

Public Notice of Meeting
WILTON-LYNDEBOROUGH COOPERATIVE
SCHOOL BOARD MEETING
Tuesday, January 23, 2024
Wilton-Lyndeborough Cooperative M/H School
6:30 p.m.

Videoconferencing: meet.google.com/yvd-pupm-epv

Audio: [+1 904-580-8212](tel:+19045808212) PIN: 165 969 019#

All videoconferencing options may be subject to modifications. Please check www.sau63.org for the latest information.

- I. CALL TO ORDER-Dennis Golding-Chair**
- II. PLEDGE OF ALLEGIANCE**
- III. STUDENT ACKNOWLEDGEMENT**
- IV. ADJUSTMENTS TO THE AGENDA**
- V. BOARD CORRESPONDENCE**
 - a. Reports**
 - i. Business Administrator's Report
 - ii. Director of Student Support Services Report
 - iii. Director of Technology's Report
- VI. 7:00PM JOINT BOARD & BUDGET COMMITTEE SESSION**
 - a. FY 2024-2025**
 - i. Prior Follow Up
 - ii. Budget FY 25
 - iii. Warrants
- VII. 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, KEB and BEDH.
- VIII. YTD REPORTING**
- IX. POLICIES**
 - a. 1st Reading**
 - i. ACN-Nursing Mothers
 - ii. EHAB-Data Governance
 - iii. BBBE-Vacancies and Unexpired Term Fulfillment
 - iv. BEDG-Meeting Minutes
- X. ACTION ITEMS**
 - a. Approve Minutes of Previous Meeting**
 - b. ESSER Funding Request-Tutors**
- XI. COMMITTEE REPORTS**
 - i. Budget Liaison
 - ii. Strategic Planning Committee
 - iii. Policy Committee
- XII. BOARD BUDGET DISCUSSION**

XIII. PUBLIC COMMENTS

XIV. SCHOOL BOARD MEMBER COMMENTS

XV. NON-PUBLIC SESSION RSA 91-A: 3 II (A) (B) (C)

- i. Review the nonpublic minutes

XVI. ADJOURNMENT

INFORMATION: Next School Board Meeting-February 6, 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

BUSINESS ADMINISTRATOR REPORT

January 23, 2024

FY22 Audit – Our FY22 Audit remains incomplete at this time. I have been working with our Auditors over the last year to provide requested documentation to clear up Grant expenditures and revenues from the prior Business Administrator. I have been in regular contact with our Auditors and am confident with the work they are doing to complete our Audit while meeting their Federal compliance requirements for Grants.

The District has received preliminary notice from the Department of Revenue (DRA) that we are out of compliance with our June 30, 2022, audit. A new statutory provision (RSA 21-J:20a) became effective on May 27, 2022, which provides the Commissioner with the authority to levy fines against political subdivisions which have fallen out of compliance with required audits. This fine amounts to \$250 per day for each day of noncompliance.

I spoke with our DRA Advisor (Jamie Dow) about the status of our Audit. Ms. Dow assured me she has been in contact with our Auditors about our FY22 Audit and should we receive any fines, the District and our Auditors are in a good position and that the DRA would likely waive any fines. I have also spoken with our Auditors, who are scheduled to return to our offices on February 1st to complete the required fieldwork for the additional reporting requirements for Federal compliance. Once our FY22 Audit is complete we can proceed with scheduling our FY23 Audit.

Interestingly, Ms. Dow also reported a significant statewide reduction in the number of auditors qualified to perform audits of political subdivisions. This decrease has had a direct impact on the turnaround time for completing audits – especially when they require extensive research and follow-up.

FY25 Budget – At the joint Budget Committee/School Board meeting on December 12, 2023, Superintendent Weaver and I were asked to meet with the Budget Committee for a final review and finesse of the Budget. At a January 10, 2024, meeting with the Budget Committee, there was a robust discussion about the financial impact of the totality of the District's Warrant Articles, which represents a net increase of 7.43% over FY24. (Operating Budget Draft #3 is \$14,349,309, Teacher's Contract Year 1 is \$629,285, and Building/Roadways Capital Reserve Fund). At the conclusion of that meeting, the Administration was requested to cut an additional \$140,000 from the FY25 Budget. Superintendent Weaver and I will meet with the Budget Committee on January 22, 2024, to discuss these cuts and present a 4th draft of the FY25 Operating Budget. Accordingly, I will send the most updated draft of the FY25 Operating Budget on the morning of January 23rd.

Food Service Debt – The current debt within the Food Service Student Meal Accounts is \$31,500.53. \$25,295.36 is associated with current student enrollment (178 students) and \$6,205.17 is associated with inactive accounts (90 students). As previously reported, student debt increased exponentially during the 2022-2023 School Year as the free meals during COVID expired and we were without a Food Service Director for six months. By law the District is required to provide a meal to students without cost regardless of if they qualify for Free or Reduced meals. Students with a negative balance are only allowed to charge a meal to their accounts; they are not allowed to continue to accrue a negative balance by charging a la carte items, drinks, snacks, etc.

Because it has been several years since the District has started a collection process, the Food Service Director and I have outlined a plan to notify families and engage in collection of past due balances:

- January 26th – Letters and statements will go home with current students informing families of outstanding food service debt. Families will be required to make full payment on the account or establish a realistic payment plan. Families of seniors will be reminded that all balances must be paid prior to graduation.

Letters and statements will be mailed to families of inactive students informing them of the outstanding debt and request for payment.

- Week of February 19th – Outstanding accounts will be reviewed for appropriate action (i.e., payment plans, any partial payments, returned notices to inactive students, etc.).
- By March 1 – Letters and statements will be mailed to all current students. Phone calls/emails to families of inactive students will be initiated.
- By March 25th – Outstanding accounts will be reviewed again. Certified notices will be mailed to families of current students to collect monies owed.



Wilton-Lyndeborough Cooperative School District
School Administrative Unit #63

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

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Business Administrator

Student Support Services Report
January 2024

The Office of Student Support Services continues to provide quality services for all of our students with disabilities and their families. The month of January was a busy one for our students, staff, and families.

- We continue our work on filling vacant positions. We have been able to hire temporary positions through various agencies to provide some support while we search for permanent candidates. There are continuing challenges to our hiring qualified teachers and support services personnel; we will continue this endeavor.
- In a related vein, I want to take a moment and thank our staff for all of their hard work in light of not having full staffing within our department. Each one of our teachers, related services personnel, ABA staff members, and para educators have performed so very well in each of their roles. Each day, flexibility and problem solving has been the focus in order to deliver quality services to our students each day. Their efforts are much appreciated.
- I continue to make daily visits to all schools to make sure that all necessary resources are allocated to our students and staff as well as meet individually with administration, case managers and related service staff. I have also been participating in IEP related meetings, as needed, when called upon by administration, staff and/or parents for my input.
- We continue to work on our budget proposal for FY'24 and are searching for reductions per the vote of the Budget Committee. We are reviewing all line items. We will be discussing our progress on this activity with the School Board and Budget Committee at the second meeting in January.

Technology Director

192 Forest Road Lyndeborough, NH 03082

603-732-9336

January 2024 SAU63 Technology Report

Nicholas Buroker

Director of Technology



Figure 1 Last 30 days

Support:

In the last 30 days, we had 76 new tickets created, a decrease of 23 tickets from the previous 30 days, and we are sitting at just 7 open tickets. The average close time is currently at 7 days 6 hours. While that is 6 hours over my goal, considering that this time period covers break a time when we complete tasks that we cannot otherwise get done while the building is occupied, many of the tickets we complete have been waiting months in some cases driving the up. Staying under 10 open tickets and an average closure time of under seven days are my goals for support.

Figure 2 Monthly stats

<div>New Tickets</div> <div>76↓-23</div>	<div>Your Tickets</div> <div>33↓-6</div>	<div>Open Tickets</div> <div>7↑6</div>	<div>Unassigned Tickets</div> <div>3↑3</div>
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First Response Time

Average

6 hours **44** minut...

Tickets Close Time

Average

7 days **6** hours

Projects:

Over break we completed the installation of the vape detectors. The project required a collaboration between IT and the Facilities department, a collaboration I found to be professionally gratifying. 90% of the time required for the project was running infrastructure into our restrooms. I am happy to report that we also took the opportunity to run additional cables that I believe will prove useful when we begin the camera system upgrade in earnest.

A device is now present in all the student bathrooms in the middle and high school monitoring the presence of vapor and loud noises. The online monitoring platform has been setup and email along with text notifications are being sent to school administration.

Also during break a walkthrough was completed for the radio system upgrade, once again working with facilities we were able to determine the location of repeaters that will allow interschool communication. The backlogged equipment has arrived in our vendor's procession and we are currently looking into roofing contractors to install the necessary conduits for the repeater antennae.

Security:

Finally we suffered our fourth, fifth, and sixth spearphishing attacks of the academic year this past month. An incredible uptick that I presume can be attributed to attackers taking advantage of many personnel being on vacation to hijack accounts that are not actively being used.

No student data was compromised, and I, with Mr. Ronnings permission, was able to use one of the attack emails as an object lesson in my semi-annual security email to staff. It is my sincere hope that the uptick is an aberration and not the start of a new trend.

STATE OF NEW HAMPSHIRE
WILTON-LYNDEBOROUGH COOPERATIVE SCHOOL DISTRICT WARRANT
FOR ANNUAL DISTRICT MEETING ON MARCH 9, 2024

To the inhabitants of the Wilton-Lyndeborough Cooperative School District in the towns of Wilton and Lyndeborough, in the County of Hillsborough, in the State of New Hampshire qualified to vote in school district affairs are hereby notified and warned of the Annual Meeting which will be held as follows:

Date: **March 9, 2024**, Time: **9:00 a.m.**, Location: **WLC Middle/High School, 57 School Road, Wilton, NH 03086**, Details: **Wilton-Lyndeborough Cooperative Middle-Senior High School Auditorium**

Article 4: District Operating Budget

To see if the Wilton-Lyndeborough Cooperative School District will vote to raise and appropriate the Budget Committee's recommended amount of **\$XX,XXX,XXX** for the support of schools, for the payment of salaries for the school district officials and agents, and for the payment for the statutory obligations of the district. This article does not include appropriations contained in special or individual articles addressed separately.

(Majority vote required)

Recommended by the School Board
Recommended by the Budget Committee

Estimated Tax Net Impact Lyndeborough
Estimated Tax Net Impact Wilton

Article 5: Collective Bargaining Agreement between School Board and Teacher's Association

To see if the Wilton-Lyndeborough Cooperative School District will vote to approve the cost items included in the collective bargaining agreement reached between the Wilton-Lyndeborough Cooperative School Board and the Wilton-Lyndeborough Teacher's Association which calls for the following increases in salaries and benefits at the current staffing levels:

Fiscal Year	Estimated Increase
2024-2025	\$629,285
2025-2026	\$279,200
2026-2027	\$254,780

and further to raise and appropriate the sum of \$629,285 for the 2024-2025 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. This article does not include appropriations contained in special or individual articles addressed separately (Majority vote required).

Recommended by the School Board
Recommended by the Budget Committee

Estimated Tax Net Impact Lyndeborough
Estimated Tax Net Impact Wilton

Article 6: Special Meeting for Defeated Collective Bargaining Agreement

To see if the Wilton-Lyndeborough Cooperative School District, if Warrant Article 5 is defeated, authorize the governing body to call one special meeting, at its option, to address Warrant Article 5 cost items only?
(Majority vote required).

Recommended by the School Board
Recommended by the Budget Committee

Article 7: Appropriate to Capital Reserve Fund for Building/Equipment & Roadway

To see if the Wilton-Lyndeborough Cooperative School District will vote to raise and appropriate the sum of \$XXX,XXX to be added to the Wilton-Lyndeborough Cooperative Building/Equipment & Roadway Capital Reserve Fund previously established. This sum is to come from general taxation. This article is a special warrant article and is not included in the operating budget.
(Majority vote required)

Recommended by the School Board
Recommended by the Budget Committee

Estimated Tax Impact Lyndeborough
Estimated Tax Impact Wilton

Article 8: Appropriate Additional Funds for Building/Equipment & Roadway Capital Reserve Fund

To see if the Wilton-Lyndeborough Cooperative School District will vote to raise and appropriate XX% up to the amount of \$XX,XXX to be placed in the Building/Equipment & Roadway Capital Reserve Fund, with said funds to come from the June 30, 2024 unassigned fund balance available for transfer on July 1, 2024.
(Majority vote required).

Recommended by the School Board
Recommended by the Budget Committee

Estimated Tax Impact Lyndeborough
Estimated Tax Impact Wilton

Article 9: Transact Other Business

To transact any other business that may legally come before this meeting.

Given under our hands, _____ A true copy of Warrant – Attest:		
Printed Name	Position	Signature
Dennis Golding	School Board Chair	
Brianne Lavallee	School Board Vice Chair	
Geoffrey Allen	School Board Member	
Darlene Anzalone	School Board Member	
Tiffany Cloutier-Cabral	School Board Member	
Cynthia Diane Foss	School Board Member	
Jonathan Lavoie	School Board Member	
Alexander LoVerme	School Board Member	
Matt Mannarino	School Board Member	

ACN - NURSING MOTHERS

Category: Required

A. Statement of Purpose.

The District provides a supportive environment as to time and place for students and employees (collectively “nursing mothers”). Subject to the terms and exceptions set forth in this policy, the District will accommodate the needs of nursing mothers by providing reasonable times and suitable spaces for nursing mothers to nurse during school and work hours for one year after the birth of the child. Nursing for purposes of this policy will include expression of milk by manual or mechanical means.

No nursing mother will be discriminated against for nursing or nursing related activities as provided in this policy, and reasonable efforts will be made to assist nursing mothers in meeting their infant feeding goals while at work or school.

B. Accommodation Notice and Plans.

A nursing or expectant mother should contact the building principal, school nurse or employee’s supervisor at least two weeks before the need for nursing accommodations arises. The District will endeavor to meet the break and space needs of each nursing mother. However, when ordinary accommodations (as discussed below) will create undue hardship to the operations of the school/workplace, the District will work with the nursing mother to determine whether other acceptable accommodations may be made. Such other accommodations could include such items as a change in work/class assignments, or schedules. When acceptable accommodations are unattainable, the school nurse, building principal or other administrator working with the nursing mother should consult with the District’s Superintendent or Designee.

A nursing accommodation plan should be revisited upon the nursing mother’s request, or at least every three months, with adjustments made to the accommodations for breaks as nursing needs change.

C. Reasonable Time to Express Milk during the School Day.

Accommodations as established under Section B, above, a nursing mother will have a minimum of three opportunities (“nursing period”) during a work or school day, at agreed upon intervals (which should include flexibility as appropriate and practicable) for the

ACN - NURSING MOTHERS

purpose of nursing or to address other needs relating to nursing. An employee or student can use usual break and meal periods if she chooses.

A nursing mother who is an hourly employee will be paid during nursing periods. Nursing mothers shall not be required to “make up” time relating to the use of unpaid nursing periods.

D. Suitable Private Areas for Nursing.

Nursing mothers will be provided with a private place, other than a bathroom, in each school district building in which a nursing mother spends her working or school day. The nursing area:

1. May be temporary or permanent.
2. Shall be shielded from view and free from intrusion by other persons, including without limitation other staff or students;
3. Shall be within a reasonable walk to the nursing mothers work-station or classroom unless otherwise agreed by the nursing mother;
4. Have at a minimum an electrical outlet and a chair if feasible;
5. Have a sink with running water if feasible, or be in proximity to one;
6. Have a refrigerator for breast milk storage if feasible, or be in proximity to one; and
7. Shall be cleaned regularly by District staff assigned to that duty.

E. Nursing Mother Responsibilities.

Nursing mothers will:

1. Provide at least two weeks advance notice of the need for nursing accommodations, preferably prior to their return to school following the birth of the child. This will allow school administrators the opportunity to establish a location and work out scheduling issues.
2. Maintain the nursing area by wiping down surfaces with antibacterial wipes so the area is clean for the next user.
3. Provide their own supplies as is necessary.

F. Prohibited conduct.

Any intentional act which violates a nursing mother's privacy, aims to frustrate a nursing mother's intentions to use the nursing facilities, or constitutes harassment on account of a nursing mother's needs or breastfeeding status is prohibited, and shall be treated as violation

ACN - NURSING MOTHERS

of the applicable code of conduct, with possible disciplinary consequences and may constitute sexual harassment and reported to the Title IX Coordinator.

G. Dissemination of policy.

This policy shall be printed or summarized in the applicable employee and student handbook. For employees, if the handbook is not provided at the time of hire, then the District will provide a copy of this policy at the time of hire.

District Policy History:

First reading:

Second reading/adopted:

District revision history:

EHAB - DATA GOVERNANCE

Category: Required

Related Policies: EHAA, EHB, GBEBD, GBEF, IHBH, JICJ, & JICL

To accomplish the District's mission and comply with the law, the District must collect, create and store information. Accurately maintaining and protecting this data is important for efficient District operations, compliance with laws mandating confidentiality, and maintaining the trust of the District's stakeholders. All persons who have access to District data are required to follow state and federal law, District policies and procedures, and other rules created to protect the information.

The provisions of this policy shall supersede and take precedence over any contrary provisions of any other policy adopted prior to the date of this policy.

A. Definitions

Confidential Data/Information - Information that the District is prohibited by law, policy, or contract from disclosing or that the District may disclose only in limited circumstances. Confidential data includes, but is not limited to, personally identifiable information (i.e., "PII") regarding students and employees.

Critical Data/Information - Information that is determined to be essential to District operations and that must be accurately and securely maintained to avoid disruption to District operations. Critical data is not necessarily confidential.

Cybersecurity Incident – an occurrence that actually or potentially jeopardizes the confidentiality, integrity, or availability of an information system or the information processes, stores, or transmits, if that constitutes a violation or imminent threat of violation of security policies, security procedures, or acceptable use policies.

B. Data and Privacy Governance Plan - Administrative Procedures.

1. Data Governance Plan. The Superintendent, in consultation with the District Information Security Officer ("ISO") (see paragraph C, below), shall update the Data and Privacy Governance Plan ("Data Governance Plan") for presentation to the Board no later than June 30 each year.

The Data Governance Plan shall include:

- a. An inventory of all software applications, digital tools, and extensions. The inventory shall include users of the applications, the provider, purpose, publisher, privacy statement, and terms of use;
- b. A review of all software applications, digital tools, and extensions and an assurance that they meet or exceed minimum standards set by the New Hampshire Department of Education;

EHAB - DATA GOVERNANCE

- c. Policies and procedures for access to data and protection of privacy for students and staff including acceptable use policy for applications, digital tools, and extensions used on District hardware, server(s) or through the District network(s);
- d. A response plan for any breach of information/cybersecurity incidents; see RSA 31:103-b and RSA 359-C:19-21;
- e. A requirement for a service provider to meet or exceed standards for data protection and privacy; and
- f. A provision that students participating in career exploration or career technical education may, **with written parental consent**, register for technology platforms and services to be used as part of the student's approved program of study, which require the provision of personally identifiable information. Copies of written parental consent shall be retained as part of a student's educational record.

The Data Governance Plan shall include standards and provisions that meet or exceed the standards set forth in the N.H. Dept. of Education's *Minimum Standards for Privacy and Security of Student and Employee Data*.

2. Policies and Administrative Procedures. The Superintendent, in consultation with the ISO, is directed to review, modify, and recommend (policies) create (administrative procedures), where necessary, relative to collecting, securing, and correctly disposing of District data (including, but not limited to Confidential and Critical Data/Information, and as otherwise necessary to implement this policy and the Data Governance Plan. Such policies and/or procedures may or may not be included in the annual Data Governance Plan.

C. Information Security Officer.

The Director of Technology is hereby designated as the District's Information Security Officer (ISO) and reports directly to the Superintendent or designee. The ISO is responsible for implementing and enforcing the District's security policies and administrative procedures applicable to digital and other electronic data, and suggesting changes to these policies, the Data Governance Plan, and procedures to better protect the confidentiality and security of District data. The ISO will work with both the District and building level administrators and Data managers (paragraph E, below) to advocate for resources, including training, to best secure the District's data.

The Assistant Director of Technology or designee is the District's alternate ISO and will assume the responsibilities of the ISO when the ISO is not available.

EHAB - DATA GOVERNANCE

D. Responsibility and Data Stewardship.

All District employees, volunteers and agents are responsible for accurately collecting, maintaining, and securing District data including, but not limited to, confidential and/or critical data/information.

E. Data Managers.

All District administrators are data managers for all data collected, maintained, used and disseminated under their supervision as well as data they have been assigned to manage in the District's data inventory. Data managers will monitor employee access to the information to ensure that confidential information is accessed only by employees who need the information to provide services to the District and that confidential and critical information is modified only by authorized employees. Data managers will assist the ISO in enforcing District policies and procedures regarding data management.

F. Confidential and Critical Information.

The District will collect, create or store confidential information only when the Superintendent or designee determines it is necessary, and in accordance with applicable law. The District will provide access to confidential information to appropriately trained District employees and volunteers only when the District determines that such access is necessary for the performance of their duties. The District will disclose confidential information only to authorized District contractors or agents who need access to the information to provide services to the District and who agree not to disclose the information to any other party except as allowed by law and authorized by the District.

District employees, contractors and agents will notify the ISO or designee immediately if there is reason to believe confidential information has been disclosed to an unauthorized person or any information has been compromised, whether intentionally or otherwise.

The Superintendent and/or the ISO shall immediately report any known or suspected cybersecurity incidents within the District's information systems, or within an information system of any vendor of the District, to the New Hampshire Cyber Integration Center of the Department of Information Technology. The Superintendent and/or the ISO shall disclose all known information and interactions. See RSA 31:103-b.

The ISO or designee will investigate immediately and take any action necessary to secure the information, issue all required legal notices and prevent future incidents. When necessary, the Superintendent, ISO, or designee is authorized to secure resources to assist the District in promptly and appropriately addressing a security breach.

As a part of this investigation, the ISO or designee will promptly determine the likelihood that any information part of a cybersecurity incident has been or will be misused. If the determination is that the misuse of information has occurred or is reasonably likely to occur, or if a determination cannot be made, the ISO will notify the affected individuals as soon as possible, consistent with the notification requirements under RSA 359-C:20.

Likewise, the District will take steps to ensure that critical information is secure and is not inappropriately altered, deleted, destroyed or rendered inaccessible. Access to critical information will only be provided to authorized individuals in a manner that keeps the information secure.

EHAB - DATA GOVERNANCE

All District staff, volunteers, contractors, and agents who are granted access to critical or confidential information/data are required to keep the information secure and are prohibited from disclosing or assisting in the unauthorized disclosure of such confidential or critical data/information. All individuals using confidential and critical data/information will strictly observe all administrative procedures, policies, and other protections put into place by the District including, but not limited to, maintaining information in locked rooms or drawers, limiting access to electronic files, updating and maintaining the confidentiality of password protections, encrypting and redacting information, and disposing of information no longer needed in a confidential and secure manner.

G. Using Online Services and Applications.

District staff members are encouraged to research and utilize online services or applications to engage students and further the District's education mission. District employees, however, are prohibited from installing or using applications, programs or other software, or online system/website, that either stores, collects, or shares confidential or critical data/information, until the ISO approves the vendor and the software or service used. Before approving the use or purchase of any such software or online service, the ISO or designee shall verify that it meets the requirements of the law, Board policy, and the Data Governance Plan, and that it appropriately protects confidential and critical data/information. This prior approval is also required whether or not the software or online service is obtained or used without charge.

Notwithstanding the prohibition on the use of applications, etc. that store, collect or share personally identifiable information concerning a student ("PII"), students participating in career exploration or career technical education may, **with written parental consent**, register for technology platforms and services to be used as part of the student's approved program of study, even if said platforms and services require the collection, storage and sharing of the student's PII. Use of these platforms and services is subject to the conditions set forth in B.1(f), above, and related provisions of the Data Governance Plan. The written parental consent forms shall be retained as student records.

H. Training.

The ISO will provide appropriate training to employees who have access to confidential or critical information to prevent unauthorized disclosures or breaches in security. All school employees will receive annual training in the confidentiality of student records, and the requirements of this policy and related procedures and rules.

I. Data Retention and Deletion.

The ISO or designee shall establish a retention schedule for the regular archiving and deletion of data stored on District technology resources. The retention schedule should comply with, and be incorporated into the data/record retention schedule established under Board policy EHB and

administrative procedure EHB-R, including but not limited to, provisions relating to Litigation and Right to Know holds as described in Board policy EHB.

J. Consequences

Employees who fail to follow the law, or District policies or procedures, regarding data governance and security (including failing to report) may be disciplined, up to and including termination. Volunteers may be excluded from providing services to the District. The District will end business relationships with any contractor who fails to follow the law, District policies or procedures, or the confidentiality provisions of any contract. In addition, the District reserves the right to seek all other legal remedies, including criminal and civil action and seeking discipline of an employee's teaching certificate.

The District may suspend all access to data or use of District technology resources pending an investigation. Violations may result in temporary, long-term, or permanent suspension of user privileges. The District will cooperate with law enforcement in investigating any unlawful actions. The Superintendent or designee has the authority to sign any criminal complaint on behalf of the District.

Any attempted violation of District policies, procedures, or other rules will result in the same consequences, regardless of the success of the attempt.

District Policy History:

First Reading: October 25, 2022

Second Reading: November 15, 2022

Final Adoption: December 20, 2022

Revision:

Legal References:

*15 U.S.C. §§ 6501-6506 * Children's Online Privacy Protection Act (COPPA)*

*20 U.S.C. § 1232g * Family Educational Rights and Privacy Act (FERPA)*

*20 U.S.C. § 1232h * Protection of Pupil Rights Amendment (PPRA)*

*20 U.S.C. § 1400-1417 * Individuals with Disabilities Education Act (IDEA)*

*20 U.S.C. § 7926 * Elementary and Secondary Education Act (ESSA)*

*RSA 189:65 * Definitions*

*RSA 186:66 * Student Information Protection and Privacy*

*RSA 189:67 * Limits on Disclosure of Information*

*RSA 189:68 * Student Privacy*

*RSA 189:68-a * Student Online Personal Information*

*RSA 359-C:19-21 * Right to Privacy/Notice of Security Breach*

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.

BBBE - VACANCIES AND UNEXPIRED TERM FULFILLMENT

Category: Recommended

Related Policies: BBBC

A. Definition and Occurrence of a Vacancy. A vacancy on the School Board or other District office is defined in RSA 652:12, and occurs when subsequent to election but prior to the expiration of that person's term, the office holder/office holder elect, either:

- i. Resigns (see Board policy BBBC for resignation process);
- ii. Dies;
- iii. Ceases to have domicile in the district or town from which he/she was elected;
- iv. Is determined by a court to be mentally incompetent;
- v. Is/has been convicted which disqualifies him/her holding office (e.g., bribery, willful violation of election laws) or sentenced while in office after conviction for a felony;
- vi. Has the election voided by a court or the ballot law commission; or
- vii. Fails to take the oath of office within 30 days of the election, or fails to give/renew a bond required by law

Although a formal resignation best serves the district when possible, many of the reasons cause a vacancy to occur by operation of law (e.g., death or relocation). In circumstances that are unclear (e.g., relocation out of district), the Superintendent and/or Board Chair should consult with counsel.

A temporary absence does not constitute a vacancy.

B. Authority to Fill Vacancy.

1. Vacancy on School Board. In the event of a vacancy on the school board the remaining school board members representing the same town or towns as the departed member shall fill the vacancy, provided that there are at least 2 such members. At-large seats and members are considered to be "representative(s) of the same town or towns." If there are less than 2 remaining members on the cooperative school board representing the same town or towns as the departed member, or if the remaining members are unable, by majority vote, to agree upon an appointment, then the Select Board or Select Boards representing the same town/towns as the departed member may make the appointment, failing which the District Moderator will make the appointment. RSA 671:33, II(b).
2. Vacancy of Any Office Other than School Board, Budget Committee or Moderator. The entire school board shall fill vacancies occurring in other district offices, except that of budget committee member, and moderator, until the next annual meeting of the district. RSA 671:33, II(a) and RSA 197:26.
3. Moderator Vacancy. Vacancies in the office of moderator shall be filled by vote at a school meeting or election, provided that, until a replacement is chosen, the school District Clerk

BBBE - VACANCIES AND UNEXPIRED TERM FULFILLMENT

shall serve as moderator or shall appoint a moderator pro tempore. See RSA 671:33, III and RSA 197:20.

4. **Budget Committee Vacancy.** In the event of a vacancy on the cooperative budget committee, the remaining budget committee members representing the same town or towns as the departed member shall fill the vacancy, provided that there are at least 2 such remaining members. At-large seats and members are considered to be “representative(s) of the same town or towns.” If there are less than 2 remaining members on the cooperative school board representing the same town or towns as the departed member, or if the remaining members are unable, by majority vote, to agree upon an appointment, then the Select Board or Select Boards representing the same town/towns as the departed member may make the appointment, failing which the District Moderator will make the appointment. RSA 671:33, IV.

C. Duration of Appointment. For positions normally elected by the voters, a person appointed to fill a vacancy will serve only until the next election, at which point the voters will vote for a replacement to serve for the remainder of the original holder’s term. For non-elected positions (i.e., those ordinarily appointed by the board), the person appointed to fill the vacancy will serve until the expiration of the original holder’s term. See RSA 671:33.

D. Vacancy Arising During Filing Period. Other than a seat that is already open (for election or re-election) as of the beginning of the filing period, a vacancy which occurs between the beginning of the filing period and the district election shall be filled by appointment. See RSA 671:33, V.

E. Process to Fill Vacancies by the Board. The Board will employ the following process when there is a vacancy on the Board, or in another office for which the Board has authority to fill the vacancy. Except as required by RSA 91-A:2 and 3, the Board reserves the right to waive, supplement or otherwise amend any part of the process.

Discussion by the Board of the process to be used to fill a vacancy, and the appointment process itself, including candidate interviews, shall occur in public session during a duly noticed meeting. The only possible exception could be a limited discussion regarding a potential candidate wherein that part of the discussion is likely to adversely affect the reputation of a person other than a board member. See RSA 91-A:3, II(c).

Once the Board has confirmed or acknowledged the vacancy, the Board will advertise/post notice of the vacancy on the District web-site and in such other manner as the Board deems appropriate. Among other things, the notice shall invite interested persons to submit a letter of interest to the Board Chair, with a copy to the Superintendent. All such letters shall be included in the public meeting materials for the meeting at which the appointment is to be considered.

Interviews of candidates for vacant positions will take place in a meeting open to the public.

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After motion and second, a vote shall occur by voice or show of hands in a public session (secret ballots are not allowed under RSA 91-A:2, II).

District Policy History:

Revised: August 2006

Revised: February 2004

Revised: November, 1999

Revised: July, 1998

New Policy First Reading: October 26, 2011

Second Reading: November 8, 2011

Final Adoption: November 8, 2011

District revision history:

Legal References:

Pt 1, Art. 11

New Hampshire Constitution, Elections and Elective Franchises

RSA 197:20

Clerk

RSA 197:26

Vacancies

RSA 607-A:2

Rights Lost

RSA 652:12

Vacancy (applicable by way of RSA 652:1, Elections).

RSA 671:33

Vacancies

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.

BEDG - MEETING MINUTES

Category: Recommended

Related Policies: BEC & EH

A. Minutes Required.

Under RSA 91-A, the school board, and each of the school board's committees (irrespective of whether standing or ad hoc, and irrespective of whether deemed a sub-committee or an advisory committee) is required to keep minutes for every "meeting" as defined under 91-A:2, I. As used below, "Board" shall mean and include the district school board, and each such board committee.

The Board will appoint a recording clerk to prepare the minutes of each meeting. Should the person so appointed be absent from all or part of a meeting (e.g., non-public session), the Chair, subject to being overruled by the Board, shall appoint a person to take the minutes. In addition to "minutes" as described below, a more comprehensive "record" and/or "decision" may be required in the event of a "hearing" regarding individual rights/claims (e.g., teacher non-renewal, student expulsion, manifest educational hardship, etc.). In such instances, the Board and or Superintendent should consult with counsel to assure that any statutory or regulatory requirements are satisfied.

B. Required Content of Minutes.

At a minimum, all minutes, including minutes of non-public sessions, must include:

1. the names of members participating;
2. persons appearing before or addressing the School Board (members of the public who do not address the board, and are there as attendees only, do not need to be identified);
3. a brief description of each subject matter discussed;
4. identification of each member who made a first or second of any motion;
5. a record of all final decisions;
6. when a recorded or roll call vote on a motion is required by law or called for by the Chair (or other presiding officer), a record of how each board member voted on the motion; and
7. in the event that a board member objects to the subject matter discussed by the board, if the board continues the discussion above the member's objection, and upon the request of the objecting member, then - and irrespective of whether the objection/discussion occurred in public or non-public session - the public minutes shall also reflect (i) the objecting member's name, (ii) a statement that the member objected, and (iii) a "reference to the provision of RSA 91-A:3, II that was the basis for the objection and discussion." (See RSA 91-A:2, II-a.).

NOTE: See Section D below for additional content requirements for minutes of any meeting at which the Board enters a non-public session.

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C. Approval and Access to Minutes.

Approval and availability of minutes will depend in part on whether the minutes are of a public or non-public session, and as to non-public minutes, whether they are sealed or not. "Approved minutes" refers to the final version of minutes approved by vote of the Board. "Draft minutes" refers to minutes that have not been formally approved by the Board. "Sealed minutes" refers to minutes from a non-public session and which the Board has determined should not be disclosed pursuant to RSA 91-A:3, III and as discussed in Section D, and paragraph C5, below.

1. Location and Retention of Minutes. In accordance with Board policy EH, and N.H. Dept. of Education rule Ed 302.02 (j), all minutes will be kept at the office of the Superintendent. Minutes for non-public sessions that have not been sealed shall be kept in the same location and indexed in the same manner as for public minutes.
2. Access to Approved & Unsealed Minutes. Approved and unsealed minutes shall be available for inspection by the public during the normal business hours of the SAU office, and in accordance with RSA 91-A:2 through 91-A:4 (subject to the exemptions stated in RSA 91-A:5), and Board policy EH. Requests for access to minutes shall be processed in accordance with District administrative procedures.

Additionally, all approved and unsealed minutes shall be posted in a consistent and reasonably accessible location on the District's web site, or the web site shall contain a notice describing where the minutes may be reviewed and copies requested.

3. Access to Draft Minutes and Minute Preparation Materials. "Draft" or "unapproved" minutes that have not been sealed will be available for inspection upon request at the SAU office during normal business hours. Drafts for public sessions must be available within 5 business days of the meeting, while drafts of non-public session minutes that have not been sealed by the Board must be available within 72 hours (3 calendar days) of the meeting.

Notes and other materials used in the preparation of the minutes must be retained until the minutes are approved or finalized and shall likewise be available for inspection during that period.

4. Approval of All Minutes Other Than Sealed. Draft public minutes and non-public minutes that were not sealed will be circulated to the members of the Board before the meeting at which they are to be approved. Board members may send suggested changes back to the minute recorder **without copying the other members.** Changes made by the Board to draft minutes shall be recorded either by (i) retaining the draft with the final approved minutes, (ii) including notations (e.g., "redline" edits) in the final approved minutes, or (iii) outlined/described in the minutes of the meeting at which the Board approved.
5. Approval of Sealed Non-Public Minutes of Non-Public Sessions. Unless previously sealed by the Board, draft minutes for all non-public sessions will be made available for public inspection within seventy-two (72) hours after the non-public session.

Drafts of non-public minutes will be provided to the Board, either (i) at the

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conclusion of the non-public session and may be approved at the time, prior to any vote to seal, or (ii) if sealed, provided to Board at the meeting, if any, at which they are to be approved. If copies of draft, sealed minutes are provided to Board members for the purpose of review and/or approval, the copies shall be recovered by the Chair or recording clerk and destroyed. Only the official record copy may be retained, with a list maintained for sealed non-public minutes as described in Section D, below.

D. Special Provisions for Minutes Relating to Non-Public Sessions.

For any public meeting that includes a non-public session (see Board policy BEC for statutorily required procedures relative to entering and exiting non-public sessions), additional information beyond that discussed in paragraphs B.1- 7, is required both for the public meeting minutes, and for minutes specific to the non-public session, irrespective of whether the non-public minutes are “sealed” (see discussion in Paragraph D.2, below).

1. Information Regarding Non-Public Session Included in Public Minutes. The public minutes of the meeting at which the non-public session occurs must include the statutory reason given in the motion as the foundation for each non-public session, as well as a roll call record of how each Board member voted on the motion to enter. Public minutes must also reflect any motion to seal (described in paragraph C.2., above), along with the statutory reason permitting the sealing (see D.2, below), and record how each member voted on the motion to seal.
2. Sealing Non-Public Minutes.
 - a. As used in this policy, “sealed” minutes in reference to minutes of non-public sessions, means that the Board determined by 2/3 majority vote in public session that “divulgence of the information” (i.e., information in the minutes of the non-public session):
 - i. Would affect adversely the reputation of a person other than a Board member;
 - ii. Would render ineffective the action/proposed action taken in non-public session; or
 - iii. Pertain matters relating the preparation for and carrying out of all emergency functions intended to thwart a deliberate act intended to result in widespread or severe damage to property or widespread injury or loss of life (i.e., terrorism).
 - b. A motion to seal, if any, should be the first item of public business after the Board exits the non-public session, and must state one of the three grounds above allowing sealing.
 - c. If the minutes are not prepared/approved during the non-public sessions itself, the Board should discuss the content of the minutes prior to exiting so that any vote to seal will be an informed vote.
 - d. When making or voting upon a motion to seal, the movant/Board should consider and state the duration that minutes be sealed based upon the grounds

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supporting the sealing. This can be done either by stating a date they sealed until, or a date by which the Board might review the minutes' status. For instance, minutes sealed because divulgence of the information would likely affect adversely the reputation of a person other than a member of the Board might be remain sealed permanently, while minutes sealed because disclosure would “render the action ineffective” should be sealed only for as long as that reason exists or is anticipated to exist. Pursuant to RSA 91-A:3, III, non-public minutes relating to discussion about lease, purchase or sale of property (91-A:3, II(d)) must be made available “as soon as practicable after the transaction has closed or the Board has decided not to proceed with the transaction.”

3. Minutes of the Non-Public Session Itself. In addition to the information included in all minutes as described in paragraphs B.1-7, above, minutes of the non-public session must include “all actions” and decisions (i.e., votes, including negative votes) taken by the Board, with a record of how each member voted. If the Board does not “seal” the minutes of the non-public session, then such information must be disclosed to the public within 72 hours of the close of the meeting.
4. Sealed Minutes List. In order to comply with RSA 91-A:3, III, the Superintendent is directed to maintain a list of all sealed minutes for non-public sessions occurring after July 1, 2021. The list (referred to as the “Sealed Minutes List”) shall include:
 - a. the name of the public body (e.g., School Board, Policy Committee, etc.);
 - b. the date, time and location of the public meeting (from meeting notice);
 - c. the start and end times of the non-public session;
 - d. the specific grounds upon which the non-public session occurred (e.g., RSA 91-A:3, II (b) and (c), etc.);
 - e. the specific grounds upon which the minutes were sealed (e.g., “disclosure would render the action ineffective” or “disclosure would likely adversely affect the reputation of a non-board member,” etc.);
 - f. the date the vote to seal the minutes occurred;
 - g. the date, if any stated in the original motion or subsequently, on which the sealed minutes will be unsealed; the motion to seal should, when possible, state the date the minutes should be unsealed or at least reviewed by the Board or other public body; and
 - h. the date, if any, of a subsequent decision to unseal the minutes.

The Sealed Minutes List shall be updated each time the public body seals non-public minutes, and the updated List shall be made as soon as practicable for public disclosure.

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5. Reviewing and Unsealing Previously Sealed Minutes. Pursuant to RSA 91-A:3, IV, starting on October 3, 2023, sealed minutes must either be reviewed within each ten year period or unsealed no later than the expiration of ten years following the date they were sealed or last reviewed. **Minutes sealed prior to October 3, 2023 must be reviewed and/or unsealed by October 3, 2033.**

The Board establishes the following procedures pursuant to RSA 91-A:3, IV(a) for reviewing sealed minutes:

The Board will review previously sealed non-public minutes within ten years of the date the minutes were first sealed, or within ten years of the last time those minutes were last reviewed by the Board. The minutes shall be unsealed by majority vote of the Board if the circumstances justifying sealing the minutes no longer apply. Minutes which are not reviewed after 10 years will be automatically unsealed. Although discussion of whether to unseal such minutes should occur in non-public session pursuant to RSA 91-A:3, II (m), any vote to unseal must occur in public session.

NOTE: In years past, 91-A did not require a public motion to seal. Accordingly, a review of non-public minutes --or even public minutes-- may not include sufficient information to determine what the original circumstances were that justified sealing the minutes. In such event, and assuming the minutes themselves do not include information upon which the then current board could determine that the minutes should not be disclosed, then the minutes in question should be disclosed

District Policy History:

First Reading: September 14, 2010

Second Reading: October 12, 2010

Final Adoption: October 12, 2010

District revision history:

Legal References:

RSA 91-A:2 II, Public Records and Meetings: Meetings Open to Public

RSA 91-A:3 III, Public Records and Meetings: Non-Public Sessions

RSA 91-A:4 I, Public Records and Meetings: Minutes and Records available for Public Inspection

RSA 189:29-a Record Retention and Disposition

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 9, 2024
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, Alex LoVerme, Matt Mannarino (on line), Tiffany Cloutier-Cabral (on line), Darlene Anzalone (online), Geoffrey Allen, Diane Foss, and Jonathan Lavoie*

Superintendent Peter Weaver, Business Administrator Kristie LaPlante, Principal Tom Ronning, Assistant Principal Katie Gosselin, Curriculum Coordinator Samantha Dignan, and Clerk Kristina Fowler

I. CALL TO ORDER

Vice Chair Lavallee called the meeting to order at 6:46pm (inclement weather-waited for quorum).

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

III. JOINT MEETING WITH WILTON SELECT BOARD-School Resource Officer

Present: *Chair Matt Fish, Kermit Williams, Vice Chair DJ Garcia and Town Administrator Nick Germaine and Police Chief Eric Olesen*

Selectman Fish called the meeting to order at 6:47pm.

Selectman Fish spoke of this being a historical meeting between both Boards and they are grateful to be invited. He introduced the group and spoke of some housekeeping items for the meeting. Vice Chair Lavallee thanked the guests for being here and spoke of the goal of this meeting which is to start the conversation regarding an SRO (School Resources Officer) position and she opened the floor for discussion and asked for any questions. Selectman Fish spoke of the purpose of this meeting from their perspective, which is to meet face-to-face, provide the opportunity for that face-to-face engagement, and talk directly as sometimes things get lost in translation. They are looking for that forum. Vice Chair Lavallee agrees. Mr. Allen spoke of his understanding, which is the School Board, had discussed having an SRO last spring, took a vote to move forward if the budget aligned and job description. It was pushed back to us that unless both towns agreed, we can't move forward. Lyndeborough had agreed and Wilton had not. This is what brought us here today, why or if Wilton wants to move forward with in-depth research. The feedback we received via letter from Wilton Selectman sounded to us like it was a definite no. Discussion was had including select board members speaking of having concerns with the perspective of having an officer who is only available for one portion of the year but yet is a full-time employee of the town, not knowing the full cost, the cost in general and having a young officer in this position. Selectman Williams spoke with Chief Olesen who talked about the SRO in Milford being someone who has more life experience. He spoke of the higher cost Wilton would have to pay and that another Board at some point in the future may determine they don't want to continue the program or someone could at the annual meeting, take it out of the budget but yet they are still a town employee and we would be responsible for the cost. He doesn't believe they would terminate someone just because their role had changed. From a cost perspective, this is something they have concern about. He brought up that based on the description of the role of the SRO; wanting them to have a presence at all 3 schools, they would need a vehicle. It would be difficult to do with their personal vehicle especially if they had to take someone into custody. If we did have to send someone to the academy, it would be about a year until the officer could actually do the work but still being paid which adds to the overhead. His personal opinion as a taxpayer is there may be more effective ways to deal with things. He asks what issues the SRO would need to address now, we have not had any real violence that he is aware of, bullying etc. and hopefully someone present to deal with that. He is not sure if the SRO would deal with that, to him you would need a social worker as bullying has some psychological components. He would like to see the schools have "Columbine doors" or something similar, they are a good investment and even if you had an SRO, they are not always at the front door. Selectman Fish added speaking personally, he had talked with some teachers and staff at FRES and the overwhelming response was that FRES needs more support staff and substitutes; there is a giant void in that area, they do not feel backed up and are understaffed. At WLC, they said they need more social work and guidance counselors; there are kids coming to school hungry, there is some bullying and social media issues, the feedback he got did not raise to the level of needing an SRO in any of the discussions he had. As a Selectman he is concerned of the fixed cost of this position and spending that without the use of it most of the time and the need to find something for them to do one quarter of the year. He spoke of the Selectman going through the warrants last night and trying to pare them down, every town is facing large tax increases, and Lyndeborough is 9% he thinks and Wilton 7.5%. They are sensitive to that cost. We are in the very early stages of the discussion and not something, we would jump into and need to do a lot of research and analysis. This is his feedback as a parent. He asked his kids and he heard of the bathrooms being destroyed and vaping. They said we don't need an SRO. Ms. Anzalone spoke of being frustrated about how the process went. She spoke of having a good presentation back in June, the decision was made we would get together with the Wilton Selectman because the person would be an employee

of the town. Two board members were supposed to be at the meeting but that never happened. The Selectman met with administration and we were left out completely. It started in June and nothing has happened. Her understanding was this position would be for WLC. She thought the school would cover the cost during the school year and that was what the negotiation was to be. She has spoken to people as well and SRO's. She feels people don't have a good understanding of what they do, they are deeply involved with the kids, work with guidance and have training to deal with mental health issues, not just academy training, they have specialized training and national standards. They would be a mentor for kids to go to and be involved in the school and community, more than just security at the school. People went into that in detail in June. She feels the decision was already made when the School Board was not brought together with the Selectman. Selectman Fish informed the group that the letter was not definitive, if it was they would not be here tonight. They were not aware that there were members of the Board who wanted to meet with them this was not communicated and a missed opportunity. Ms. Cloutier-Cabral spoke of the idea of the SRO; it is not just for guarding the school and preventing violence. They become part of the school culture. She gave examples from 2019 when this was first looked at. She felt students feel safer reporting to a police officer. The research showed the benefits of an SRO; they can teach health and safety and be good role models. She believes it makes a dramatic difference having one. We don't have to do something today or in a year, this meeting is to figure out how to move toward this. Other schools are doing it and it is such a great benefit, we miss something if we don't have this important resource. A recap was given of some of the things we already did including a detailed explanation from Chief Olesen and Chief Deware back in June. We had surveys sent out to the community showing the majority are in favor for the Board to research this. Mr. Lavoie spoke of it being mentioned that there is no real issue at the schools, except maybe bullying, he explained he has been on the Board for almost a year and has dealt with drug issues, kids being borderline expelled/suspended, bullying etc. He spoke of an SRO being more than just what a hall monitor is. He has heard from other teachers the exact opposite of what Selectman Fish has heard. It probably goes along the lines of 50/50 or 60/40 like what we saw in the survey. He understands the financial issue and that is the only issue holding him back. We are looking at a year that we are dealing with major increases, potentially due to teachers' contract, overall inflation and the way the world is working right now. This position would be a small fraction of the budget. It is something he believes we should look at and push the "on button" to look at it further. Selectman Garcia commented that he backs up what the selectman have said. We have talked about this at our meetings; our minutes are out there, our personal opinions and his opinion is the money going toward a SRO could go a long way to educate students. He doesn't feel qualified to influence the Board on how to best educate students. It is a fair amount of money, small increases will grow, and all of a sudden, you are looking at a 10 or 20 percent increase. He is in the community and has heard from the community. He doesn't know if the School Board has looked at it enough to see if an SRO solves the problems of what you may or may not be aware of. He has not read into the information and the information he hears is there are a lot more work that needs to be done. He agrees with Selectman Fish that this is not an "off button". He is not here to say no, if this is something the school community and school board want, it would not take the Wilton Select Board to make that decision, you have the ability to outfit the entire budget to pay for it and don't need the Wilton portion to pay for it. You don't need us to bless it or not. Mr. Allen spoke of working with SRO's extensively across Massachusetts and he sees the tertiary effects of having them when it comes to counseling, vandalism, bullying etc. They are a part of the culture and community and develop relationships with students and head off bad behavior before it becomes bad. He believes they have to be an officer of the town department. His concern is the finances and personally, he is not 100% sold on it. He wants to see the money having a serious impact on the issues we have here. He was amazed to hear of the number of things that go on in the district and did not hear of them until he was on the Board. Administration handles it very well and if administration comes to us to say, we need this, I think we should look at it. We would need to have "buy in" from Wilton because it would be an officer of the Wilton PD. We would not want to force it upon you; you are saying it is not a no then if it is not a no what information needs to be brought to you to have you bless it. What specifically do you want? Selectman Fish spoke of the differences in the 2 Boards. He is not qualified to make the decisions for the District. The information they got was fairly short, high level and was not enough to satisfy us, it was not a negative; it was the beginning of the process. He would need to hear more about the interactions with an SRO, hear about the schools who have them. The numbers are eye popping. When he asked staff at FRES, they spoke of using the funds for other purposes and the same was said at WLC. The police department takes 1/5 of our budget. We need information that is more detailed, we don't need to hear from the Police Chief or revisit the presentation given to us. Ms. Cloutier-Cabral commented that she thought the School Board was told the Select Board needed to be involved in the process because the officer would be an employee of the town, (Wilton PD). You needed to be involved and maybe we are incorrect about that and can research this better. She notes what got her interested in this was Chief Olesen's own support of it in 2019. He has consistently communicated that the best interest of the community is in his sights. She thinks it is a community decision and something to consider. It is a good idea to poll the teachers and students. She thinks he still feels the same way now, if he feels it is good for us, I think we should consider it. Discussion continued including what holes in the district are not being filled, the slide deck shows the SRO role which is very broad and asks a lot of someone, the Wilton and Lyndeborough PD partially fills some of that. Selectman Williams noted that perhaps putting additional PD time at the schools could be done if there are specific things for them to do. Part of our job is to back up the towns hiring practices, we have been very aware of how difficult it is to hire police officers and spoke of some of those challenges. He spoke of all the skills that are being asked for is difficult, if you had a teacher who wanted to be an SRO we could send them to the academy and they would have the skills. Finding someone for this would be difficult, Milford School District or Nashua School District are much larger and are bigger roles for an SRO there. His hope is the law enforcement piece would not be as much of the time and someone would need to have broader skills to do the rest. Ms. LaPlante was asked to clarify if the SRO had to be a certified police officer and to be a certified police officer they have to be affiliated with the police department in the town they are working as an SRO. Ms. LaPlante confirms this is correct. It was noted that this leaves us with having to figure out a path that involves the School

Board and Select Board. It was noted the Select Board is the gatekeeper of the SRO essentially. Acknowledgement of the inclement weather this evening was made and this has been a good discussion. Selectman Fish suggested it might be fruitful to appoint a member of the Select Board to the School Board and vice versa and we work through the process. He is open for discussion and is proposing to move it along. A straw poll of the school board was suggested but not taken. Ms. Anzalone suggested instead the Strategic Planning Committee does the research on it and asks that the Selectman give the committee specific things they want them to find out, a specific list so the information can be put together for them. She added people talked about wanting more social workers that is something this position would take part in as well. This person would work closely with the guidance counselors. Some kids have a negative experience with police and this gives them a positive and parents talk to them about their kids to keep an eye out or if they are acting up etc. She doesn't believe we would necessarily expect them to be a certified teacher but a lot of SRO's teach D.A.R.E. or Junior Police Academy, talk in a physics class etc. She would see those finding ways to work with our teachers and maybe be involved in specific lessons and provide the counselors with support and go to the games too and get involved with the after school events. She asked for specific information the selectman are looking for to help make a better decision. A question was raised if this meeting is live streamed and the response was yes. The selectman meetings are as well. Discussion continued that we would have a better-rounded discussion if we provide what both Boards need, not having to read between the lines in the minutes and people who are interested can look at the video, see what was said, and know where both sides stand. It is important that we end the advocacy of either Board for their position. It would be more productive if we engage in a process that we gather the information that each Board needs. This is a collaboration and not adversary by any means. We are one; the money all goes to the same place, this is the beginning of the process. It was suggested to structure the meetings going forward so there would be better discovery of what each Board needs.

A MOTION was made by Ms. Anzalone and SECONDED by Mr. Lavoie to task the Strategic Planning Committee to take an in-depth dive into having an SRO.

Mr. Allen questioned why we would bring that to the Strategic Planning Committee, we have the information to move forward, the Select Board doesn't. He doesn't know what going through the Strategic Planning Committee accomplishes unless they have a representative on the Strategic Planning Committee. He doesn't see how this moves the ball forward. Ms. Anzalone responded that they have specific questions and we can answer them. She feels that if the Board wants to do it, and we need buy-in from the selectman and they have questions, we can help answer them. A good place for that is the Strategic Planning Committee. Mr. Lavoie noted that Selectman Fish said he wanted a member from their Board and the School Board to start crossing over meetings. Maybe you want to motion to do that and they can do the same with their group. Vice Chair Lavalley noted part of the rationale, for the committee is the deep dive lies with the committee but we certainly can go the other way if that is the way the Board wants to go. There were a number of questions brought up tonight.

Voting: via roll call vote, four ayes, three nays from Mr. Mannarino, Mr. Allen and Mr. LoVerme, motion carried.

Selectman Garcia suggested adding to the committee work, going through the job description to make it fit this district and community and work logs of what that person would do, what does it look like in September, October etc. vs. doing that once they are hired. It was confirmed the next Strategic Planning Committee meeting is scheduled for February 19 at 5:30pm; it would be helpful for the Vice Chair (Ms. Anzalone) to email those questions to the Board so we can figure out how to tackle them. She welcomes anyone from the community as well. Vice Chair Lavalley suggested in accordance with our policy, if we have the Strategic Planning Committee work on it, she would like to delegate that we give a voice to the Wilton Selectman if they want to provide us with a nomination to send someone to represent them. A brief discussion was had about when they could meet. Selectman Garcia volunteered as long as it would work with his schedule, Mondays the Selectman meet therefor that is not a good day.

Selectman Fish MOVED to appoint DJ Garcia to be the Wilton Select Board representative to the WLC School Board.

It was clarified that the School Board is asking for a representative to the Strategic Planning Committee.

Selectman Fish modified his MOTION to appoint DJ Garcia to be the Wilton Select Board liaison to the WLC School Board Strategic Planning Committee, SECONDED by Selectman Williams.

Voting: all aye, motion carried.

A MOTION was made by Mr. Lavoie and SECONDED by Ms. Anzalone to adjust the agenda to move up public comment to now, and just prior to that for administration, the police chief and Lyndeborough Selectman (who are present) to provide any comments then move into public comment.

Voting: via roll call vote, all aye, motion carried.

There was no comment from administration.

Chief Olesen commented that all of the information we have been gathering all along is information we gathered from other towns that have an SRO. He notes it doesn't necessarily have to be a new officer we can find a veteran officer. He asked Chief Douglas to come up and speak as he brought the SRO to the Milford School District.

Chief Fred Douglas, (Lyndeborough resident and Selectman) was asked to speak. He noted that there are many questions in this. He has been a police officer for many years. He wrote the job description and the grants for the SRO in Milford, which were accepted. The grants, unless it has changed as recently as last year, funded it for 3 years, \$125,000, the only big obligation is at the end of the 3 years the administration, and municipality must fund it for 1 year. He is providing the information that he is aware of, the SRO is a vital role to every administrator, teacher and every child in the school. He is a part-time police chief in a small town under a different school district. Although we are small, we had 3 incidences where females have been bullied and one committed suicide. He contacted the DOE, they did an interview, and investigation as to why it was not dealt with when we knew about it and the school as far as he is concerned failed that child. He gave another example. If we don't have a conduit between these children and parents it's not just about the ALICE training, they have to work with the school district and parents to get them help before it is too late. The school district needs the help they can't do it all. We need a good core value with the superintendent and staff. There is only one way this will go if they are not here. Don't you want the PD to be proactive instead of reactive when it is too late? He noted there are a number of issues in Milford and if we didn't have the conduit they would have never heard of it. When a child is bullied, under the Safe Schools Act, administration is required to report it to PD each and every time and they work through it with staff and parents. There is nothing to say the PD can't be involved with a parent, child and social worker or through their insurance company. The reports would be clear. That PD and SRO will be that proactive conduit for these children. He understands there is a cost factor but there is a bigger cost if we don't have it, it is a ticking time bomb, it's a matter of time. You cannot put a price on a kid's life, never mind a school shooting. The job description should include the SRO making a trip to every school at least 1-2 times a week and stepping inside. He has a policy where he is that if he has a domestic violence petition, he lets the school staff know. He spoke of why that is important. He spoke of asking for an emergency ring button but it was not approved. He explained his point is that we need to put all in place within reason, the SRO is a valuable member of this community and that community but they need to go around to each school. He spoke of the Uvalde shooting and the importance of the SRO having exposure to all the schools. He spoke of the funding and that there is a time limit. He acknowledges you have a new road to travel. Vice Chair Lavallee asked for any further comment.

Selectman Fish needs to exit the meeting and leaves Vice Chair Garcia to close the Selectman's session of the meeting. Selectman Fish is the representative for the Land Use Boards, Planning Board and Zoning Board and wanted to thank administration and Mr. Erb for their use of the school facilities, it is important to us as they are still following some COVID guidelines and have some big cases that attract a lot of public attention. A big thank you to Mr. Erb, we appreciate it.

Vice Chair Lavallee noted the Strategic Planning Committee is a public meeting and there is a time for public comment there as well. Selectman Garcia provided his email address djgarcia@wiltonnh.gov in addition, his phone number 603-801-7394 if the public wanted to reach out to him.

Selectman Fish departed the meeting at 7:52PM.

• PUBLIC COMMENTS

The public comment section of the agenda was read.

Mr. Don Rankin, Wilton spoke of being a data driven person, and that you can prove anything by citing examples, take the opposite, cite an example, and prove it. A copy of his comments can be found with these minutes. Why do we need an SRO? Some believe having an armed SRO would enhance security should an intruder come into our schools. That belief is a fantasy. A study by the Violence Project found the opposite, in cases where an armed guard was present there were actually 3 times as many casualties. The study noted that prior research suggests that many school shooters are actively suicidal, intending to die in the act. We also have 3 widely geographically spread areas and I do agree that if we are going to have an SRO, we need that SRO to be in all of our schools. We will need 1 person to cover 3 schools or 3 SRO's. A study cited by Poytner states, "Multiple studies have found no association between the presence of armed officers in schools and the deterrence of violence." A 2021 study from researchers at SUNY Albany and RAND Corporation indicates that the presence of guards actually "marginally increases the likelihood of a school shooting" as well as chronic absenteeism, and the occurrence of other gun-related offenses. How do students feel about having an armed officer in their school? The presence of an armed officer does nothing to enhance the comfort level of the students. The opposite is, once again, true. The Trace article notes, "they feel surveilled -particularly black and brown children or anyone who is marginalized. The National Association of School Psychologists has argued that, like violence itself, the fear that results can harm the learning process. We don't have many black and brown students but we do have other students that (for example) can't dress as well as other students and they are marginalized. This goes on to cite racial disparities. It is possible that an SRO can have a beneficial effect. I agree with that, if you can properly screen the person, have the right people in place, and they have to establish the relationship with the students. The fact that the federal government has 3 year grants tells you it will take 3 years for that process to settle in for that SRO to have an effect. What will it cost? According to Indeed, the base salary for an SRO in New Hampshire is \$117,499. That doesn't include benefits such as healthcare and retirement accounts, or vacation, which would increase that figure substantially. For the same amount, we could easily hire 2

persons trained in psychology to help students without introducing the negative effects of a person who is armed with a gun, a Taser, handcuffs. Due to time constraints, (30 minutes for public comment) he was asked to conclude and if there is time left over for public comment, he may continue. He will provide an email to the Board with all the hyperlinks supporting his comments.

Mr. Jonathan Vanderhoof, Lyndeborough wanted to reiterate his support for an SRO. Sending it to the Strategic Planning Committee... they already did that and the committee said lets do it. He knows you started this months and months ago, you have agreement and a survey, it sounds like you are starting all over again. It is disappointing but he does support an SRO.

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

Ms. Mary Golding commented to drive carefully home and be safe. Thank you for all you do.

Mr. Don Rankin continued his comments, as there is time still available. Our current School Board and School Budget Committee have done an excellent job of spending the monies appropriated at last year's school meeting. They have rectified many outstanding deferred maintenance items and plan to fund accounts for future major renovation and repair projects that we know are coming. The last projection for monies to be returned to taxpayers was \$57,000, which is substantially less than in previous years. They have done what the voters asked by fixing problems and planning for future major expenditures. The School Board also negotiated a new 3-year contract for teachers. The intent was to make our school attractive enough to keep the excellent teachers we have and to make hiring to fill vacancies easier. The new contract will add to the expenses in the coming years, I am in support of that contract. The State provides only half of what the New Hampshire Supreme Court says funds an adequate education. Unfortunately, just like the Claremont decision, we cannot rely on the current legislature or Governor to appropriate the needed funds so relief for local taxpayers. Our tax rate is high because we are essentially a bedroom community with families paying for most of the local expenses. For these reasons, I don't believe funding an SRO in any way needs a cost benefit analysis.

Ms. Olivia Siekman, Wilton Patrol Sergeant and resident, she spoke in support of an SRO. She spoke of her experience and being part of the ALICE program in the schools, she is an ICAC representative (Internet Crimes Against Children). She would do the training for an SRO and the biggest issue we see now is social media and inappropriate images back and forth amongst children. She notes you won't hear about those cases because they are private but they do happen and we do investigate them. If a police officer were in the school, they would be a positive person for students to go to. When she comes in the school students come to her with praise and excitement, it is a very positive thing for kids, kids past and present. There are kids she constantly deals with on the road and they still love her. They even say I swear, I will be better they respect her. There is a mindset of police officers that having an SRO may make them discontinue bad behavior. At the least, it has been a positive interaction with students in school and they ask when I will come back. She supports the position of an SRO. A comment was made about her taking the position. She says she would take the position as an interim but it would put a lot on her plate as a patrol sergeant. She would do it if it meant it was a way to get someone in there and she would then train someone new.

A MOTION was made by Selectman Williams and SECONDED by Selectman Garcia to adjourn the Wilton Selectman session at 8:07pm.

Voting: all aye, motion carried.

The Selectman thanked the Board for inviting them.

IV. STUDENT ACKNOWLEDGEMENT-

Principal Ronning respectfully asked for this to be tabled to the next meeting. Vice Chair Lavallee agreed.

V. ADJUSTMENTS TO THE AGENDA

Vice Chair Lavallee asked for the following adjustments, table the budget discussion and non-public to the next meeting, no action needed is tonight.

A MOTION was made by Mr. LoVerme and SECONDED by Mr. Allen to accept the adjustments to the agenda.

Voting: via roll call, all aye, motion carried.

VI. BOARD CORRESPONDENCE

a. Reports

i. Superintendent's Report

Superintendent reported in addition to his report, he thanked the facilities staff, Scott, Josh, Bill, Pete, Ann, Jackie and Mr. Erb who all worked shoveling on Sunday and probably all night long tonight. They put in a lot of time and effort and don't complain he wanted to recognize them.

ii. Curriculum Coordinator's Report

Ms. Dignan's report is submitted as written.

309
310 **VII. PUBLIC COMMENTS**

311 See above.

312
313 **VIII. BOARD BUDGET DISCUSSION**

314 **i. FY 25 Budget**

315 **ii. Warrants**

316 Tabled to the next meeting.

317
318 **IX. POLICIES**

319 **a. JLCJ-Concussions and Head Injuries**

320 It was noted there are no changes to the policy. This is the 2nd read.

321
322 *A MOTION was made by Mr. Lavoie and SECONDED by Mr. Allen to approve policy JLCJ-Concussions and Head Injuries as*
323 *written.*

324 *Voting: via roll call vote, aye, motion carried.*

325
326 **X. ACTION ITEMS**

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

328 *A MOTION was made by Mr. Lavoie and SECONDED by Ms. Foss to approve the minutes of December 12, 2023 as written.*

329 *Voting: four ayes, three abstentions from Mr. Mannarino, Mr. Allen and Mr. LoVerme, motion carried.*

330
331 **XI. COMMITTEE REPORTS**

332 **i. Facilities Committee**

333 Mr. Allen reported the committee met last night and made some significant headway. The B Wing bathroom is mostly complete
334 but incomplete, still waiting on countertops. Same with the art room. The architect has come for the locker room and measured.
335 The next step is for administration to determine which layout is preferable and get quotes. The gym floor is complete and looks
336 awesome. One of the bigger ones is the problem we were having with the boilers the efficiency requirements have been rolled
337 back and we can now go back to oil boilers rather than switching to propane. New boilers could be switched to propane at a later
338 date per Mr. Erb by doing the propane work that would have been needed anyway but keeping oil if desired can be achieved by
339 swapping out the burners. This should be a much less expensive option than propane and would result in less construction. Ms.
340 LaPlante mentioned at the last facilities meeting that the cost of propane, over oil are higher and for every 25,000 gallons of
341 propane we burn we would save \$31,000. He believes she was using standard pricing. He believes it would be worth a
342 discussion if that were truly the case. We discussed the \$50,000 maintenance budgeted items. Front doors were the only item
343 completed thus far. Some of those items will be scrapped potentially based on paving issues and we discussed what the best use
344 of that funding might be. Other unknown expenses have come up such as a sewer pipe that potentially needs replacing for
345 \$9,000. The committee also discussed having a line item in the CIP for this type of contingency. We kicked out the new CIP
346 proposal and discussed that. Everyone felt pretty good about it and felt it would help with budgeting and transparency moving
347 forward. The school lockers are up on the maintenance schedule for SY24-25. It was discussed whether these are worth doing as
348 they are largely unused. It was asked that the administration review this, put a plan of action together and report back. While
349 discussing the CIP warrant article there was concern about the WLC pavement, which is coming up in a couple of years. A quote
350 was almost \$100,000 less than our anticipated expense. By raising our ask this year by \$22,000, we had planned on raising
351 \$85,000 for paving to complete in the next few years, and if we raise this year to \$107,000 we could complete the entire project
352 allowing us to delete the \$85,000 ask for next year. The next couple of years will be large "asks". Mr. Erb brought to the
353 committee's attention that the FRES roof might need to be moved up as well. He will get recommendations and quotes if repairs
354 are needed. The committee is unsure what the CIP balance is. It was reported that there is \$51,000 available, but we requested
355 administration report back on the \$30,000 set aside for FRES, which was erroneously labeled, it is actually LCS heating
356 elements that were also planned in the operating budget. It was suggested to cut that out of the CIP and need to determine if we
357 actually have \$81,000 in the CIP as opposed to \$51,000. If we only have \$51,000 in the CIP then the Facilities Committee
358 requests a warrant of \$300,000 to complete the scheduled projects and move the paving forward. This will reduce next year's ask
359 by \$85,000. If there were \$81,000 available, the committee would request a warrant of \$275,000. Discussion was had about a
360 "miscellaneous" line item in the CIP to allow for emergencies such as the broken sewer pipe or anything else like overages on
361 quotes that come up. It was reported a history of "robbing Peter to pay Paul" to do projects that were emergencies or came in
362 higher than planned which makes the other projects being kicked further down the road which is not how we should be doing
363 business. There was talk of sending unspent funds into the CIP to build up a balance. We were not comfortable with that and
364 suggested to bring that to the School Board to see if they want to add a line to the CIP that will be a balance for contingencies or
365 emergencies or unplanned expenses. If that were the case they would support funding that in full or part this year via a warrant
366 article to transfer unspent funds into the CIP for that line item. If they do not support it the facilities committee doesn't support a
367 warrant article to transfer unspent funds to the CIP. A question was raised regarding a boiler if an engineer is needed. Mr. Erb
368 has met with one; we have Web and another company. We are trying to find out when we can get the boilers; it will save time in
369 the long run by moving out the old ones and in the new ones and not having to do the re-piping. Mr. Erb recommends going with
370 oil. Ms. LaPlante clarified regarding the \$31,000 savings, if all were equal that it is the same efficiency for oil as it is with

propane, theoretically there is that savings for the cost of oil vs. propane. She does not know the efficiency of gallons of propane vs. oil; we don't know what that would be. Without doing that conversion, it is her best guess not a confirmation. Mr. Allen confirms oil would be the easiest but if there is a potential to save \$31,000 per year we should look into that. It is a School Board decision not a Facilities Committee decision. Mr. Lavoie spoke of the possibility of additional rate savings if you choose propane route and the right company. A discussion was had regarding the lockers. It was suggested to keep in mind the size of the lockers because during baseball season, they have giant bags and some carry them around all day. Superintendent noted we have not gotten that far, we will get a basic blue print; we need lockers kids can use and of adequate size. The lockers in the hall some kids are using but some are not; we could remove some further back and not replace them. A brief discussion was had why kids are not using the lockers. Superintendent notes, it is a trend he has been seeing, there are less textbooks, more Chromebooks and it is not uncool to carry a backpack. It was noted we stopped using them due to COVID. There are posture issues and we should push kids to use them. Superintendent responded we encourage them to use them; the younger kids are the ones he worries about, as they do get very heavy.

XII. PUBLIC COMMENTS

The public comment section of the agenda was read. Superintendent called out all the phone numbers and names joined in the meeting asking if they wanted to comment.

Mr. Billy Boylan, Lyndeborough had questions regarding a specific employee benefit. Vice Chair Lavallee requested the employee contact Ms. LaPlante directly.

Chairman Golding commented the roads are not very good, it is freezing rain, hopes every gets home safe. He noted it was a good meeting. He appreciates the Wilton Select Board coming.

XIII. SCHOOL BOARD MEMBER COMMENTS

Mr. Mannarino commented be safe to everyone, the roads are terrible; he tried to get to the meeting; he imagines they have not improved.

Ms. Cloutier-Cabral appreciates Selectman Garcia joining the Strategic Planning Committee. She likes the feedback from Chief Douglas and from Sergeant Siekman, those comments and feedback are helpful. She invites them and Chief Olesen to come to the Strategic Planning Committee or send over any information that would be helpful. She thanked everyone for a great meeting and hopes all are safe getting home.

Ms. Anzalone echoed what Ms. Cloutier-Cabral said about the SRO discussion. She hopes all there are safe getting home.

Mr. Allen echoes some of the comments before. He feels like we keep beating this SRO thing. He would have liked to see us get more traction tonight. Great job to the facilities staff for all the shoveling and everything they do. They are the unsung heroes.

Vice Chair Lavallee spoke about being excited for the cyber safety training. It is much needed education for students and parents. Great job everyone, thank you for coming tonight.

XIV. NON-PUBLIC SESSION RSA 91-A: 3 II (A) (C)

Tabled to the next meeting.

XV. ADJOURNMENT

*A MOTION was made by Mr. LoVerme and SECONDED by Ms. Foss to adjourn the Board meeting at 8:31pm.
Voting: via roll call vote, all aye, motion carried.*

*Respectfully submitted,
Kristina Fowler*

Don Rankin
925 Mason Road
Wilton, NH 03086

January 9, 2024

Why do we need an SRO? Some believe having an armed SRO would enhance security should an intruder come into our schools. That belief is a fallacy! A study by the *Violence Project* found the opposite, in cases where an armed guard was present there were actually 3 times as many casualties. The study noted "Prior research suggests that many school shooters are actively suicidal, intending to die in the act," (1).

We also have 3 widely geographically separated schools so the odds of an SRO being present are 1 in 3 and it is likely a shooter would know where the SRO would be and would choose to either confront or avoid the SRO depending upon intent.

A study cited by *Poytner* states "Multiple studies have found no association between the presence of armed officers in schools and the deterrence of violence." (2)

A 2021 study from researchers at SUNY Albany and RAND indicates that the presence of guards actually "marginally increases the likelihood of a school shooting" as well as chronic absenteeism, and the occurrence of other gun-related offenses. (1)

How do students feel about having an armed officer in their school? The presence of an armed officer does nothing to enhance the comfort level of the students. The opposite is, once again, true. The *Trace* article notes "they feel surveilled -particularly Black and brown children. The National Association of School Psychologists has argued that, like violence itself, the fear that results, can harm the learning process. An SRO also seems to enhance the trouble for black and brown students as noted in the *Trace* article "This criminalization of school misconduct is particularly problematic when applied to Black students, given the stark existing racial disparities in arrest and incarceration," wrote the researchers." (1)

It is possible that an SRO can have a beneficial effect. That is only if "When you have proper vetting, and you have the right people in place, security, police, whatever you categorize them as or whatever their role is, can build really great relationships with students," Jaclyn Schildkraut of the Rockefeller Institute of Government said. "But unfortunately, not every person who wears a badge or carries a gun belongs to the school." (1)

What will it cost? According to *Indeed* the base salary for an SRO in New Hampshire is \$117,499.(3) That doesn't include benefits such as healthcare and retirement accounts which would increase that figure substantially. For the same amount we could hire 2 persons trained in psychology to help students without introducing the negative effects of a person who is armed with a gun, a taser, handcuffs and possibly a billy club.

Our current school board and school budget committee have done an excellent job of spending the monies appropriated at last year's school meeting. They have rectified many outstanding deferred maintenance items and plan to fund accounts for future major renovation and repair projects that we know are coming. The last projection for monies to be returned to taxpayers was \$57K, which is substantially less than in previous years. They have done what the voters

asked by fixing problems and planning for future major expenditures. The school board also negotiated a new 3 year contract for teachers. The intent was to make our school attractive enough to keep the excellent teachers we have and to make hiring to fill vacancies easier. The new contract will add to the expenses in the coming years, I am in support of that contract. The State provides only half of what the New Hampshire Supreme Court says funds an adequate education. Unfortunately, just like the Claremont decision, we cannot rely on the current legislature or Governor to appropriate the needed funds so relief for local taxpayers is nonexistent. Our tax rate is high because we are essentially a bedroom community with families paying for most of the local expenses. For these reasons I believe funding an SRO fails in every way to pass a cost benefit analysis.

1. <https://www.thetrace.org/2023/08/guns-armed-guards-school-shootings/>
2. <https://www.poynter.org/fact-checking/2022/do-armed-school-police-officers-prevent-shootings/>
3. <https://www.indeed.com/career/resource-officer/salaries/NH>

Additional resources?

1. <https://www.urban.org/urban-wire/states-cannot-rely-school-resource-officers-stop-school-shootings>
2. <https://www.cnn.com/2022/06/07/us/school-officers-impact-on-black-students/index.html>
3. <https://education.uconn.edu/2020/10/27/the-prevalence-and-the-price-of-police-in-schools/>
4. <https://www.nytimes.com/2022/05/26/us/mass-shooting-school-security.html>

**FLORENCE RIDEOUT ELEMENTARY SCHOOL
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(603) 732-9229

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Bridgette Fuller, Associate Principal

Christina Gauthier, Admin. Assistant

**ESSER USE OF FUNDS PROPOSAL
January 17, 2024**

Since January 2021, the School District has been awarded three phases of Elementary and Secondary Emergency Relief Funds (“ESSER”). The final phase of the NH Department of Education (“ESSER III”) must be committed for use by September 30, 2024, and the District must commit at least \$136,800 to address learning loss.

We are requesting the Board’s consideration and approval of an additional project:

1. After School Tutoring program at FRES – not to exceed \$19,325

- Funding is requested for the second semester of the 2023-2024 School Year (approximately 40 tutoring sessions).
- The intent is to evaluate the program's success in mid/late June using iReady Data.
- Students will be identified by Teachers/Principals for students who need learning and direct support due to learning loss.
- Nearly identical to the model used in the 2022-2023 School Year:
 - Up to five teachers (one per grade level) **1.5 hours/day** for **three** days/week
 - Students would have a break between the learning and extended days, with approximately one hour of instruction.
 - Snacks and drinks will be provided
 - Transportation needs will be discussed with families to remove that barrier

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.