

**WILTON-LYNDEBOROUGH COOPERATIVE
SCHOOL BOARD MEETING
Tuesday, February 4, 2025
Wilton-Lyndeborough Cooperative M/H School
6:30 p.m.**

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

Present: *Dennis Golding, Brianne Lavallee, John Zavgren, Michelle Alley, Tiffany Cloutier-Cabral, Darlene Anzalone, Geoffrey Allen, Diane Foss, Jonathan Lavoie, and school board student representative Hannah Hamilton*

Superintendent Peter Weaver, Business Administrator Kristie LaPlante, Principals Tom Ronning and Principal Bridgette Fuller, Assistant Principal Katie Gosselin, Director of Student Support Services Ned Pratt (online), Technology Director Nicholas Buroker, and Clerk Kristina Fowler

I. CALL TO ORDER

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

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

III. STUDENT/STAFF ACKNOWLEDGEMENT

Principal Fuller, Principal Ronning and Assistant Principal Gosselin recognized staff with nominations for the Starfish Award. The nominees were Sandy Reed, Stephanie Gilbert, Anne Bird, Debbie Nita, Taryn Anderson, Erin Rosana, and Lori Spurrell. He also recognized the whole WLC facilities staff, Buddy Erb, Josh Morrow, and Scott Hasu; the fact that we only lost one day due the heating issue and the many hours that it took to be sure the students could be here and learn. It is truly amazing. They reviewed the many reasons each person was nominated all making a difference in student's lives. Kristina Fowler was chosen as the Starfish Awardee for January 2025. She was congratulated and given a round of applause.

IV. ADJUSTMENTS TO THE AGENDA

Superintendent requested to remove the Curriculum Coordinator's Report and Data Presentation to the next meeting.

A MOTION was made by Mr. Allen and SECONDED by Ms. Cloutier-Cabral to move the Curriculum Coordinator's Report and Data Presentation to the next scheduled meeting.

Voting: all aye, motion carried.

A MOTION was made by Ms. Lavallee and SECONDED by Ms. Foss to add a discussion regarding strategic planning, a follow up from the August 27 meeting, after the board/budget discussion and before policies 1st read.

Voting: all aye, motion carried.

V. 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.

Ms. Mary Golding congratulated Ms. Fowler. She loves that you recognize the administrators. The staff at all the schools is amazing, the Administrators are amazing and the School Board is amazing. Thank you all for all that you do. She wished Chairman Golding a happy birthday. She will be signing off a little early tonight, hopes you have a great meeting.

VI. BOARD CORRESPONDENCE

a. Reports

i. Superintendent's Report

Superintendent gave a special thank you to School Specialty who provides a lot of school materials and donated over \$14,000 in supplies with most of that being science microscopes new and right out of the box. He asks the Board to vote to accept the donations from School Specialty.

A MOTION was made by Mr. Lavoie and SECONDED by Ms. Anzalone to accept the donations from School Specialty.

Voting: all aye, motion carried.

Superintendent spoke of Teacher, Laura Bujak who will be retiring at the end of this year. There are people you meet on your path who are memorable and Ms. Bujak is one of them. She is an amazing teacher and he enjoys talking with her about family,

books, and how she approaches reluctant readers. He spoke of her longevity with this community, her collegiality and comradery. Congratulations! Mr. Allen questioned if there is a potential snow date for the budget hearing. Superintendent confirms yes, Friday (2/7/25) at 7pm. Ms. Cloutier-Cabral voiced that Ms. Bujak leaves an impression on this district and her family in particular instilling values in her kids that she sees all the time. She helped her as a parent it is hard raising teenagers and she will be deeply missed. She appreciates her and will always remember her fondly. Mr. Lavoie asked for an update on the heating pipe, how did it happen, how do you think we can prevent it. Superintendent explained it started with the temperatures being so cold, the damper froze open, the liquid in there froze; when it thawed, it cracked some of the coils. The water leaked out draining the system and the boiler pressure went down to zero. They contacted the vendor but also had to call Wetherbee Plumbing in because four units needed repairing, pulling them out and soldering them. In the meantime, there were 3 this Monday that they put new controllers on which was work that had been previously scheduled. Seven in total were repaired. Mr. Erb then started an audit in each classroom and found was there were a couple that had been soldered in the past. They are looking at that, too. One of the things they were thinking about is to extend their life, purchasing the coils, which are less than \$1,000 vs. replacing the whole unit costing about \$8,000-\$10,000; that's sort of the most critical part of the unit. If they can get a handful of those, perhaps allocating unspent funds then they could probably extend the life of some of these much further. At some point, they will need to talk about possibly adding it to the CIP. It's going to be at least \$20,000, which will definitely meet the CIP threshold, build it 3 years out, and probably start a rotation with the heating units. Currently, they are in good shape, the repairs have been made. He is hoping that it doesn't get as cold as it did before, but thinks they are in a good place. They purchased some space heaters to keep some areas warm on those cold days. He thinks we are fine this winter but will have to plan long term with the Facilities Committee to see how to get that on the agenda and make a plan. It's going to be a process and it could be really expensive, too. He thanked Mr. Erb, 1 day he worked about 15 hours straight through just to try to help, and that was the day that they had to do all the mopping and try to figure out what to do next. They had to look at all the units, when one went down we had to look at another because if one froze another one is going to probably freeze. We ended up finding 4 that we needed to repair. Ms. Cloutier-Cabral when asked confirmed that there is not a date set for an upcoming Facilities Committee meeting, when the new Board is elected they will convene and schedule a meeting. Chairman Golding asked the Superintendent to keep them updated.

ii. Student School Board Report

Student representative Hannah Hamilton reported students recently completed their midterm and final exams during the week of January 13th. Overall, students are relieved that these exams are behind them and are now focusing on their upcoming coursework and projects. On January 23rd, a meeting was held in the gymnasium for all students in grades 8 through 11 to learn about the Milford CTE program. The session provided valuable insights into the various courses available to WLC students. Following the meeting, a field trip for interested students is scheduled for January 29th, offering an opportunity for hands-on exploration of the program. They were thrilled to host WLC's very first Unified Basketball game this season. As a student assistant on the team, she can personally attest to the wonderful atmosphere and the joy it brought to the students. Their enthusiasm was infectious, and they greatly appreciated the support from the school community. The final home game of the season is scheduled for February 12th at 4:00 p.m. We encourage everyone to attend and support our athletes as we close out a successful season.

Auditions for the spring musical, *The Little Mermaid*, were recently held. Performances will take place: April 10th and 11th. They are looking forward to showcasing the talent and hard work of the students in this production. This winter sports season has been an exceptional one, and are incredibly proud of all the athletes and their achievements. The dedication, teamwork, and spirit displayed by students has been inspiring, and students look forward to seeing even more success as the season progresses. High School students are happy to offer additional math tutoring. Middle school students can attend tutoring sessions on Mondays after school, while high school students are invited on Thursdays. This initiative provides extra support for students who may need assistance in strengthening their math skills. Additionally, SAT preparation is available for high school students seeking help as they prepare for college entrance exams. Yearbooks for the 2025 school year are now available for purchase. A link to order is posted on the WLC website. Don't forget to secure your copy of this year's yearbook! The WLC Dance Team recently performed their beautifully choreographed *Mini Nutcracker* production, showcasing their impressive talent and hard work. The performance was a delightful presentation, capturing the holiday spirit and entertaining the audience with a graceful mix of classical and contemporary dance. A special thank you goes to Coach Mel for her dedication and leadership in guiding the team through this production. Her commitment to fostering creativity and discipline has been evident in the team's growth, and the students are incredibly grateful for her guidance.

iii. WLCTA Report

Ms. Rosana reported for WLC:

- Semester 2 is in full swing— add/drop period is over, and teachers have picked back up with curriculum
 - New semester-long classes are well into their curriculum, as well
- Quarter 2/Semester 1 awards: January 31 during WIN
 - Teachers recognized students who were examples of excellence in their classes.
- Next round invitations to apply to the National Honor Society will be going out in the coming weeks (date TBD); students in grades 10-12 with a cumulative GPA of 3.7 or higher are eligible
 - Induction ceremony in April, date TBD

- NHS tutoring continues to be offered on Fridays in WIN.
 - Every Friday for Math (grades 6-12) with Mr. Comerford and NHS members
 - Once a month for MS students in all subjects lead by NHS members
- Junior class will be selling carnations during lunch Feb. 3-7 to be delivered on Valentine's Day. All proceeds will go towards prom.
- Bill Comerford running the Ski Club back to WLC! 8 WLC students, grades 6-12, have braved the cold weather to join at Pat's Peak these past few Wednesdays for lessons, free skiing and riding, and good times the program continues on Wednesday nights through February 12th.
- High school chorus, led by Taryn Anderson, participated in the Monadnock Valley Music Festival this year with other choir students from all over the region. They had such a great time and hope to do it again next year.
- WLC's Winter Showcase will take place February 5th at 6pm in the WLC Cafeteria. Come see this fun, free event where students get to perform the things they love. Thanks to Taryn Anderson!

Ms. Kudlich reported for FRES and LCS:

- FRES and LCS welcomed the incredible talents of NHDI last week and had a wonderful time learning about dancing, writing, and collaboration.
- FRES had their School Spelling Bee, thank you to Ms. Lavalley and Ms. Bujak with special congratulations going to Sage Trudeau who won with the word "egotistical". He will move on to the regional round this month. Great job, Sage!
- 2nd quarter grades are in, as well as MOY testing. Teachers worked together in data meetings to check on the midyear progress of their students and prepare for the 2nd half of the year.
- 4th grade is doing a popcorn fundraiser every Friday as part of the economics unity. Students are assigned all the steps including creating the order form, making the popcorn, bagging it, marketing, budgeting, collecting the monies etc. Preorders will be taken Thursday, cost is \$1 and you will get popcorn on Friday.
- Kindergarten, 1st and 2nd grade will have their spring concert on March 20th at 6:00 p.m. She is really excited about this. It is a folk song theme this year. They will be singing all folk songs from both America and other countries. Come on out and see all the little ones. They're so cute and so excited.
- Monthly recognition of students who embody CARES is starting again, which is Cooperation, Assertion, Responsibility, Empathy, and Self-control. These are the guidelines FRES tries to live by. Each month they will recognize students in each grade that represent those qualities that they are looking for.

Mr. Allen asked about the overall morale, is it good and everybody's doing what they're doing and enjoying it. Ms. Rosana and Ms. Kudlich agree, yes.

iv. Principals' Reports

Principal Fuller gave a shout-out for today's Professional Development Day, which had several targeted instructions for iReady, CPI, behavior management and curriculum work. A question was raised regarding the rise (14) in log entries for major behaviors and 10 school suspensions. Ms. Fuller explained they did have spikes in behavior. Causes are on an individual basis, she wouldn't say it is one trigger but the students who have that spike are on a team, meaning teachers work diligently to make sure behavior is managed and supported. A question was raised regarding teams, were the students previously identified and now they have a team or something different. Principal Fuller clarified that some had a tier 1 or 2 and now are moving to tier 3 with more specific team and targeting. A question was raised what the impact is on other students. Principal Fuller responded she is sure there is impact at the moment but they work quickly to limit that and make sure learning is continued to flow. There are disruptions but the kids have demonstrated resilience in getting right back to their learning and that's a testament to the staff working with them. Superintendent added, it's 9 students out of 213, that's 4% of the student body in LCS and FRES and the school suspensions isn't 10 additional incidences those are a consequence from the 14. Some things also occurred on the bus as well as in the classroom. It sounds a lot more when you look at the way the data is written. Nine kids out of 213 is pretty good in an elementary school. He gives credit to the elementary teachers. He suspects there are some repeat offenders but voiced we have a good team of teachers and staff trying to support the kids. We had a big holiday break and he thinks that combined with the weather, there is always a cycle for kids returning. It is challenging for some kids to regulate themselves coming from a more unstructured environment for a couple of weeks and coming right back into school in January. Adults too and there is a lot of sickness going around. There are no excuses but there are some factors that increase behaviors in adults and kids. It was noted it might interesting to see last years data to see if there is a spike in January. Ms. Cloutier-Cabral is not surprised to see a spike in the winter, as the Superintendent said even adults are restless in the winter as we're ready to be done with all of it.

Principal Ronning provided a lengthy report as there is a lot going on. Our HS has a unified basketball team! Our MS is putting together a MS unified team and will be playing in a tournament. The tennis courts are done; it would be nice if we could resurrect the tennis team. He was approached by Ms. Kelly Gibson who gave him the name of some individuals who work for Advantaged Kids in the United States Tennis Association. They are willing to partner with us, and say they can provide money to open Hampshire Hills, provide students with tennis rackets, tennis balls and can get kids interested in tennis.

Then we take over and coach a team, it can start ASAP. He spoke of today's professional development, which included CPR, curriculum work, and student specific data to come up with action plans to implement the 2nd half of the year to help students grow. Staff members updated their finals or midterms. It was a good end to the semester and staff looked at the scope and sequence, looked at their syllabi and made updates, continued to look at assessments and worked with colleagues to make sure that we continue to move in that direction. Awards ceremony was on the 31st, which was well received by both the MS and HS. He spoke of restructuring the MS; there is always the question, can you do more with less. He worked with Assistant Principal Gosselin as they were challenged with looking at reducing their staff by 2, were do they take a staff member from is difficult. Reducing at the HS often means a program. They had talked about restructuring the MS and wondered if they could reduce there. They worked countless hours on this. Restructuring the MS came to light this year when students came; several parents said transferring from FRES to WLC is a lot. It's a new school, there is a lot happening they are changing classes and doing all this stuff. Is there a way to change that? He spoke of education 306, which is the standard requirements for a school; these have changed which means with regard to staffing there may need to be changes at the HS level by increasing a history teacher. Instead of taking 2 courses now they will need to take five. That is coming down the pipe. He explained the plan. If the 6th graders come in and have 1 teacher for English, and social studies and 1 for math and science, it cuts down on the number of moves they have. Having them self-contained in 6th grade with a 6th grade lunch, that limits the distractions with regard to a full cafeteria. The reduction of staff came from the MS. In grade 7, it is a larger group; we looked at having a math, English, and social studies teacher and divide science among the 3 teachers. At the 8th grade, we would end up doing something similar to 6th grade and trying to make them as 1 unit, (a class), right now, they are divided. If we can do that, we can reduce 1 staff member, which would be a science teacher. If they have a teacher who ends up looping so to speak, after they do that and they are at the last 8th grade, they can then with their certification move up to the HS so that he doesn't have to ask for another teacher to accommodate the changes in education 306. He gave credit to the Superintendent because he looked at the options and said think about it and look at it again, there is a way to make it work. He cannot tell you the number of versions of schedules they came up with in order to come up with this transition, which they feel, is in the best interest of the school moving forward. With one of the most recent board policies, you would like to know of any changes to the Program of Studies and what they are. He listed those in his report. There are not many changes, we are not taking a lot of things out, and we did change some names and are adding a couple new courses. One is app development for students to design apps on the computer or phone another is entrepreneurship. He spoke of the NEASC Accreditation, the staff continue to work many hours to be sure that our curriculum is in the common format that is necessary with the essential questions and even today at our leadership team meeting we talked about where are. Is it possible we can be done by February break? We are still not here because we have a couple of teachers who need to fine-tune what they are doing and he is fine with this because when we are done it will be done right and then we can publish it. He gave credit to Teacher, Ms. Blaise who brought back BioTrek, which is a phenomenal program, Advanced Regenerative Manufacturing Institute from Manchester. The things they bring to the students and say come up with a problem and budget, show us how you are going to do it and have them present it. The presentations are done here at school and the winner goes to the state competition, which is phenomenal. A question was raised if animal sciences and meteorologies were new courses. Principal Ronning confirms they are, and they will start next year. He confirms the new 306 regulations on graduating requirements will affect the current 7th graders, the class of 2027. Ms. Cloutier-Cabral voiced appreciation for the creativity and time that went into a multi-level problem and solving it. It is a good plan and really well explained. Ms. Lavallee noted the Policy Committee will meet in 1.5 weeks and will start looking at the graduation requirements policy. She has created a new one, and has shared a draft with the Superintendent and would like to share it with Principal Ronning and Assistant Principal Gosselin if they could look it over and provide feedback prior to the meeting. It is different from how the previous policy was written because it breaks out the competencies and the credits; it is 2 separate tables now. In regard to the new MS model, she echoes what Ms. Cloutier-Cabral said. She really appreciates looking outside of the box and trying to come up with a situation that not only won't impact the students in a negative way but actually will impact them in a positive way. It is excellent hard work. She also appreciates looking at it from the perspective of moving forward in 3-6 years, what will that look like, and how will it impact kids. It is important to make those long range decisions and look at our enrollment numbers to decide in the future how will it work. She asked if we had teachers that may need certification in the different content areas. Assistant Principal Gosselin responded none of our current teachers would need to obtain a new certification. Mr. Allen echoed what the others said and added it is always a pleasure to see you work. He asked what the teacher response to this is. Principal Ronning responded positively. There first reaction was that we were going to go to the junior high model, which means that they would have to teach a couple of different grade levels and change things drastically. Things didn't change drastically. He thinks the overall impression was it was inviting and some welcomed it and some had clarifying questions and then they asked who is teaching what. We asked if they have a thought of where they would like to be they will consider it but will do what is best for the students. Teachers would like to know ASAP so they can begin planning. We will not tell them until the budget is finalized because we do not want to have to make changes after that. After the budget is settled, we can move forward with the plan. Assistant Principal Gosselin spoke of the district meeting regarding the 6th grade move up to WLC, and some of the things that were "I guess" promised or was part of the package went away very quickly when the 6th grade came up including lunch by themselves. We spent hours trying to figure out how to get back to the teaming and even the 8th grade not having an identity; it was not the original intent. It was exciting for her to see it come back to some of those original intentions and the 6th grade being their own kind of school within a school and their own plan. Principal Ronning added, when parents come to us with concerns we listen even if we are not able to do it right away. It was not just a WLC concern. He spoke of having several conversations with Principal Fuller, meeting weekly, on what can we do to prepare grade 5 to help with the transition, we also visited classrooms together. When you look at the whole thought process

moving forward it is a team effort. Mr. Lavoie voiced that he can attest to there being a lot of confusion, and a tough step up from 5th to 6th, he has a 6th grader and has heard it from many 6th grade parents. What Principal Ronning said is what he had wanted to say. It worked; it did not fall on deaf ears. What they did is way beyond what he expected; if the Board could nominate a couple of Starfish, he would nominate them. Next year's 5th graders should have a better experience and it is all due to your work. Congratulations to next year's 5th graders in our school system. He is blown away by the amount of work they put into that issue and thanked them. Mr. Allen asked if the tennis courts had been checked lately. He received a call from a parent about it and then it snowed and he hasn't been able to see them but they said there were issues with the courts already. He asked if that is accurate or a misrepresentation or mistake or misunderstanding. Principal Ronning will check the courts out. Ms. Alley spoke regarding the MS restricting, it sounds like it would only help students with IEPs, but do you have any other thoughts or have you restructured things for those students who struggle. Principal Ronning confirms they considered all students even how students with disabilities come up, have transfer meetings here, and talk about what modifications they need. It's a team effort and we make sure our teachers are involved and how we set up the classrooms and look at individuals in classrooms to be sure that we can best meet their needs. Ms. Alley notes it sounds like you are combining classes into long classes. Principal Ronning responds not necessarily we have skinny block and block 6 would have 1 teacher teach math and science and 1 teach ELA and social studies, grade 6 will have its own schedule. If a teacher needs a longer block on a specific day because they have them for 2 subjects, they can make that modification in their own schedule. It helps doing projects together, you can do social studies report and grade it for English for example. Ms. Cloutier-Cabral voiced it is great news to revive the tennis program. She thanked Ms. Gibson for coming with an incredible connection. Regarding unified basketball, she sees so much love and warmth from across all the students involved with it. Whether coming in to help or to show support, it's everywhere. We are very lucky in this community. When we hear talk of moving our district to join another, we will lose all this special activity we have here. The work between WLC and FRES is amazing and making a huge difference. We see it every year since you all got together, it is to the point where it is so organized, and we are just astounded. You have so much to be proud of and we have so much to be proud of. She wants people to remember that when you think of moving to another district, we have a lot that we can do here and if we move to another district we won't have as much say in another district as we have here. Having that say has led to this.

v. Curriculum Coordinator's Report/Data Presentation

This was moved to the next school board meeting, February 18.

VII. BOARD BUDGET/WARRANTS DISCUSSION

Chairman Golding reviewed that the Budget Committee met again to revise their original budget number because we had to add the federal grants. The number they came up with is \$15,841,908. We have to decide if we want to vote to recommend that or not. Ms. Alley informs the group they did vote on it and it passed. Chairman Golding asked if anyone had any questions about the new number, we did touch on that at the last meeting. Ms. LaPlante confirms it changes the number but not the tax rate. We have to ask for permission to spend in order to get the money back. The amount in federal grants is 100% reimbursed, it doesn't impact our local taxation through property taxes. There's 3 financial components to our budget, food service, and our general fund and our food service for all intents and purposes, speaking very generically, is what is funded locally by taxation. Federal grants is through the grants that we get through the State. The bottom line that we've been discussing as far as our general fund and our food service has not changed. The increase is just for the federal grants. As far as I've heard, we're not the only district this has happened to. Ms. Lavallee noted it was one of the things that the audit picked up on is that we should be reporting it out that way. Ms. LaPlante confirms this.

A MOTION was made by Ms. Lavallee and SECONDED by Ms. Foss to recommend Warrant Article 4, the District Operating Budget (\$15,841,908) as written.

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

There was question if the Board had already voted on Warrant Article 5 because there was not vote listed on the warrant. Ms. LaPlante informs the group that when the vote is unanimous she did not list the votes on the warrant only the mixed votes. If the Board would like her to add those she could, no request heard to do so. She confirms the Board did already vote on the other articles. Chairman Golding asked if there were anything else the Board would like to discuss about the budget, none heard.

• STRATEGIC PLANNING DISCUSSION

This was a lengthy discussion. Chairman Golding reviewed that on August 27 the Board talked about a scope or purpose to direct and guide the committee and couldn't come up with anything. We also said we would talk about at the next meeting and see if we could come up with a plan. Each member would talk about what they might want to see the Strategic Planning Committee do. He dropped the ball and we will pick it up now. Ms. Lavallee has shared some ideas after reading the minutes. Ms. Lavallee voiced in reading through the past minutes on this but also looking back on the history of how strategic planning has been used in our district, she thinks there are different ideas of what it means and what strategic planning committee should be doing, how often they should meet etc. Superintendent shared a variety of different strategic plans last December and then again in September. After looking at those, she also reached out to the NHSBA to see what documents they had on strategic planning and she did some research on her own. She passed out some materials she thought would be helpful. This kind of explains from her understanding of what strategic planning committees do and how the process works. It includes a

sample on how to set up goals and then at the end there is the information the Superintendent provided. Because there is an election coming up the Board may potentially change. She thought if everyone could look it over and maybe have the committee set a date before the election to look at defining a timeline with how often to meet, what the idea is and then following the election there would be a clear understanding of the expectations and purpose of the committee. It is open to suggestions and direction from the Board. The district has plans; we have a technology plan for example, goals of the curriculum coordinator, discussed employee retention when we did the CBA. We are doing the work already it is just a matter of putting it in one place to show the community where we are going and how to get there giving us a guiding line to follow, kind of what the Facilities Committee did with the policy and procedure for the CIP. The Strategic Plan would be a guidance document for the Board to hold ourselves accountable and for the community and voters to hold us accountable and make sure we are doing what we set off to do. Mr. Lavoie expressed the good news is without paying attention to making one of these we've been kind of doing it as we go. A lot of the parts like the CIP and facilities work that we put in the past couple of years is kind of setting us up to be at a good ground zero to put it all in writing and make a strategic planning document. It will probably be pretty easy if we just look back at what we have already done and then make a plan to repeat ourselves instead of forgetting all the work we have done. If we look at it at a high level like that, we are in a good spot. Chairman Golding suggests taking what have had in the past and adapting it to now and into the future. We want to start now with getting the Strategic Planning Committee together, have them meet, use what we have now and see how much of the plan we can get together and have it approved by the Board. Mr. Lavoie added it would be nice to see if there are things we can improve on too, he feels it overlaps a little with the facilities planning; maybe we need to look at the facilities and plan for smaller class sizes. Ms. Anzalone spoke that the committee had a couple of meetings and talked about things but it never seemed to happen, we started talking but it was like, this isn't really our place, the Board does it. The thing that sticks out for her is promoting more things like CTE programs and if our school can't offer it, get creative. She would like to continue to be involved that is one area she thinks we can get very creative with opportunities not explored yet. Chairman Golding would like to see the committee meet before March 4 and present a timeline so the next committee can follow the timeline. Ms. Cloutier-Cabral suggests if we need to decide on a meeting we should decide that tonight while we are all here. She suggests choosing a day of the week monthly such as 1st Monday of the month as they did with facilities. Ms. Alley suggested because there seems to be a lot of overlap with the committees to have all committees meet together or 1 representative of the committee all meet. Chairman Golding reminds the group each committee should put forth minutes. He notes all we are looking at now is a timeline of what goals will happen. Mr. Zavgren asked what is the short list of things that could be planned, 1 or 2 things. Superintendent spoke that we had this conversation today; the pieces are there we just want to align it, 3-5 years out. Milford's plan is 2019-2025 and was built before the pandemic and not sure if they updated it or not. He believes you need clusters of areas where we set some goals short-term and 3-5 years out, facilities already has that. The academic piece is critical because the strategic plan is really about how to bring the potential of all of our students out, bring out the best in them. That gives us a vision on how to make sure that every one of our students maximizes their potential, what can we do as a district to help the students. We want good safe working facilities, we have the technology plan, which is a 5-year plan and is really important to help all our students be successful in this age of technology. We have that built out and just need to modify it. All these documents are living working documents and should be adjusted every year. Reviewing it at the end of the year to determine if we met our short goals or do we need to make adjustments. Do we need to buy more laptops, is there an influx of kids moving in or there's condos being built in Wilton, that's a dream right now but those are the circumstances where we would revisit a long-term plan. There is another piece; he has to say for the record, there is a lot of conversation in the community with some people about sustainability. He thinks that is an important piece when we're looking at how to help all of our students be successful. We have to decide, as a team is that something we want to have a conversation about. Should that be separate from the strategic plan or a separate conversation? We don't want to build a strategic plan and then cohorts of the community say "our voice was left out", we want to make sure that everyone has a voice in this plan because it is for all students and all families. In terms of supporting our students, as a small district we want our students to have as many opportunities as possible, athletics, fine arts, etc. Should that be a stand so we are actively paying attention to it? Should opportunities for students be part of it so that it forces us to look at it, show we have a goal, collect evidence and we talked about public relations in terms of how to promote ourselves better, should that be a strand? One of the things he has seen is creating a HS class in journalism. Kids wrote articles, they went down to the elementary school, looked at the dance academy, they observed the show, they wrote an article and published it, how do we create public relations for ourselves so that we can celebrate all the good things that we do. We don't want to make it too complicated because at the end is just about making sure that were meeting the needs of the kids. As society changes, we're adjusting it but we're paying attention to the kids and all our plan is about helping all of our students be the best they can be in our education program so they have the best chance to be successful. Mr. Lavoie noted it sounds like to him the business version of an organizational plan. Superintendent voiced we do it now with data presentations. We don't talk enough about the accelerated kids. We have a student who got accepted into Dartmouth College, it's less than 1% probably of kids who get accepted and for us to have that is quite an achievement because it tells him that when families are engaged, when kids are engaged and motivated and driven by goals they can achieve anything in our education program here. We create our own limitations. He is excited about a strategic plan but keep it really simple, it doesn't need to be complicated. We are not a complicated district but we have to address things like the budget sustainability. Can we maintain a budget and meet our needs in our strategic plan. We want to make sure that the community sees value in the money that were raising and the opportunities their kids have and the strategic plan should describe that, there is value here in our school. He understands it is expensive, we have less than 550 kids (527 according to the DOE) and every family pays more, but in turn, this is what they are getting. Ms. Anzalone questioned if it makes more

sense rather than having a Strategic Planning Committee do this the full Board would. It makes more sense to her as a full Board. Should we have a committee who does academics and sports and one for public relations? It can't be just 2-3 people coming up with it; it needs to be the whole Board. Chairman Golding noted, that is where the Superintendent comes in, he is at all of the meetings. Mr. Allen spoke although he has not built an educational strategic plan, he has built many strategic plans, it is overarching, it's responsive to the community but also directed at the school and students. A Facilities Committee wouldn't drive the strategic plan and all the committees would be subsidiary to the strategic plan. When we build it, we need to look at what the community expectations are. If our tax base is growing or shrinking, whether our property values are going up or down. We need to look at whether student population is going up or down, what percent is getting educated elsewhere and from there we would build our projects for facilities, what our projected facility needs are 3-5 years out. It takes thought, research, input from students, community, see what we can shape as a plan, and drive that down to the other communities. He does not know what we would accomplish having a meeting quickly when in a month we may have a new Board. He would love to be part of it and stay on the Facilities Committee. Chairman Golding noted we do have a couple community members on the committee and could add a couple more. Superintendent voiced the biggest question is the meeting date and we need to decide what the scope is. There are plans that are all encompassing that are really deep, we survey families, staff, school board, community, administrators. Then we have inclusive strategic planning sessions where we have all the stakeholders, first responders, town managers etc. it can be small too where we identify 3-5 clusters of areas that we are heavily focused on and then we build that out. It's a living document and as issues come up, we modify it and add another thread. The biggest question is how big of a scope is wanted, with Mr. Allen's scope do we need to have a facilitator coming and lead that process, a formal one, where we pay for them to put the surveys together and collect the data, facilitate our meetings. It has been done before here and when he looked at the strategic plans that were developed he just feel like maybe they shouldn't have spent that money. He feels that there is enough expertise in this room. Our scale is small like our footprint and there are enough here with enough experience that he thinks we could put something together to could come up with a scope after district meeting. The bigger the plan the less likely we are going to actually read it, just being honest. It's exciting to build it, be a part of it but then the Superintendent changes, the Board changes, teachers change etc. and pretty soon it's just a document sitting on a shelf sometimes like curriculum and is not used anymore. He would rather see it as manageable where it is actually usable. Ms. Cloutier-Cabral suggested if someone like Mr. Allen is Chair of the committee, there is the facilitator because the Chair is facilitating the committee anyway. She doesn't think it would be too much to suggest to the new Board that they put together meetings and introduce this document as a way of introducing the committees because you have to put the word out to invite community members to participate on the committees. We have made a lot of improvements in the last years, but the people who know about them are in this room mostly, it's like the best-kept secret but it won't stay the best-kept secret if people realize what we have to offer. That's increasing all the time. Now we can offer an incredible tennis program, in addition to many other things, people will be attracted to this district. Chairman Golding suggested we wait to set a meeting until the new Board is seated and then they will come up with the goals. He thinks everyone agrees all the pieces are there we just need to string them together and figure it out. Ms. Anzalone suggested it be talked about at district meeting before it starts. There was a brief discussion on this. Mr. Allen thinks it is spot on, Ms. Cloutier-Cabral is right, the best kept secret we have here is kept by us and every time someone comes up to him with a concern or kudos you spend time 1 on 1 educating people as to what does take place but that is not reaching the community. We can't be deaf to the fact that the community is very much speaking right now and for us to not ask we have seen what happens in the past when the community felt like they were not being heard. It is important we listen to them, let them know we are listening. He thinks it is a good opportunity at district meeting to say here is what we have done, here is what we are doing moving forward and here is how you can help and be a voice and a part of it and do that at the beginning of the meeting. Chairman Golding suggested when he introduces the Board he will inform the public a few of these members may not be here, talk about the good things we are doing and need community support and encourage them to come join the committees. Ms. Lavallee suggested adding a thank you to the community members who participated this year and acknowledge the volunteering of their time and say, we appreciate it. Ms. Anzalone suggested have a new committee to look at advance academics, athletics and opportunities for kids. Ms. Cloutier-Cabral likes the idea of the sub-committees meeting with the larger committees. Superintendent added we could also suggest the Principals attend a meeting with some board members focused on your topic what kind of opportunities do we have for kids. How do we increase those, how do we publicize it and make it more public so that people understand what is available. We can have the Principals offer "coffee hour" where people who are really interested can come and have a sit down conversation about that. It wouldn't be another board meeting but it would allow you to come as a community member. Mr. Allen voiced we have a difficult time getting the successes out there widespread. Chairman Golding questioned if we have a WLC news program here. Superintendent responds, every Friday the parents get a newsletter from WLC. Chairman Golding suggested we could add things to the Facebook page, share it in the community pages, and share some data. There was a brief discussion regarding getting the word out. Superintendent informed the group Ms. Dignan had put some data together for Mr. Rankin as he was considering putting it on Facebook to balance out some of the communications. He thought it was a great way for a community member to help with that. There are some ways that other schools have done it too. Twitter and Instagram is difficult, there is some risk there. He thinks it is worthwhile to talk about over the summer where we can be intentional with public relations. Chairman Golding expressed we will take this up after the new Board is set, no objection heard.

VIII. POLICIES-1st READ

i. DAF-Administration of Federal Grant Funds

Ms. Lavallee reviewed these are all finance policies that are related to our federal grant funding and they are required policies. They are currently separated out into multiple different policies, DAF-1, DF-2, and DF-3. They were adopted over time and Superintendent Lane presented them to the Board first and then it was picked up on one of our audits that we were missing some, we added those and then Policy Committee did an audit and found that we were missing some. This is why there a number of different ones. There were changes made in this past legislative session, which required some rewording in multiple DAF policies. We also noted that in looking at it, a lot of other places have them condensed all down into one policy because they are often related. From a Policy Committee perspective, if there is a change in DAF-1 that also prompts a change in DAF-3 and DAF-4 and DAF-5, we're opening up multiple policies, and then having to follow the policy procedure, bringing it forth to the Board and having it approved. A lot of districts and the NHSBA have them all in one policy. This way when it does need to be opened up for changes, we can take care of it with that one change. That's why you will see them all in this one policy. She reviewed the changes that were made. In section DAF-12, it's relative to mandatory reporting on real property in which the federal government has an interest. DAF-13, there was a change made relative to the federal whistleblower protection. In DAF-3, we had to add wording relative to veteran owned and disabled service member owned businesses. It replaced the term non-federal entity instead of labor surplus firms. There was an expansion of DAF-5 regarding conflicts of interests and the revision of language regarding mandatory disclosures. There were additions and revisions in 9B relative to individual employee timekeeping for time and effort reporting. There was a new section added to DAF-9C relative to the audit requirements and other minor changes and reformatting that was discussed. This is the first read of that, if we adopted at the second read at that time she suggests withdrawing the individual policies and just adopt this one policy as a whole. She also cross-referenced the related policies. There are a number that are related. Most written in 2010 or 2012. She double checked to see whether or not there were any updates required and there was only 1 with new language in policy DID which will be reworked in Policy Committee then come forward. It was also sent to administration for review. She asked for any questions or comments, none heard.

IX. ACTION ITEMS

a. Approve Minutes of Previous Meeting

A MOTION was made by Ms. Cloutier-Cabral and SECONDED by Ms. Lavallee to approve the minutes of January 21, 2025 as written.

Voting: all aye, motion carried.

X. COMMITTEE REPORTS

i. Budget Liaison

Ms. Alley reported the budget presentation has 26 slides and has been published (on website). Due to the predicted weather, there is a chance the public hearing would be moved to the snow date of Friday, (February 7, 7pm) and she has a conflict attending. She asked if any board member would be able to attend in her place as an alternate, if that is possible. Mr. Zavgren volunteered.

A MOTION was made by Ms. Lavallee and SECONDED by Mr. Allen to appoint Mr. Zavgren as the alternate for Ms. Alley, and attend the public hearing if it is on Friday.

Voting: all aye, motion carried.

Ms. Alley informed the group that Chairman Jones would make the decision whether to move the public hearing or not on Wednesday.

XI. RESIGNATIONS / APPOINTMENTS / LEAVES

a. FYI-Resignation-Dayseanne Martinez-ABA Therapist-FRES

b. FYI-Resignation-Haley Rascoe-ABA Therapist-FRES

c. Retirement-End of Year-Laura Bujak-WLC MS English Teacher

Ms. LaPlante informed the Board of 2 resignations and the retirement of Ms. Bujak had been discussed earlier. Congratulations was voiced to Ms. Bujak, we are sorry to see you go.

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.

XIII. SCHOOL BOARD MEMBER COMMENTS

Ms. Alley commented on having so many Starfish nominees, it goes to show we have so many amazing teachers, staff and administration, it is hard to choose which one. She congratulated the students participating in NHDI; it is such a great program. She congratulated Sage for winning the Spelling Bee. She voiced appreciation for Principal Ronning and Assistant Principal Gosselin for redoing the MS and adding animal science. Superintendent confirms it is at the HS level.

Ms. Foss agrees with everything Ms. Alley said, in particular when the principals spoke of their thoughts and all that went into troubleshooting what we were going to do in the coming months with the transitions. That does take a tremendous amount of work and you could tell that they put a lot of thought into it. She thanked them.

Ms. Cloutier-Cabral spoke of the Starfish nominees and the winner. The resounding theme is leadership, everyone one of the nominees and winner are leaders and people to look for in how to work together and lead by example, so impressive. She congratulated Sage Trudeau for winning the Spelling Bee with egotistical, it's awesome! It was awesome to read about that. Again, this meeting has been filled with positivity and so many reports, there is too much to mention. She expressed if she were to pick an example meeting for why we should keep our district and not only keep it but grow it this would be a meeting she would pick to really highlight. She thanked everyone.

Ms. Lavallee doesn't have a ton to say but does want to thank everyone for all their hard work. She wanted to point out that during the Spelling Bee there were a number of times the students were doing such a good job that we had to make the words harder. She noticed they put a lot of hard work into it this year and saw excellent progress in them. Kudos to all the children who participated in the classroom level and stage level. She noticed a difference and could tell a lot of them studied the words.

Mr. Lavoie commented that the Superintendent brought up a good point about communication avenues we don't utilize them enough. Our biggest advocates for the improvements we made and the reasoning to continue along with what Ms. Cloutier-Cabral was saying and trying to get more attention to the positive changes we've made is to get people to this district meeting. He would like to see a text sent to all parents letting them know the district meeting is March 8, at 9am. He would like to see an email go out to every parent as well from the school to let them know when the district meeting is. He would like it to also include an actual clickable link to the WLC Facebook page so that they can easily click on it and join it. These communications need to go out more and more widespread. We should utilize every avenue we can to get those points to our parents. If we could do that soon that would be excellent.

Ms. Anzalone congratulated Ms. Fowler it is definitely well deserved. She is bummed about Ms. Bujak leaving, but is grateful her boys had her in MS. She was awesome; we're definitely going to miss her!

Mr. Allen thanked Ms. Bujak and her husband as well. They have both been big parts of this community and for so long. His kids loved her. He congratulated Ms. Fowler, the unsung hero. Good job to facilities staff, and leadership, it all trickles down. Happy Birthday to Chairman Golding and Mrs. Golding tomorrow both big impacts on the community and we are lucky to have them. The next meeting will be at FRES.

The group sang happy birthday to the Goldings.

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

A MOTION was made by Mr. Allen and SECONDED by Ms. Foss to enter Non-Public Session to review the non-public minutes RSA 91-A: 3 II (A) (C) at 8:31pm.

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

RETURN TO PUBLIC SESSION

The Board entered public session at 8:40pm.

A MOTION was made to seal the non-public session minutes RSA 91-A: 3 II (A) (C) by Ms. Lavallee and SECONDED by Ms. Anzalone.

Voting: all aye, motion carried.

XV. ADJOURNMENT

A MOTION was made by Ms. Anzalone and SECONDED by Mr. Zavgren to adjourn the Board meeting at 8:40pm.

Voting: all aye, motion carried.

*Respectfully submitted,
Kristina Fowler*