

APPROVED MINUTES

SAU 39 POLICY COMMITTEE MEETING

WEDNESDAY, MAY 25, 2022

BRICK SCHOOL COMMUNITY ROOM

PRESENT: SCSD Board Members: Anna Goulet-Zimmerman; **ASD Board Members:** Josh Conklin (Secretary), Victoria Parisi; **MVSD Board Members:** Sarah Lawrence (Chair); **Assistant Superintendents (arrived 9:45) :** Steve Chamberlin, Christine Landwehrle; **Administrative Assistant:** Abby Wallace; **Public:** Steve Coughlan (Minute-taker), Laura Taylor.

Chair Sarah Lawrence – Call to order at 9:07 AM.

Approval of Minutes: Chair Sarah L. asked for a motion to approve the minutes from 2/16/22, 2/23/22, 4/18/22 and 5/11/22. Steve Coughlan notes that the February minutes include discussion of policies that are on the agenda for this meeting. Josh C. moved to approve the minutes, Victoria P. seconded, unanimous.

Policy BCEK (in Trello Card for B/BCA), Policy on Public Statements: Anna G-Z. stated that B/BCA were all taken care of earlier, and BCEK remains to be considered. She proposed some edits. She noted that it didn't exist in district. Steve Coughlan stated that this was his draft because the committee liked the idea of the old MVSD "B" policy, so he created this based on earlier committee discussions, then numbered it with a number that the NHSBA was very unlikely to ever use, so that it could be adopted in all Districts and the SAU. He noted that the "solely" wording was to prevent multiple conflicting public statements from different board members. Consensus discussion that "solely" is not necessary. Discussion about clarifying that this applies to Board statements/releases, not those done by the Superintendent. Language added "statement, announcement, or press release *from the board*". Motion to approve Anna G-Z.'s draft in the three Districts plus SAU made by Josh C., seconded by Victoria P., unanimous.

Policy BBB, School Board Elections: Victoria P. noted this was not adopted in the last review in 2021, and recommends no action again. This came back because the NHSBA updated the model, but nothing important was added, and it's Optional. Victoria P. moved to recommend no action, Josh C. seconded, unanimous.

Policy BBBE, Unexpired Term Fulfillment: Victoria P. noted that it was optional, and in 2021 it was determined to be not needed. NHSBA issued an update that adds more RSA information, but our BBBC covers this material already, so it's not needed. Christine L. agreed in the Trello card. Victoria P. moved to recommend no action, Josh C. seconded, unanimous.

Policy IHCD/LEB Advanced Coursework: Anna G-Z. asked why **IMBA, Distance Education**, was attached to the Trello Card. Josh C. stated Christine L. attached it because it has the desired effect for ASD without it needing to adopt the High-School-centric IHCD. Anna G-Z. made style edits and incorporated language from the last discussion on 5/11. She suggested deferring a decision until John Glover can review it. Consensus to table until the next meeting. Victoria P. and Josh C. noted that in the last meeting there was a discussion about creating a new policy more appropriate to the ASD, but Christine L. indicated that a new one is not necessary as IMBA already exists.

Policy GBEA, Staff Ethics: Victoria P. noted that there are no new updates, it was just adopted in late 2021, and recommends no action. Victoria P. moved to recommend no action, Josh C. seconded, unanimous.

Policy BEC, Non-Public Sessions: Sarah L. noted that the NHSBA updated the model while we were in the process of adopting our own new version in October 2021. She pointed to three things to consider. First, they moved elements of the older model that were specific to Non-Public Minute to their Minutes policy, BEDG, so all minutes-related content is now there. The NHSBA model now just points to the relevant RSAs for minutes, where our current version lists specifics. Secondly, they added language to state that a Non-Public meeting can only occur within a Public Meeting, and one can occur even if not warned in the agenda. Finally, they included references to the rules that the Superintendent (or designee) must be required to attend a Non-Public, which we already have. They also included a reference to the NHSBA Checklist for Non-Public meetings. She inquired if we want to include the checklist or a requirement to provide the checklist to each board member in the policy. Nobody felt it was necessary, it's a tool that's handy, but not required.

Sarah L. asked if we needed to make BEC and BEDG a neater package according to the NHSBA models given that we just approved them and they contain all the recommended content. [Asst. Superintendents Steve Chamberlin and Christine L. joined the meeting.] Discussion of the pros and cons, past practice and future plans. Josh C. noted that if the committee spends its time on minor consistency edits, it runs out of time to address larger issues. Anna G-Z. asked if the committee could bump these edits to the end of the current season, and get to them if we can, and no harm done if they aren't addressed this cycle because of larger concerns. General agreement, so tabled until the end of this cycle.

Policies GBGAA, EBCG deferred until Jessica H. can speak to them.

Policy GCEB, Principal Recruitment and Appointment: Victoria P. stated that it's optional, and last adopted in 2020 in all districts. She recommends no action. Steve Chamberlin asked if it could be rescinded. Steve Coughlan noted that the last paragraph is unique to SAU 39, and is not part of the model, because of an earlier controversy. Steve Chamberlin said that this is not necessary for a principal vacancy, it's basic behavior for a principal vacancy. He might expect this in an SAU Administrative Handbook, but one doesn't exist for SAU 39 (but does for ASD and MVSD). Discussion about whether it's better to give the Superintendent wide latitude to do the job as they see fit, and hold them accountable for good outcomes, or to have policies that lay out more detailed procedures that boards want the Superintendent to follow in all circumstances. Consensus was to trust the Superintendent more, and have "this is how you could have done it better" conversations instead of "gotcha, you didn't follow the policy" conversations. Steve Chamberlin said there are two kinds of administrators in the SAU: some prefer policies to bring clarity to decision making, but he prefers to have minimal policies so that administrative decisions can be reflective of unique circumstances. Committee members confirmed that it makes sense to rescind existing policies that are optional and not necessary. "There's nothing particularly wrong with these policies, but are they needed? Are they necessary?"

Discussion over the reach of this policy: not just Principals but all other administrators as well. Sarah L. pointed out that the model is for Principals, which had been expended here to all administrators. Steve Chamberlin is accustomed to leaving a Principal to determine how to fill a direct report vacancy, rather than having the Superintendent define the process. Steve Chamberlin noted that he would not like the

current policy's level of bureaucracy for any position below Assistant Principal. Discussion then traced back the history of the Committee's comments on the topic, and whether the original model was for Professional Staff, Principals, or Administrative Staff. Sarah L. noted that the first sentence in the model is "Staff recruitment is the responsibility of the Superintendent." Steve Chamberlin stated that if that's the basic message the policy is not needed. Josh C. expressed his desire to hold Superintendents accountable for results, not manage processes. Laura Taylor stated that the notification clause allows the board to take action if it is not happy with the process, but if they have no visibility into a poor process, and a poor candidate results when it's too late to re-open the process for a broad pool of candidates, that's a concern. Anna G-Z. noted that the policies are otherwise just recitations of the laws around hiring certified staff. Victoria P. asked if it was appropriate for the Superintendent to know the RSAs vs our policies. Steve Chamberlin said that policies that just duplicate the RSAs are not needed.

Josh C. recommended tabling discussion until absent members of the committee can review the Trello card and weigh in. Anna G-Z. asked if it is reasonable to recommend rescinding policies that are redundant or don't add any value. Sarah L. stated that's reasonable, and part of the charge of the Policy Committee.

Steve Coughlan noted that Souhegan has a complementary policy to this, GCE, Professional Staff Recruiting, so either that needs to be amended to differentiate processes between teacher professional staff and administrative professional staff, or some form of this policy needs to continue to exist if there are going to continue to be two different recruiting paths.

JLCJA, Sports Injuries: Christine L. stated that she hasn't had feedback from the nurses yet, but Kelli Braley, the Souhegan Athletic Director, has done a lot of reviewing of the model, has developed the SHS plan, and is happy to support AMS in developing their plan. Kelli advised there may be some budget implications for AMS. Kelli had no concerns or feedback about the model. Christine L. thinks the policy is ready to move forward when Jess H. is available. Christine L. will nudge the nurses for input before the next Policy Committee meeting.

Steve Chamberlin asked if part of the style editing was to always refer to parents or guardians. Steve Coughlan said it was never written down, and editors did try to remember to do it, but that edit may not have been consistently made as an oversight, not choice.

Next Meeting: Thursday, June 2, 9AM at the Brick School. Sarah L. asked if anybody has a policy ready to review, please add it to the June 2 card as part of the agenda in addition to the policies she will schedule. Josh C. noted that the plan was to set more meeting dates for the remainder of the summer but with two members missing that would have to wait.

Motion to adjourn by Josh C., seconded by Victoria P., unanimous at 10:30 AM.