

SAU #39 Board

Thursday, February 22, 2018

Meeting Minutes

Administrative Team: Adam Steel- Business Administrator/ Superintendent Representative, John Schuttinger- Principal MVVS, Christine Landwehrle, Director of Curriculum and Professional Development, and Stephanie Grund- Accountant, Business Department

Amherst School Board: Galen Tremblay-Chair, Paul Prescott and Terri Behm.

Souhegan Cooperative School Board: Chair- Howard Brown, Jim Manning- Vice Chair, Steve Coughlan, Amy Facey, Dwayne Purvis (via phone) and Pim Grondstra.

Mont Vernon School Board: Thomas Driscoll- Chair, Sarah Lawrence- Vice Chair, Kim Roberge and Stephen O'Keefe.

Minute Taker: Danae Marotta

I. CALL TO ORDER – Chair Amy Facey

Chair Ms. Amy Facey called the meeting to order at 6:09 PM.

Ms. Facey asked Mr. Dwayne Purvis why he is not here and if he was alone.

Mr. Purvis replied that he was away on business and he was alone.

Ms. Facey then noted a Moment of silence for the recent tragic events.

Ms. Roberge commented that she had been reading about a situation on social media and was not informed as an SAU Board member. She noted that there were emails to Souhegan parents, and when they are not getting anything at all then she is in left field, and added that there should be a policy/procedure for that. She is not looking for an answer, but for notification. It is an unfair position to put them in.

Mr. Driscoll added that he received communication as a parent.

Ms. Facey added that Business Administrator, Mr. Adam Steel will be bringing them up to speed with SAU communication.

Mr. Steel replied that it is fair criticism with Ms. Roberge's comment. He then explained that what unfolded at SHS on Monday, was at the point of resolution when he was at an assembly at SHS. He added that he had seen the APD social media post and they had not coordinated their communication at the time. He noted that he had sent it to everyone on the Onecall system, with 5,000 plus emails, due to it being a hot button topic. The next day he met with the APD Chief to coordinate communication in the future. He thought she was included.

He added that he understands how she feels, and that Board members are included. The SAU and the APD are now on the same page moving forward.

He finalized by adding that he assumed she knew and added his apologies.

II. ANNOUNCEMENTS

A. Individual Board Reports

1. Souhegan Cooperative School Board

Chair Mr. Howard Brown noted that they talked about what happened this week.

The Board thanked Mr. Brown.

2. Amherst School Board

Chair Ms. Galen Tremblay noted that there was nothing new to report, adding that they had their deliberative session a few weeks back, and went pretty quickly, with no push back and a community member suggested they add money to their budget. Also, the Assistant Principal interviews for the C/W position is coming to a close.

The Board thanked Ms. Tremblay.

3. Mont Vernon School Board

Chair Mr. Thomas Driscoll added that they had a recent presentation by Ms. Charline Brown, MVVS Math Coordinator/ Interventionist. The deliberative session wasn't the greatest message however, they tried to explain the costs.

He added that they are looking forward to the March election.

The Board thanked Mr. Driscoll.

4. SAU #39

Mr. Steel remarked that the Board is getting his updates on Fridays and the focus of security is Souhegan HS.

The Souhegan Board three months ago, directed him to find and hire a consultant. Safe Havens International, out of Macon, Georgia, is a non-profit organization and has done an excellent job. <http://safehavensinternational.org/> They have been onsite for two days with the State of NH Emergency Management Office, Mr. Porter Dodge, SRO's, and SHS Community Council. They will be providing a draft report and then he will be discussing their recommendations to the Board, with some things that can be implemented sooner and then other things that may take more time.

There is grant money available from the State of NH, budget surplus in School Security and they have applied for those funds. With that grant funding they will be adding pull stations and enhancing the parking lot lighting. Security is moving forward at SHS.

SAU wide, the four schools do things slightly differently in safety and security, and he would like to make sure they are on the same page and have Safe Havens Intl. do their analysis at all schools. That can be a conversation that they can talk about in the future to the individual boards.

He then added that he sees his role as making specific recommendations in the area of safety and security going forward.

70 Ms. Facey asked Mr. Steel if he could explain Mr. Dodge's role in the upcoming months.

71 Mr. Steel replied that once Mr. Dodge takes over as Director of Operations at the SAU, he will
72 be responsible for life safety operations in all of the schools. He will coordinate drills, assist the
73 principals and be the emergency liaison in the two towns.

74 Ms. Facey asked him if there was any other communication he would like to add.

75 Mr. Steel added that he is planning on releasing information to the community so look for
76 something shortly.

77 Ms. Roberge asked about the upcoming National Walk-Out Day.

78 Ms. Facey added that she had no knowledge on that.

79 Ms. Landwehrle, Director of Curriculum and Professional Development, added that she was in
80 attendance at the discussion but had to leave to attend another meeting. There wasn't a final
81 decision.

82 MVVS Principal Mr. John Schuttinger added that the date is March 14th, 10:00am for 17 minutes
83 and that SHS and AMS are still in discussion over what is possible and safe.

84 Ms. Landwehrle added that it was also a huge safety and security concern, with so many students
85 exiting the buildings.

86 Principal Schuttinger noted that they also have discussed the possibility of having more police
87 presence at that time as well.

88 Mr. Steel remarked that Ms. Behm and Ms. Tremblay have been excited about first aid training
89 for the staff. He added that at CW and AMS staff members that want to be CPR certified can go
90 through the training with the school nurses.

91 He then asked Mr. Brown if the bus drivers are CPR certified.

92 Mr. Brown replied, no, they go through a training but are not CPR certified. There are also no
93 AED's on the busses either.

94 Mr. Steel added that in a subsequent contract they will be required to be certified.

95 He added that they can talk about this more in subsequent meetings.

96 He then asked the Board if they wanted him to work on it and get back to them.

97 Mr. Driscoll added that it sounds like a policy.

98 Ms. Lawrence added they can take a look at that.

99 Ms. Tremblay, Policy Committee Chair, also added that they will look into that.

100 III. PUBLIC COMMENT

101 No Public Comment

102 IV. CONSENT AGENDA

103 A. Minutes

104 1. December 19, 2017

105 2. January 29, 2018

106 B. Treasurer's Report

107 1. December 2017

108 2. January 2018

109 C. Unanticipated Revenue

110 1. \$1,000.00 unanticipated revenue from HealthTrust for staff wellness

111 programs. (General Fund)

112 **Mr. Steve Coughlan motioned to accept the Consent Agenda items A. Minutes 1. December**
 113 **19, 2017, 2. January 29, 2018, B. Treasurer's Report, 1. December 2017, 2. January 2018,**
 114 **and C. Unanticipated Revenue, 1. \$1,000.00 unanticipated revenue from HealthTrust for**
 115 **staff wellness programs. (General Fund). Mr. Pim Grondstra seconded the Motion. The**
 116 **vote was unanimous, motion passed.**

117 **Chair Ms. Amy Facey called a Roll Call: Tremblay-Yes, Prescott-Yes, Behm- Yes, Brown-**
 118 **Yes, Manning- Yes, Coughlan-Yes, Facey-Yes, Purvis-Yes (via phone) Grondstra-Yes,**
 119 **Driscoll-Yes, Lawrence-Yes and Roberge- Yes.**

120 V. DISCUSSION ITEMS

121 VI. INFORMATIONAL ITEMS/ UPDATES

122 A. SAU 39 Expenditure Report for Qtr. 2

123 Mr. Steel noted that they will end up with \$14,000.

124 Mr. Driscoll asked does it get divided.

125 Mr. Steel replied that it gets taken off of next years' budget. The practice is that it gets used to
 126 offset the budget.

127 B. Later Start Times

128 Mr. Steel discussed that Ms. Behm has been instrumental in researching later start times and
 129 thanked her for all of her work in meeting with the bus company and many other people.

130 She gave the Board a hand out emphasizing that they are trying really hard to talk to all the
 131 stakeholders.

132 She then explained the different options and that people know that we are progressive they are
 133 not the first but not the last, change is hard but then it was positive.

134 Mr. Brown noted if they took away that 20 min they would have to add 5 days back to the
 135 calendar.

136 Ms. Behm added that it is an option but wouldn't be very popular by the staff.
137 There were some benefits that she was not aware of, she and Mr. Brown will be looking at it
138 more closely, sports are a huge thing as well as activities.
139 They are trying to look at all the sticking points and if you have comments please let them know.
140 Mr. Purvis asked if there has there been research with other districts that have made the switch as
141 well as the number of districts around the country that have switched. He added that he is
142 looking for advantages or research showing.
143 Ms. Behm added that she will send Mr. Purvis a link to measurable, quantifiable things.
144 Mr. Coughlan asked if they see this happening this year or next year.
145 Ms. Behm replied, she would love it if they could implement it for the upcoming year but that
146 would be optimistic. They had also considered it in 2002.
147 Ms. Facey added that she is concerned that students wouldn't be able to do both clubs and sports.
148 Ms. Behm remarked that she is concerned that kids are standing outside at 6:10AM in the dark.
149 Ms. Roberge mentioned that if they are thinking about piloting it they need to let people know. It
150 is a big change with how people schedule things.
151 Ms. Behm agreed, that people need time for scheduling, and added that she does not have
152 enough confidence that they can implement it by September.
153 Ms. Lawrence asked Ms. Behm if she could talk a bit more about the survey.
154 Ms. Behm mentioned that they have gone broader and broader and are keeping all stakeholders
155 in mind.
156 Mr. Brown added that the original group they are also involved in looking at all the challenges
157 that had before.
158 Mr. Grondstra remarked that based on the quick straw poll he is getting a gauge on where this
159 fits. It would be great to find out what it would take to implement in Sept, taking into account the
160 stakeholders.
161 Mr. Manning suggested that they ask if people would be ok with it starting in September. The
162 research says that this simple change will improve mental health and that is a tremendous
163 benefit.
164 Ms. Roberge added that you sign a year contract for karate and other activities. Some people
165 already put their fall schedules in place, like now in February. They are almost already behind in
166 the curve.
167 Mr. Driscoll asked if it has cost implications, noting that they (MVVS) are at a zero surplus.
168 Ms. Roberge asked what about the contracts with teachers and they had already discussed
169 negotiations.

170 Ms. Behm replied that with teacher contracts it takes into consideration both hours and days, not
171 what time you show up.

172 Mr. Steel remarked that the Board has so many great comments. He then noted that if it is right
173 for kids then they should try to make it happen.

174 Since many of the SAU Board showed support for the change, he would then talk with the
175 critical stakeholders, principals, busses, union presidents and survey the parents for feedback.
176 They would possibly have a public hearing, for greater feedback and that is an important part to
177 make that change.

178 Mr. Steel finalized by adding that he will start that process.

179 The Board thanked Ms. Terri Behm, committee members and Mr. Steel.

180 C. Plan for Consolidation

181 Mr. Steel remarked that it has not been a high priority at this time and he will be coming back to
182 each board with scenarios and to gauge Board Member feedback.

183 Ms. Facey added that they just didn't want people to think they forgot about it.

184 Mr. Manning and people in town ask them, they need to make sure that people understand that.

185 Mr. Steel added that the consolidation piece is separate from strategic planning.

186 Ms. Facey mentioned that there was an update on www.oneschoolstreet.org.

187 D. Update on Vaping

188 Ms. Facey added there was a presentation by AMS and SHS on the negative effects of vaping.

189 Mr. Steel discussed that they had good public attendance and Dr. Joseph Hou, M.D. (Pulmonary
190 Specialist, CMC Hospital, Manchester, NH) married to Dr. Lisa Femia-Hou, did a great job and
191 it was very informative.

192 While they say there are only three ingredients in the vape juice, when it gets atomized, it turns
193 into other carcinogens. It is also marketed to children and there is no doubt about it.

194 Mr. Brown added that it was taped so the plan is to put it on our website.

195 Mr. Prescott asked if it will be on www.oneschoolstreet.org

196 Mr. Steel replied that it was a good suggestion.

197 VII. PRESENTATIONS/REPORTS

198 A. Strategic Planning 2.0

199 Mr. Jim Manning discussed that with strategy, the last time they met as an SAU Board they were
200 advised to take it to multiple next steps. He noted that Mr. Steel got some feedback from the
201 public and additionally, they also developed a culture and engagement survey.

202 They developed a 9 question survey, through Survey Monkey and they got over a 100 responses.

203 He then discussed the 8 different areas in terms of Culture.
204 He then discussed the Integrated Culture Framework.
205 He noted that they broke the responses down by school.
206 He first discussed the responses from the Wilkins School.
207 Mr. Prescott asked about responses.
208 Mr. Manning noted that the top results with the MVVS is caring, purpose, learning, then
209 enjoyment. It is representative that the MVVS is a great place to work.
210 He then reviewed purpose, results and caring. This tends to be the model for a higher performing
211 school. They are doing a lot of work and it is evident of a higher performing school.
212 He then reviewed the responses from the SAU, AMS, Clark and then Wilkins.
213 He then asked the Board for questions.
214 Mr. Manning added that these questions were around the culture where they work.
215 Mr. Manning noted the cultures and enjoyment among the schools.
216 Mr. Brown asked about the Management and supervisory styles.
217 Ms. Landwehrle added that a lot has to do with what the work that they are doing.
218 Mr. Manning the literature is pretty solid that not every school has the exact same culture.
219 Ms. Lawrence commented on the definition of success
220 Mr. Manning replied that this it is an organizational model.
221 Ms. Lawrence responded that we are managing little people and asked if this fits.
222 Mr. Manning added that this is the culture that the teachers are feeling.
223 Ms. Lawrence mentioned that she would like to see the questions
224 Mr. Manning replied, yes, I can give you the questions.
225 He then noted that this is the proposal, for next steps. He then asked if they are missing anything.
226 Mr. Driscoll asked is it possible that they converge at different times with the ages.
227 Mr. Manning noted it is important that they have leading indicators than lagging indicators. He
228 then emphasized growth data.
229 The Board thanked Mr. Manning.
230 VIII. PUBLIC COMMENT
231 No Public Comment

232 IX. ACTION ITEMS

233 A. 2018-2019 School Year Calendar

234 Mr. Steel added that you have the draft of the 2018-2019 School Year Calendar and they are
235 looking for feedback. There is one change, with previous years, in that November 6th is still
236 midterm elections and he has decided to close school for safety reasons.

237 Mr. Coughlan replied that they have had it open for a number of years and it is good for the high
238 school students.

239 Mr. Steel added that he is not comfortable with that.

240 Ms. Tremblay asked if there is any desire to move teacher conferences later in the year.

241 Ms. Landwehrle added that they were able to do student led conferences and the later in the year
242 the students can discuss their own learning. The compromise is to move it to October but they
243 don't want to get too late into November.

244 Ms. Tremblay asked if there is any to have a second parent teacher time.

245 Mr. Driscoll asked if we really need the Late Start days.

246 Ms. Landwehrle noted that even if they miss one for snow then they need to make it up.

247 Discussion ensued.

248 Mr. Coughlan when they went to the longer school day and Milford adopted the longer school
249 day, just a thought.

250 Mr. Steel noted that adding days back would require renegotiation and then with bussing, it is
251 actually more complicated.

252 **Mr. Paul Prescott motioned to adopt the 2018-2019 School Year Calendar without the start**
253 **and end time listed. Mr. Pim Grondstra seconded the motion. (10 yes, 2 no) Motion passed.**

254 **Chair Ms. Amy Facey called a Roll Call: Tremblay-Yes, Prescott-Yes, Behm- Yes, Brown-**
255 **Yes, Manning- Yes, Coughlan-No, Facey-Yes, Purvis-Yes (via phone) Grondstra-Yes,**
256 **Driscoll-Yes, Lawrence-Yes and Roberge- No.**

257 B. Policy IGE-Citizen Parent(s)/Legal Guardian(s) Request for Exception to Specific
258 Course Material(s)

259 Ms. Tremblay noted that this policy came back to the Policy Committee and it was just the title
260 that had changed.

261 Ms. Facey discussed that normally they have live edits and they cannot do that here, but they can
262 take notes.

263 **Mr. Howard Brown motioned to pass Policy IGE-Citizen Parent(s)/Legal Guardian(s)**
264 **Request for Exception to Specific Course Material(s) to the individual boards. Mr. Paul**
265 **Prescott seconded the motion. The vote was unanimous, Motion passed.**

266 **Chair Ms. Amy Facey called a Roll Call: Tremblay-Yes, Prescott-Yes, Behm- Yes, Brown-**
 267 **Yes, Manning- Yes, Coughlan-Yes, Facey-Yes, Purvis-Yes (via phone) Grondstra-Yes,**
 268 **Driscoll-Yes, Lawrence-Yes and Roberge- Yes.**

269 X. NON-PUBLIC SESSION RSA 91-A:3 II. (a), (b), (c)

270 **Mr. Thomas Driscoll motioned to enter into Non-Public Session RSA 91-A:3 II, (c) at**
 271 **8:03PM. Ms. Kim Roberge seconded the Motion.**

272 **Chair Ms. Amy Facey called a Roll Call: Tremblay-Yes, Prescott-Yes, Behm- Yes, Brown-**
 273 **Yes, Manning- Yes, Coughlan-Yes, Facey-Yes, Purvis-Yes (via phone) Grondstra-Yes,**
 274 **Driscoll-Yes, Lawrence-Yes and Roberge- Yes.**

275 **Entered non-public session at 8:04 p.m.**

276 **Minute Taker:** Galen Tremblay

277 Other persons present during non-public session: Christine Landwehrle

278 Discussion: Personnel Matter

279 **Mr. Paul Prescott motioned to exit Non-Public Session RSA 91-A:3 II, (c) . Mr. Jim**
 280 **Manning seconded the Motion.**

281 **Chair Ms. Amy Facey called a Roll Call: Tremblay-Yes, Prescott-Yes, Behm- Yes, Brown-**
 282 **Yes, Manning- Yes, Coughlan-Yes, Facey-Yes, Purvis-Yes (via phone) Grondstra-Yes,**
 283 **Driscoll-Yes, Lawrence-Yes and Roberge- Yes.**

284 **Exited non-public session at 8:18 p.m.**

285 XI. FUTURE AGENDA ITEMS

286 XII.REVIEW OF MEETING/ADJOURN

287 **Chair Amy Facey adjourned the meeting at 8:18 p.m.**