

## SAU #39 Board

Thursday, March 18<sup>th</sup>, 2021

Meeting Minutes- Approved 04 22 2021

## Attendees:

Administrative Team: Adam Steel- Superintendent, Christine Landwehrle- Assistant Superintendent, Meg Beauchamp- Director of Student Services, Michele Croteau- SAU #39 Business Administrator, Roger Preston- Director of Facilities.

Amherst School Board: Chair- Elizabeth Kuzsma, Vice Chair- Tom Gauthier, Secretary- Ellen Gruzdien, and Terri Behm.

Mont Vernon Village School Board: Chair- Sarah Lawrence, Vice Chair- Peter Eckhoff, Jessica Hinckley and Stephen O'Keefe.

Souhegan Cooperative School Board: Chair- Pim Grondstra, Secretary- Stephanie Grund, Steve Coughlan, George Torres, John Glover and Laura Taylor.

Board Minutes: Danae A. Marotta

Public: Marilyn Gibson, 166 Mack Hill Road, Amherst NH, and Tony Labranche, 63 Merrimack Road, Amherst NH.

## I. SAU #39 Chair Opening

**Mr. Stephen O'Keefe, Chair of the SAU #39 School Board, called the meeting to order at 6:00PM.**

Today, we will be conducting a school board meeting of the SAU #39 Board.

Before we get started, I'll read through a checklist to ensure that the meeting that we are holding is in compliance with the Right-to-Know Law.

As chairperson of the SAU #39 Board, I find that due to the state of emergency declared by the Governor as a result of the Covid-19 pandemic, and in accordance with the Governor's Emergency Order Number #12, pursuant to Executive Order 2020-04 and its extensions, this public body is authorized to meet electronically. Please note that there is no physical location to observe and listen contemporaneously to this meeting which was authorized pursuant to the Governor's Emergency Order.

In accordance with the Emergency Order, I am confirming that:

1. We are providing public access to the meeting by telephone, with additional access possible by video and other electronic means. We are utilizing Zoom for this electronic meeting. All members of the committee and selected district staff have the ability to communicate contemporaneously in this meeting through this platform. And the public

has access to contemporaneously watch and or listen to the meeting on Zoom and via phone by following the directions and links provided on our website: [www.sau39.org](http://www.sau39.org).

2. We have provided public notice of the necessary information for accessing the meeting.
3. We are providing a mechanism for the public to alert the public body during the meeting if there are problems with access. If anyone has a problem, please email [awallace@sau39.org](mailto:awallace@sau39.org).
4. In the event the public is unable to access the meeting will be adjourned and rescheduled.
5. Please note that all votes taken during this meeting shall be done by roll call vote.
6. Finally, let's start the meeting by taking a roll call attendance. When each member states their presence please also state where they are and if anyone else is in the room with you during this meeting, which is required under the Right-to-Know Law.

Roll Call: Kuzsma- Home and alone, Gauthier- Home and alone, Behm- Home and alone, Grondstra- Home and alone, Facey- Home and alone, Coughlan- Home and alone, Taylor- Home and alone, Torres- Home and alone, Grund- Home and alone, Glover- Home and alone, Eckhoff- home and alone, and O'Keefe- Home and alone.

Mr. O'Keefe asked Superintendent Steel if there was a quorum issue.

Superintendent, Mr. Adam Steel, replied, no, it is overall board membership and not set by any one specific board.

Mr. O'Keefe requested Superintendent Steel to explain the reasoning for the non-public session RSA 91 A:3 II.

Mr. Steel discussed that they have posted the position for the Business Administrator well over a month and a half ago and have received 5 completed applications. They went through a very thorough search process. That process started with screening interviews with himself and the senior leadership team on March 4<sup>th</sup>. They screened 4 qualified candidates, at that time. One applicant withdrew their application and then they interviewed the other 3. After that, there was a committee that was comprised of the 4 principals, members of the senior leadership team and other representatives. The committee recommended two finalists with one recommendation to the SAU board. As of yesterday, late afternoon that candidate has agreed to a tentative contract subject to the board's ratification this evening. That concludes the process. As with any nomination, it is his responsibility to create the nomination and the board's responsibility to elect that person to the role.

Mr. O'Keefe added that they will enter into non-public session and promptly return at 6:45PM.

## II. Non-Public Session I of II

**Mr. Grondstra motioned to enter into non-public session RSA 91 A:3 II (b) at 6:10PM.**

**Mr. Glover seconded the motion. The vote was unanimous, motion passed.**

**Mr. O’Keefe called a Roll Call vote to enter nonpublic session: Stephen O’Keefe – Yes, Sarah Lawrence – Not present, Peter Eckhoff – Yes, Jessica Hinckley – Not present, Scott St. Denis – Not present, Pim Grondstra – Yes, Steve Coughlan – Yes, Amy Facey – Not present, John Glover – Yes, Stephanie Grund – Yes, Laura Taylor – Yes, George Torres – Yes, Elizabeth Kuzsma – Yes, Terri Behm – Yes, Joshua Conklin – Not present, Tom Gauthier – Yes, Ellen Grudzien – Yes**

Members Present: Stephen O’Keefe, Sarah Lawrence – Not present (joined the meeting at 6:29pm), Peter Eckhoff, Jessica Hinckley – Not present (joined the meeting at 6:25pm), Scott St. Denis – Not present, Pim Grondstra, Steve Coughlan, Amy Facey – No, John Glover, Stephanie Grund, Laura Taylor, George Torres, Elizabeth Kuzsma, Terri Behm, Joshua Conklin – Not present, Tom Gauthier and Ellen Grudzien

Other persons present during nonpublic session:

Adam Steel – Superintendent, Christine Landwehrle – Assistant Superintendent, Meg Beauchamp – Director of Special Services

Description of matters discussed, and final decisions made. Note: Any votes taken must be recorded “in such a manner that the vote of each member is ascertained and recorded”:

Superintendent Steel presented his nomination for the SAU 39 Business Administrator. SAU Board members were able to ask questions of the nominee.

Ms. Jessica Hinckley joined the meeting at 6:25pm.

Ms. Sarah Lawrence joined the meeting at 6:29pm.

Note: Under RSA 91-A:3, III. Minutes of proceedings in nonpublic sessions shall be kept and the record of all actions shall be promptly made available for public inspection, except as provided in this section. Minutes and decisions reached in nonpublic session shall be publicly disclosed within 72 hours of the meeting, unless, by recorded vote of 2/3 of the members present, taken in public session, it is determined that divulgence of the information likely would affect adversely the reputation of any person other than a member of this board, or render the proposed action of the board ineffective, or pertain to terrorism. In the event of such circumstances, information may be withheld until, in the opinion of a majority of members, the aforesaid circumstances no longer apply.

**Mr. Coughlan motioned to leave non-public session at 6:47PM and return to public session.**  
**The motion was seconded by Ms. Kuzsma. The vote was unanimous, motion passed.**

Non-public minutes provided by Ms. Stephanie Grund, Secretary

III. Public Session

130 Souhegan Cooperative School Board Chair, Mr. Pim Grondstra, noted that Ms. Amy Facey  
131 resigned from her position on the school board yesterday.

132  
133 Mr. O’Keefe thanked Ms. Facey for her service on the board.

134  
135 Mr. Steel placed into nomination Ms. Amy Facey as the next Business Administrator for SAU  
136 #39. Ms. Facey comes with an extensive history both in the public space and in the business  
137 world, not to mention her service to both the Amherst and Souhegan Cooperative School Boards.

138  
139 He is very pleased to have Ms. Facey as their nominee and cannot wait for the contributions she  
140 will bring to the other side of the board table.

141  
142 He placed Ms. Amy Facey into nomination with a three-year contract with transition into the role  
143 of the SAU 39 Business Administrator with a starting salary of \$117,000. She will start July 1<sup>st</sup>  
144 but will work prior to July 1<sup>st</sup> transitioning into the role.

145  
146 **Mr. O’Keefe added that it is his honor to motion to accept Superintendent Steel’s**  
147 **nomination for Ms. Facey as the next SAU #39 Business Administrator. Ms. Kuzsma**  
148 **seconded the motion.**

149 Mr. O’Keefe asked for discussion.

150 No questions or comments.

151 **Mr. O’Keefe called a Roll Call: O’Keefe – Yes, Lawrence – Yes, Eckhoff – Yes, Grondstra**  
152 **– Yes, Coughlan – Yes, Glover – Yes, Grund – Yes, Taylor – Yes, Torres – Yes, Kuzsma –**  
153 **Yes, Behm – Yes, Gauthier - Yes, Hinckley- Yes, Grudzien - Yes**

154 Ms. Facey added that she is excited to serve in this role.

155 IV. Public Comment I of II

156 Mr. O’Keefe opened the floor up for public comment. He asked the public to please use the  
157 “raise your hand” feature on zoom.

158 Ms. Marilyn Gibson, 166 Mack Hill Road, Amherst NH, noted that she is speaking in regard to  
159 the non-public meeting minutes RSA 91 A:3 II. She thanked Mr. O’Keefe for speaking with her  
160 a few weeks ago. One of her concerns is about the non-public minutes being periodically  
161 reviewed. She questioned what is periodic and where are they located.

162 With the change in starting time she noticed that there were several letters that came forward.  
163 She questioned if it will be redirected and if they can have some kind of public session as well.

164 Mr. O’Keefe noted that he spoke with the Chair of the Policy Committee, Ms. Elizabeth  
165 Kuzsma, and that is something they will be discussing during the Committee’s meetings. They  
166 will discuss policies later on in tonight’s meeting.

167 The board thanked Ms. Gibson.

V. Consent Agenda

**Ms. Kuzsma motioned to approve items 1. Feb 18th, 2021 Draft Minutes, 2. Unanticipated Revenue \$500, 3. Enrollment 2020-2021 and 4. Feb. Facilities Update. Mr. Grondstra seconded the motion.**

Mr. O’Keefe asked for discussion.

Ms. Taylor noted that she has a change in the minutes are around the same theme, with three different lines. It has to do with the fact that during the school start time process Mr. Steel had a Feb 5<sup>th</sup> had one iteration and then on the 17<sup>th</sup> an different iteration and then they had the meeting on Feb 18<sup>th</sup>.

Mr. O’Keefe asked which lines she wanted modified.

Ms. Taylor replied Line 446 changed from: *“Mr. Taylor asked Mr. Steel about his communication change from Feb 5<sup>th</sup> to Feb 17<sup>th</sup>. ”*

Changed to:

*“Ms. Taylor asked Mr. Steel to give his reasoning for the Feb 17th changes to the Feb 5th proposed schedule”.*

Line 450 changed from: *“Ms. Taylor replied that the high school would be first and then the elementary school would be after and second, you were committed to not having AMS end after 3:00PM.”*

Changed to:

*“Ms. Taylor replied that on Feb 5th Mr. Steel said the high school would get out first and then the elementary school would be released after. Secondly, on Feb 5th, Mr. Steel committed to not having AMS end after 3:00 PM. On Feb 17th (last night), Mr. Steel changed his proposal to have elementary start/release times before high school and AMS end at 3:15. Why have these priorities changed?”*

Add a line 618 . *“The last iteration of the proposed times was provided to the boards, parents, community, etc. at a parent virtual information session the day before this SAU meeting.”*

Line 514 change from: *“Ms. Taylor inquired about the congestion of the driving students. It is not unsurmountable, there is another exit, and might there be a need for an extra police officer.”*

Changed to:

*“Ms. Taylor inquired about the congestion of the driving students. It is not insurmountable, there is another exit, and might there be a need for an extra police officer.”*

203 Ms. Taylor noted that she wanted the lines to be slightly changed to show and reflect accurately  
204 the spirit of the conversation.

205 Ms. Behm thanked Mr. Preston for the continued Facilities Report. She is thrilled to see how  
206 many systems are on the regular checks. She thanked Mr. Preston for all of the good work he is  
207 doing.

208 Mr. Glover echoed Ms. Behm's comments. He recognized the Health Trust funds.

209 Mr. Coughlan noted the name correction for MVVS Principal, Dr Kim Sarfde.

210 **Mr. Coughlan motioned to amend the #1. Feb 18th, 2021 Draft Minutes to include Ms.**  
211 **Taylor's comments. Mr. Glover seconded the motion.**

212 Ms. Taylor noted that it doesn't add much to the conversation, it is just that the minutes are  
213 summarized.

214 Mr. O'Keefe added that he can understand her request to make it more specific.

215 Mr. Glover questioned Ms. Taylor if she reviewed the video again.

216 Ms. Taylor replied, yes, she did review the video and some of the prepositions were slightly  
217 changed to add clarity.

218 **Mr. O'Keefe called a Roll Call: O'Keefe – Yes, Lawrence – Yes, Eckhoff – Yes, Grondstra**  
219 **– Yes, Coughlan – Yes, Glover – Yes, Grund – Yes, Taylor – Yes, Torres – Yes, Kuzsma –**  
220 **Yes, Behm – Yes, Gauthier - Yes, Hinckley- Yes, Grudzien – Yes Motion passed (14-0)**

221 Mr. O'Keefe asked for other comments

222 **Mr. O'Keefe called a Roll call of accept the rest of the consent agenda: O'Keefe – Yes,**  
223 **Lawrence – Yes, Eckhoff – Yes, Grondstra – Yes, Coughlan – Yes, Glover – Yes, Grund –**  
224 **Yes, Taylor – Yes, Torres – Yes, Kuzsma – Yes, Behm – Yes, Gauthier - Yes, Hinckley-**  
225 **Yes, Grudzien – Yes. Motion passed (14-0)**

226 VI. Principals Reports

227 Mr. O'Keefe noted that they have the full time, till 7:30 PM, to discuss the Reports.

228 • Clark/ Wilkins

229 Ms. Kuzsma applauded the Clark Wilkins School for the afterschool program to help students  
230 that might have slipped behind. She is very excited for that opportunity.

231 Mr. O'Keefe asked for further questions.

232 There were no further questions or comments.

233 • Amherst Middle School

234 Ms. Behm highlighted that they picked a new mascot through an exhaustive process. They also  
235 have their Kindness Week. It is great to see how the staff and students are treating each other.

236 Mr. O'Keefe asked for further questions.

237 There were no further questions or comments.

238 • Mont Vernon Village School

239 Ms. Behm inquired about the next steps for Third Grade Teacher, Ms. Laura Graham. It is a  
240 deserving award.

241 MVVS Principal, Dr. Kim Sarfde, replied that they did hear that Ms. Graham did not win the  
242 award, however, they are so incredibly proud of her. They wanted to highlight all of the good  
243 work she does.

244 Mr. O'Keefe asked about the expectations about the new day at the MVVS.

245 Principal Sarfde replied that they are working with their 5/6 remote teacher and in person grade 5  
246 teacher. They are looking at their numbers so that they can accommodate students who are  
247 coming back into school. The considerations that they have made that are part of a collaborative  
248 process. The teachers are weighing in and when they do present their plan, they will have the  
249 students' best interest at heart. They will have 6<sup>th</sup> grade have lunch in the cafeteria again. Not  
250 much will change with the other protocols in place.

251 Mr. O'Keefe inquired about the other processes to successfully transition the 6<sup>th</sup> graders to AMS.

252 Principal Sarfde replied that AMS Principal, Dr. Bethany Bernasconi, has a great team in place.  
253 It is great that they also have Assistant Principal, Mr. John Schuttinger, there as well. It will go a  
254 lot smoother as the students have familiarity.

255 Mr. O'Keefe commented that he would like to create some kind of connection for the students.

256 Principal Sarfde added Ms. Mackenzie Lawrence's 5<sup>th</sup> grade class has created a proposal and she  
257 will share that with the board at the next meeting. They did a great job supporting their position  
258 and made a compelling argument.

259 There were no further questions or comments.

260 The board thanked Principal Sarfde.

261 • Souhegan High School

262 Ms. Grund thanked SHS Principal, Mr. Mike Berry and his team for working with the seniors for  
263 their activities.

264 Ms. Behm inquired about the 10<sup>th</sup> grade experience.

265 SHS Principal, Mr. Mike Berry, explained that over the past few months they have been taking a  
266 harder look at the work that has been done on the 10<sup>th</sup> grade experience. They wanted to reframe  
267 the experience but hold on to some of the principles that exist within the 10<sup>th</sup> grade, with  
268 increased flexibility. They have partnered it with the expansion of the 8<sup>th</sup> periods per day. They

269 are hoping to have common planning time for teachers. It will not look exactly the same as in the  
270 past.

271 Mr. Coughlan noted that the remote ratios have not recovered. He added that it looks like a  
272 disproportionate number of remote students.

273 Principal Berry replied that he got an update this morning and it is approx. 500 in person students  
274 and about 213 remote learners. It is increasing and as they get closer to spring and Fang Fest, it is  
275 drawing students in. You will also see the number of teachers increase as well.

276 Ms. Gruzdien inquired if Division I will remain part of that experience.

277 Principal Berry replied, yes, although it will look different.

278 Ms. Taylor inquired about the space for the students.

279 Principal Berry commented that they are making sure that they are using the space that they have  
280 available. They do have a staggered day.

281 Mr. Grondstra applauded Principal Berry for taking on the challenge for changing the 10<sup>th</sup> grade  
282 experience. The outcome will be a much better student ready to handle the challenges of 11<sup>th</sup>  
283 grade. There has been a struggle in the past and he believes that this will be an easier transition.

284 Ms. Gruzdien commended Mr. Steel, the administration and staff for the year that they have  
285 provided for the students. There is this light at the end of the tunnel, and they all have done an  
286 incredible job.

287 Mr. O'Keefe emphasized that they are truly a shining example in the region. It is powerful that  
288 they share that message with their children, and they are fortunate. He is speaking from the  
289 bottom of his heart.

290 Mr. Steel added that it is greatly appreciated and there are people that deserve to be called out.  
291 First, are the teachers, they deserve praise along with the paraprofessionals, front office staff, etc.  
292 The administrators have never worked harder, and they truly are a dream team. Finally, the  
293 Board deserves credit. You have entrusted him and his team to make the decisions to move the  
294 district forward. Many of the decisions were made at the board level and they were able to  
295 execute in a way that was much better than other places. Finally, the parents and community  
296 members have been supportive, encouraging and trusting. This is truly a remarkable community.

297 Mr. Glover inquired about the concept of extending the summer program to students that might  
298 need help academically. He asked if now was an appropriate time for an update.

299 Mr. O'Keefe requested that they do the update at the individual board level as it needs deeper  
300 discussion.

301 Mr. Steel replied, yes, they will do that.

302 The Board thanked Principal Parrill, Principal Bernasconi, Principal Sarfde and Principal Berry.

303 VII. Superintendent's Report/ Strategic Vision



304 • Covid 19 Vaccinations

305 Mr. Steel noted that he is very proud to state that well over 15% of the staff have been vaccinated  
 306 and it is about 20% as of today. He is happy to report that by the end of next week, that every  
 307 one of their staff members that would like the vaccination will have had their first shot. They are  
 308 very excited about that. Through both the State of NH, the Nashua Regional Public Health  
 309 Network and a closed pod, that was able to come together between themselves and the Milford,  
 310 Hollis/ Brookline school districts, their teachers have had options and have had plenty of  
 311 opportunity to have their first shot.

312 • Strategic Vision

313 As the board might remember, the they developed a Portrait of a Graduate a few years ago as a  
 314 starting place for where they want to go as a school system. They developed what they believe  
 315 what every child deserves. First, a unique road map to success in a world of change. a challenge  
 316 that prepares, an anchoring adult who guides and an affordable next step.

317 From there they established foundations:

- 318 • Children grow in fits and starts
  - 319 ○ Academically, children should progress upon mastery
  - 320 ○ Socially, children should be around peers of the same age.
  - 321 ○ Physically, children need barriers to learning removed
  - 322 ○ Mentally, children need a strong support system that allows well-being.
- 323 • Credit should reflect what children know, not how hard they worked.
- 324 • Soft- skills are gaining additional value in the service economy.
- 325 • The basic school calendar cannot change while the basic school schedule must.

326 From there they built 4 strategies in August 2019

- 327 ○ Every student will have an individualized learning plan in place by August 2024
- 328 ○ Half of the class of 2026 will graduate high school with two years' worth of college  
 329 credits
- 330 ○ By FY22, four-year advisory systems will be in place in each school
- 331 ○ Students at both ends of the achievement span will access specialized  
 332 interventions/programming by FY23

333 They established immediate term priorities:

- 334 ○ Finish move to standards-based reporting + mastery transcript
- 335 ○ Finalize standards-based curriculum articulation
- 336 ○ Develop administrative staffing strategy
- 337 ○ Revise evaluation & supervision implementation
- 338 ○ Transition school start times
- 339 ○ Implement data-dashboard system (internal & external)
- 340 ○ Refine, adopt, and package plan for public consumption
- 341 ○ Build support for long-term vision

They had short term objectives as well, which he will go into greater detail.  
For the long term (2022-2026):

- Change school schedules
- Implement student success plans with fidelity
- Implement high-achievement system
- Graduate students with extensive college credits in-hand
- Refine advisory system

Superintendent Steel added that they have been focusing on the following. In each of them they have focused on the strategic vision while accomplishing these things.

- Pandemic logistics
- Amherst facilities
- Administrative staffing
- School start times
- Special program expansion
- Pandemic gaps
- Souhegan schedule
- Major contracts (MVEA, Bus, Amherst/MV Tuition, Amherst/SAU lease)
- Elementary looping
- New SIS (Powerschool)
- AMS Launch Pad
- AMS Schedule redesign
- Souhegan Transcript
- 5-year curriculum review plan
- 5-year assessment schedule
- School board goals

He reviewed the following FY' 22 Objectives:

- Grading software implementation
- Math Focus
- AEA Teacher negotiations this fall
- Amherst Facilities Preparation, there will be a warrant on the ballot for next year.
- Pandemic Gaps, continued focus
- Technology planning
- 5-year budget forecast, they need to provide more than a one-year budget.
- Social studies curriculum planning
- Clark- Wilkins MTSS
- CW Reading and Writing Curriculum Development
- Preventative Maintenance Plan Development
- KPI Dashboard- refine
- Purple Star program- something that they are working on.
- Diversity
- MVVS Facilities Projects (Roof and HVAC project)

388 Lastly, Mr. Steel noted key strategies for March of 2021 with a possible delay.

389

390 Mr. O'Keefe asked the Board for questions.

391 Ms. Grudzien inquired if they had looked at mental health and social and emotional support. She  
392 would like to put a committee together to look at the benefits of what they are doing and what  
393 they are missing. It is something that they need to focus on when they are talking about spirit,  
394 mind and body. She is hoping that the new Assistant Superintendent will be able to assist them  
395 with his background. She emphasized the need for outdoor time for all grade levels and for the  
396 ASB to push for a 45-minute recess in elementary school and 5<sup>th</sup> grade.

397 Ms. Grund asked about how they are assessing students that are homeschooled and may be  
398 coming back. She questioned if they are, able right now, to do a mini trial or individual education  
399 plan.

400 Mr. Steel replied that they all believe that socially kids develop in sequence but academically,  
401 they do not. He noted that she is on to something and it needs further discussion as an  
402 administrative team.

403 Mr. O'Keefe asked for further questions.

404 Mr. Torres gave his support for Superintendent Steel's presentation. He inquired about the class  
405 of 2027 having two years of college of college credits, and how our peers compare to us.

406 Mr. Steel replied that when many of us were in school AP came along for the first time. Then  
407 about 10 years ago, this idea of running start/ dual start and the hope was that you can get  
408 through college more quickly. Their plan is to find a way to give their kids something like either  
409 an Associates degree or something like that, something has to be conferred and recognized by  
410 higher level colleges or universities. This is so they are able to shorten the amount of time they  
411 have to pay college tuition. College tuition has far outpaced inflation. Many of their students are  
412 entering college with more academic skills than students in other places and they need to find a  
413 way to recognize that for those students that want a financial incentive to bypass some of their  
414 college. They are looking for a partner to work with and give our kids that kind of advantage.

415 Ms. Behm inquired for more information on the Purple Star Program.

416 Mr. Steel added that if they go through the process, it is a program that will be identified by the  
417 Department of Defense. When military families are looking to relocate to our area, they will see  
418 that the SAU #39 schools are welcoming and supportive to their families.

419 Ms. Behm asked if they are going to working on having an ROTC program.

420 Mr. Steel replied that they are a bit small to have a program on their own. They are working with  
421 the Army to have a Junior ROTC program. He would love to have a JROTC program.

422 Ms. Taylor inquired if the Associates Degree that they are trying to align with will be partnered  
423 with SNHU.

424 Mr. Steel replied that they are still looking for that partner and nothing formal to report.

425 Ms. Taylor inquired if the students can earn college credit like they do now.

426 Mr. Steel replied, yes, that would be the design.

427 Ms. Taylor noted that the goal was for the students to have two years for college credit.  
428 Sometimes students aren't signing up for the college dual enrollment even if given an  
429 opportunity to them. She suggested that they change it so that students have the opportunity. For  
430 example, they might want to take the class rather than taking the AP test to begin with.

431 Mr. Glover inquired about the metrics around all of this and they are not articulated in the vision.  
432 It would be nice for them to see some baselines.

433 Mr. Steel replied that they have done a lot of work to determine what really matters to them. He  
434 then shared his screen with the Trello board to the left show the key measures. They already have  
435 the basis for a lot of this work. The strategic vision is in response to the board identifying what  
436 are the things that we really care about, what measures that really matter most to them because  
437 they did that work as boards. So, you have heard the strategic vision and come back to measures,  
438 but they have really started with the measures and how do they improve those things. The  
439 publication of the measures needs to be better; he agrees with that, but the foundation exists for  
440 that.

441 Mr. Glover added that he looks forward to seeing that.

442 Ms. Grund asked about Empower and grading system.

443 Assistant Superintendent, Ms. Christine Landwehrle, replied that they are moving forward with a  
444 pilot of PowerTeacher Pro, which is part of Powerschool. She and Ms. Galen Tremblay, Student  
445 Data Specialist, are working right now with Powerschool and found someone that is an expert in  
446 CBE. There is a lot of system set up to do and they need to review before pushing out to teachers  
447 that want to pilot the system.

448 Ms. Grund inquired if it would be in place for next year or is that too fast.

449 Ms. Landwehrle responded that it could be. Most of the system set up that they are actually  
450 doing now would carry over into next year.

451 Mr. O'Keefe added that he would like to implement the Key Strategies for March 2021 to have  
452 as a directive not to push forward a year. He is understanding that it will be challenging, and they  
453 have the right people in place.

454 He asked for further questions.

455 There were no further questions and the Board thanked Superintendent Steel.

## 456 VIII. Policy Presentation

457 Chair of the SAU #39 Policy Committee, Ms. Elizabeth Kuzsma, added that they have a policy  
458 season that they have started last year. Last summer and this fiscal school year they were able to  
459 attack and approve all of the policies all of the ones that should have been. This year they will be  
460 reviewing the "B" policies, the Board policies. They have an exhaustive list and the entire SAU

board has the ability to review these policies. Board members can feel free to send over their thoughts to her if there is something specific. Some of the policies don't exist and some do. They will be reviewing each one based on how they live as Board members. Every year, they get updates from the NHSBA. Some of these they did just update. They got an email update that brought forward 5 more policies that are not included in this list. They are surrounding student discipline and conduct.

This is the list and the request tonight is to approve this list, they will have 5 additional policies for April, and if there are any other policies that they will include them. The Board plus the administrators and community will have between now and June to make comments about them. Then from June-August the Policy Committee will be addressing these and in September they will come to the SAU Board and then to the individual boards.

Mr. Coughlan added that there is an exhaustive list of "B" policies, it will be likely that 50% do not exist in the individual boards right now.

Mr. O'Keefe asked about the June elections.

Ms. Kuzsma added that there is a schedule.

Mr. Coughlan recommended organizing in June, ASAP after elections.

Ms. Kuzsma commented that the Policy Committee's meeting is for June 15<sup>th</sup> that is outside of that window.

Mr. Coughlan mentioned that they should follow the legal precedent until new members are appointed.

Ms. Taylor noted that there a lot of policies and any of the board members should contribute if they would like.

Mr. O'Keefe agreed that the vetting that should be done at the Policy Committee.

**Ms. Kuzsma motioned to approve the provided list of policies for Policy Committee review. Ms. Grudzien seconded the motion. The vote was unanimous, motion passed.**

Mr. O'Keefe asked for discussion.

There were no comments or questions.

**Mr. O'Keefe called a Roll call vote: O'Keefe – Yes, Lawrence – Yes, Eckhoff – Yes, Grondstra – Yes, Coughlan – Yes, Glover – Yes, Grund – Yes, Taylor – Yes, Torres – Yes, Kuzsma – Yes, Behm – Yes, Gauthier - Yes, Hinckley- Yes, Grudzien – Yes. Motion passed (14-0)**

IX. Public Comment

Ms. Marilyn Gibson, 166 Mack Hill Road, Amherst NH, commented that looking at all of the policies it seems like quite a list. She referenced policy BEDG and BEDH and had inquired about the policy RSA 91 A:3 periodic review and periodic dissemination of non-public minutes.

496 According to RSA 91 A, partial release, if only part of a record is exempt from disclosure the  
 497 remainder should be released. Redact the exempt portion. She is wondering if it is covered in  
 498 BEDG or BEDH.

499 Ms. Gibson added that she had addressed that concern already and did not get an answer.

500 Mr. Tony Labranche, 63 Merrimack Road, Amherst NH, noted his concern with moving to a 4-  
 501 year advisory system. He added that not every student gets along with their advisor, and the  
 502 individuals. A rotating advisory is a pillar of Souhegan.

503 The Board thanked Ms. Gibson and Mr. Labranche.

504 X. Non-Public Session

505 **Mr. Grondstra motioned to enter into non-public session RSA 91 A:3 II (a) and (c) at**  
 506 **8:18PM. Mr. Glover seconded the motion. The vote was unanimous, motion passed.**

507 **Mr. O’Keefe called a Roll call vote: O’Keefe – Yes, Lawrence – Yes, Eckhoff – Yes,**  
 508 **Grondstra – Yes, Coughlan – Yes, Glover – Yes, Grund – Yes, Taylor – Yes, Torres – Yes,**  
 509 **Kuzsma – Yes, Behm – Yes, Gauthier - Yes, Hinckley- Yes, Grudzien – Yes.**

510 Members Present: Stephen O’Keefe, Sarah Lawrence, Peter Eckhoff, Jessica Hinckley, Scott St.  
 511 Denis – Not present, Pim Grondstra, Steve Coughlan, Amy Facey – No, John Glover, Stephanie  
 512 Grund, Laura Taylor, George Torres, Elizabeth Kuzsma, Terri Behm, Joshua Conklin – Not  
 513 present, Tom Gauthier and Ellen Grudzien

514 Other persons present during nonpublic session: Adam Steel – Superintendent

515 Description of matters discussed, and final decisions made. Note: Any votes taken must be  
 516 recorded “in such a manner that the vote of each member is ascertained and recorded”:

517 Superintendent Steel discussed how we can support of our Administrators at each school due to  
 518 extra efforts they have put forward this year during COVID.

519 Note: Under RSA 91-A:3, III. Minutes of proceedings in nonpublic sessions shall be kept and  
 520 the record of all actions shall be promptly made available for public inspection, except as  
 521 provided in this section. Minutes and decisions reached in nonpublic session shall be publicly  
 522 disclosed within 72 hours of the meeting, unless, by recorded vote of 2/3 of the members present,  
 523 taken in public session, it is determined that divulgence of the information likely would affect  
 524 adversely the reputation of any person other than a member of this board, or render the proposed  
 525 action of the board ineffective, or pertain to terrorism. In the event of such circumstances,  
 526 information may be withheld until, in the opinion of a majority of members, the aforesaid  
 527 circumstances no longer apply.

528 **Mr. Glover motioned to leave nonpublic session and return to public session at 9:12PM.**  
 529 **Motion was seconded by Mr. Grondstra. The vote was unanimous, motion passed.**

530 Non-public minutes provided by: Ms. Stephanie Grund, Secretary

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