how to implement that would be left up to the staff to take it to the next level. The Committee will potentially get surveys out to a couple of the stakeholder groups such as parents, community, teachers, staff and potentially students. A timeline has been laid out for creating this document and hope to have the surveys done by the end of March. We want to leverage it with the District Meeting; we want your opinion and let them know how to access the survey. The idea is to get it back, collated by end of March, in mid-April have a draft document, and incorporate the results. The target is to have it to the Board by April 19 for a first read and have until May 10 to incorporate any revisions. Some dates may be pushed out but they hope to have it ready and approved by the end of the year for use on July 1 with firm direction. Ms. Maki is the Budget Committee representative but it may be difficult for her to attend the meetings; we are trying to schedule them in a way that there is one less night for people to have to stay.

**iii. Policy Committee**

Ms. Lavallee noted this was discussed under policies.

**XI. RESIGNATIONS / APPOINTMENTS / LEAVES**

**a. FYI New Hire-RBT-WLC-Desiree Lincourt**

617 **b. FYI-New Hire-IT Support-WLC-Dimitris Alexandrou**

618 **c. Appointments**

619 **i. Frank Virzi-HS Science Teacher**

620 Superintendent reviewed the new hires and nomination for appointment. He noted Mr. Virzi will be a .80 FTE vs. 1.0 to keep it  
621 within the budget and we made it work.

622  
623 *A MOTION was made by Mr. Post and SECONDED by Mr. Kofalt to appoint Mr. Frank Virzi, HS Science teacher under the*  
624 *proposed terms.*

625 *Voting: all aye; motion carried unanimously*  
626

627 **XII. BOARD BUDGET DISCUSSION/DISTRICT MEETING**

628 Mr. Post spoke that 4.5% is a tough number, given we previously voted on the raises and contracts that had a big impact on that.  
629 What Ms. LaPlante put together tonight was great; it shows what we can affect and what we cannot. Discussion was had about  
630 adding a truck, and whether to add it the budget or to the warrant, or at all, and discussion of a lease and what the town had done.  
631 Mr. Vanderhoof spoke of wanting a plan, as he has not heard much of a plan or a case for it. A brief discussion was had regarding  
632 the pie charts Ms. LaPlante provided. It was noted it is telling, we increased nothing and it clarifies why we are where we are. Ms.  
633 Lavallee agrees there are areas that are out of our control; because we are such a small district we can't add things, even 2 years  
634 ago we had to take things away. It was noted there were things we had to change and we had to make some difficult decisions.  
635 Mr. Post added the cuts were made to the increases not cuts to the budget. It was noted you have people who don't read the  
636 minutes, don't come to school board meetings. We can refer to the pie charts, based on this, 2/3 of the wages, and benefits the  
637 voters approved last year, 80% is SPED and what is not here is everything else. Concern was voiced of not being comfortable  
638 with a 4.3% increase but we gave back 1.15 million to the taxpayers. It was noted everything is going up in cost. There is some  
639 truth to the statement that it is not horrible. With the 1.15 million, there is a strong case for not doing the reserve article, especially  
640 this year. Discussion was had that the hesitation is the percentage of increase. Superintendent noted any significant cuts would  
641 have to come from staffing. It was suggested if we could just shave it down to 3.9% the optics are better. Mr. Goulding would like  
642 to see what Mr. Erb comes up with regarding the truck and the tennis courts. He does not think it can be done in this budget  
643 however. Mr. Vanderhoof responded that you could put the tennis courts in the CIP but would have to increase the funding or put  
644 it out 3 years. Superintendent spoke that in 3 years, we will have new contracts to negotiate. He again expresses he is concerned  
645 looking at this as a whole, budget, warrants etc. all together and is concerned of the perception of it. It was noted we have a big  
646 staff and there is a request for \$4,000 in leadership team stipends, do we really need this. As far as improvement and guidance,  
647 isn't that what administration is for. If that is not built into the system already then we have not built the system right. Discussion  
648 was had that it does not help that this budget comes around the time when there are some cultural issues. Mr. Kofalt spoke of how  
649 purchasing is being done and asked what are people thinking when they make a decision to spend money. He spoke of examples  
650 he has seen in the manifests and wonders if people have the mentality that every bit of taxpayer money is valuable. We need to  
651 justify expenses there are senior citizens cutting their prescriptions in half. We want a quality education and we have to figure out  
652 how to do it.

653  
654 **XIII. PUBLIC COMMENTS**

655 Ms. LaPlante commented in the process of developing the budget, 4.68% is a huge load and this is her first year. She presents  
656 facts, what the district needs and it looks daunting to have a new Business Administrator and Superintendent to come in with such  
657 a large budget. She notes it is not a reflection of her coming in thinking the taxpayers can absorb that. She adds we don't take this  
658 lightly.

659  
660 **XIV. SCHOOL BOARD MEMBER COMMENTS**

661 Mr. Post spoke that even though 1.1 million was returned to the taxpayers, the way it landed was Lyndeborough's taxes went up.  
662 Ms. LaPlante noted that is due to the home valuations in Lyndeborough. Mr. Post understands the need for the truck and if we can  
663 do it economically, ok, but we have seen it happen before in 2016; we need to proceed cautiously. He believes we should do away  
664 with the tennis courts. He feels OK with the budget but is worried. It is challenging for a small district and we need to figure out  
665 ways to do it creatively.

666  
667 Mr. Vanderhoof commented that this was the best Principal/Curriculum Coordinator Report in a long time. He wishes we had a  
668 lot more of that kind of discussion at the Board.

669  
670 **XV. ADJOURNMENT**

671 *A MOTION was made by Mr. Kofalt and SECONDED by Mr. Post to adjourn the Board meeting at 11:30pm.*

672 *Voting: all aye; motion carried unanimously.*  
673

674 *Respectfully submitted,*  
675 *Kristina Fowler*  
676

***Wilton-Lyndeborough Cooperative School District  
School Administrative Unit #63***

192 Forest Road Lyndeborough, NH 03082  
603-732-9227

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Peter Weaver  
Superintendent of Schools

Ned Pratt  
Director of Student Support Services

Kristie LaPlante  
Business Administrator

To: WLC School Board  
From: Peter Weaver  
Date: January 12, 2022  
Re: Nomination for HS Social Studies

Please accept this as the nomination of Kyle Gilmore to take the position of High School Social Studies teacher at WLC. Mr. Gilmore is a certified social studies teacher in New Hampshire. He graduated from WLC and has bachelor's degree from Keene State College. His student teaching experience was with 6<sup>th</sup> graders at Keene Middle School teaching geography, pre-history, Neolithic and ancient Chinese history. He worked as a long-term substitute teaching remotely 6-8<sup>th</sup> grade for Keene Middle School. He has currently been working at WLC as a paraeducator.

The team of staff that interviewed Mr. Gilmore included Sarah Edmunds, Katie Gosselin and Peter Weaver. There were 13 applicants for this position. The budgeted salary (.80 FTE) is \$38,400. I recommend a motion for the Board to appoint Kyle Gilmore to be the HS social studies teacher at .80 FTE, a pro-rated salary of \$29,600 Bachelors, Step 1 for the remainder of the school year.

Wilton-Lyndeborough Cooperative School District provides a safe and educational environment that promotes student exploration, critical thinking and responsible citizenship.