

1                    Souhegan Cooperative School Board  
23                    Monday, January 27<sup>th</sup>, 2020  
45                    Meeting Minutes- Approved 03 02 2020  
67                    Attendees:  
89                    Administrative Team: Superintendent- Adam Steel, Assistant Superintendent- Christine  
10                  Landwehrle, SAU #39 Business Administrator- Michele Croteau, Brad Freeman- Network  
11                  Administrator.12                  Souhegan Cooperative School Board Members: Jim Manning- Chair, Pim Grondstra- Vice-  
13                  Chair, Laura Taylor- Secretary, Amy Facey, Steve Coughlan, George Torres and David Chen.

15                  Board Minutes: Danae A. Marotta

16                  Public: Martin Goulet, 22 Veterans Road, Amherst NH, Courtney Vore, 9 Simeon Wilson Road,  
17                  Amherst NH, Keri Allen, 451 Boston Post Rd, Amherst NH, Shannon Gascoyne, 31  
18                  Schoolhouse Rd, Amherst NH, Stephanie Grund, 5 Colonel Wilkins Road, Amherst NH, Kristen  
19                  Atkinson, 20 Blueberry Hill Rd, Amherst NH, Andy Krawiecki, 6 Fox Run Road, Amherst NH,  
20                  Marilyn Gibson, 166 Mack Hill Road, Amherst NH, Victoria Parisi, 3 Church Street, Amherst  
21                  NH, Delaney Facques, Community Council Liaison, Jeanne Ludt, 3 School Street, Amherst NH,  
22                  Matt Leighton, Amherst NH, Claire Bryson, Amherst NH, Catie Dodge, Amherst NH, Simone  
23                  Dodge, SHS Student, Amherst NH,24                  I.     Call to Order  
2526                  **Chair of the Souhegan Cooperative School Board, Mr. Jim Manning, called the meeting to  
27                  order at 6:00PM.**

## 28                  II.    Superintendent Report

29                  Chairman Manning noted that Superintendent Steel has a presentation for the Board.

30                  Grading and Reporting Plan31                  Superintendent, Mr. Adam Steel, noted that he wanted to spend a few moments discussing a  
32                  grading and reporting plan at the High School.

33                  He reviewed implementing a grading and reporting plan which:

- 34                  • Gives our students a competitive advantage in determining their next step.
- 
- 35                  • Describes our students progress in a common format which is easily understood by
- 
- 36                  college admissions offices;
- 
- 37                  • Provides timely and accurate reporting of student progress to students, parents, and the
- 
- 38                  school community;
- 
- 39                  • Separates the measurement of academic learning from non-academic measures;

- 40     • Focuses on student growth while providing a trajectory expectation useful for future  
41       planning and goal setting;  
42     • Teachers, parents, and students understand, value, and embrace; and,  
43     • Provides accurate forecasting of future student growth, dependent on student effort.

44     He then gave some background using important measures with standardized testing, NWEA  
45       testing, teacher evaluations of learning (grades), and Portrait of a Graduate evaluations.

46     They also communicate with SAT/NHSAS/NWEA test reports, Report cards (2-4 times  
47       annually), Transcript, real-time gradebook & scores and direct teacher communication.

48     He then explained the NH Administrative Rules with ED 306.14.

49     He added that a Competency Based Education allows for measurement of growth vs. simply  
50       achievement; an opportunity to challenge every student academically; a pathway to unique  
51       opportunities for every student; and assurance that students will be prepared for their next step.

52     He then compared the Traditional School Model to the Competency Based Education Model.

53     Superintendent Steel discussed how learning happens as a non-linear growth process over time.

54     He then asked what if we reported academic progress graphically so parents can see progress in  
55       real time with historical information plus a trend line predicting future growth. This is compared  
56       to NWEA scores and high-stakes standardized tests.

57     He then reviewed the key strategies and the motions that were made in December 2019.

58     Mr. Steel then clarified the Class by Class Outputs:

59     Class of 2023: Will use identical transcript as 2022 (w/o S1 grades), Report cards will have A, B,  
60       & C's, key measurement is end of year final score.

61     Class of 2024 +: Will use a transitional transcript including A, B, C's, Report cards include  
62       progress scores, no A, B, C's, key measurement is end of year final score.

63     Class of 2030+: Competency-based transcript and reporting.

64     He then showed the Class of 2023 Reports. They are in the midst of changing systems and the  
65       look might change.

66     For the Class of 2024, the first step (between now- and March 2020) to develop a draft transcript  
67       and reports, March-May- Gather parent feedback, parent forum and community council input,  
68       June 2020, bring finalized transcript and reports to SCSB.

69     He then noted some specific issues to address such as:

- 70     • How do we handle mid-semester grades for Seniors?  
71     • How do we incorporate scores where the MAS is less than 4?  
72     • Opening on-line grading & reporting  
73     • How does honor roll get calculated?

74 They have drafts, for 2024, that they are working on and they have heard those concerns and  
75 have adjusted their plan. It is critical that they get it right moving forward.

76 He then asked for Board Member concerns or issues.

77 Ms. Taylor commented that the motion to add semester one grades was not followed.

78 Superintendent Steel replied that the motion to add semester one grades was for the Report  
79 Cards.

80 Mr. Manning inquired about what Sanborn School District is doing.

81 Assistant Superintendent, Ms. Christine Landwehrle, replied that they have looked deeply at  
82 their model and they used a lot of the Sanborn model. She is not sure what Mr. Manning is  
83 thinking of specifically.

84 Ms. Landwehrle replied that she can reach out for greater detail.

85 Ms. Facey asked about the translated GPA score.

86 Ms. Landwehrle replied that it is a different translation for the GPA. She will do a double check  
87 on that.

88 Ms. Facey added that the students and parents need to know what that score will eventually  
89 mean.

90 Mr. Torres asked if there is data for schools that converted to CBE.

91 Ms. Landwehrle replied that they have looked at other schools. She then referenced The Lindsay  
92 Unified School District in California. They have completely redesigned their model and they  
93 have seen deeper student engagement.

94 Mr. Torres asked if they are seeing the same level of an impact on our students.

95 Ms. Landwehrle replied that it is a little different approach. At the middle school, the teachers  
96 are understanding their students better. This system allows students to go deeper or farther faster.  
97 It has been really exciting. If you remember, last year this Board had allowed a middle school  
98 student take math here.

99 Ms. Taylor remarked that Sanborn's SAT's have gone down as well as their other standardized  
100 test scores.

101 Ms. Landwehrle replied that she would have to speak with them directly to find out why.

102 Mr. Manning asked what are they doing to communicate expectations to students.

103 Principal of SHS, Mr. Bill Hagen, replied that thorough communication needs to be explained at  
104 the classroom level.

105 Mr. Manning noted that it sounds like some teachers are not fully comfortable with this.

106 Principal Hagen replied that they are rolling it through the grade levels.

107 Ms. Facey commented that she is concerned that students' grades are not accurately reflecting in  
108 their work.

109 Principal Hagen replied that the teachers have been given the authority to look at every student  
110 and use their discretion.

111 Ms. Facey noted that they have to make sure that the teachers really understand this, if not, there  
112 is potential that grading would be inaccurate. She then added that they need greater professional  
113 development.

114 Principal Hagen responded that it is a challenge and change is hard. He then commended the  
115 teachers for working hard to get this. This is an exciting change for education.

116 Ms. Taylor remarked that Empower does not link between the assignment and the grade for the  
117 score that you are getting. There is a miscommunication within the Empower software that does  
118 not make that connection for the student or the parent.

119 Ms. Landwehrle replied that they are in the process of making some videos. Every standard feeds  
120 into the competency and then the competency feeds into the course score.

121 Ms. Taylor noted that she is looking through her own child's Empower and it is not easy to  
122 understand. She then asked to make something separate for students.

123 Ms. Landwehrle replied that she will work on that.

124 Mr. Manning asked about the opportunities to go further.

125 Ms. Landwehrle replied that they can look at their Honors Challenge.

126 Mr. Steel emphasized that it is critical that students can map out the grade that they want. It has  
127 to be clear and transparent.

128 The Board thanked Superintendent Steel and Assistant Superintendent Landwehrle.

### 129 III. Public Comment I of II

130 Mr. Martin Goulet, 22 Veterans Road, Amherst NH, commented that he believes that there is a  
131 lot of anxiety about how to differentiate themselves for the purposes of college entry.

132 Ms. Courtney Vore, 9 Simeon Wilson Road, Amherst NH, questioned the algorithm, it is more  
133 complicated than what was explained to her.

134 Ms. Landwehrle clarified that it depends on the number of assignments that the student has  
135 completed. It is the higher of the two scores.

136 Ms. Vore replied that it is much more complicated than one score replacing the other score.

137 Ms. Keri Allen, 451 Boston Post Rd, Amherst NH, remarked that there is positive and negatives  
138 to the system. She explained that there seems to be a lot of confusion with what a 1, 2, 3 or 4  
139 looks like. It is comparing apples to oranges, between AMS and SHS. You cannot even translate

140 it, it is French and English. They have an excellent reputation in NH and she fears that they are  
141 taking away from their students.

142 Ms. Shannon Gascoyne, 31 Schoolhouse Rd, Amherst NH, remarked that her oldest is in 5<sup>th</sup>  
143 grade and asked if there are other competency based systems besides Empower.

144 Mr. Steel noted that it is a fair criticism and if there were going to change systems they would  
145 not change mid- year.

146 Ms. Gascoyne added that no one wants to feel as if their children are guinea pigs.

147 Ms. Stephanie Grund, 5 Colonel Wilkins Road, commented that she looked at the NH Dept. of  
148 Education site and Sanborn's proficiency scores went down. She then commented that her  
149 student cannot figure out her grades. She then asked if Honors is available in all classes.

150 Ms. Kristen Atkinson, 20 Blueberry Hill Rd, Amherst NH, asked about the CBE grading that  
151 align with AP courses outside of SHS.

152 Mr. Andy Krawiecki, 6 Fox Run Road, Amherst NH, commented that his daughter is taking a  
153 VLACS and how are they going to handle VLACS. Second, he emphasized that schools are  
154 looking for GPA's.

155 Mr. Manning replied that they will always have GPA's.

156 Director of Guidance at SHS, Ms. Karen Chininis, replied that VLACS is a virtual high school, a  
157 Charter High School in NH. They do have students that take VLACS courses as part of an  
158 extended learning opportunity. After they complete a course it gets recorded like any other high  
159 school.

160 Mr. Krawiecki noted that the more he understands the better.

161 Ms. Marilyn Gibson, 166 Mack Hill Road, Amherst NH, thanked Superintendent Steel and Ms.  
162 Landwehrle for clarifying some of her concerns. Furthermore, she is not in support of the report  
163 card, as there is no alignment to standards. Second, it does not have any narrative. When she was  
164 teaching they used PowerSchool in the Raymond NH, School District. She has seen the current  
165 report cards and is against it. Their efforts are great but more background information and  
166 research could have been done before implementing CBE. Teachers do not take enough time, at  
167 the AMS and SHS, to explain what the rubric actually means. She emphasized that rubrics are  
168 extremely important.

169 Mr. Victoria Parisi, 3 Church Street, Amherst NH, commented that she does not have children in  
170 the high school at this time. She gave her support for student engagement in the process  
171 however, she is looking for the adults in charge to make decisions and roll things out in a way  
172 that makes sense for students and their community.

173 Ms. Tiani Coleman, 32 Simeon Wilson Road, Amherst NH, commented that her main concern is  
174 that the standard of a "three is meeting standard" and now it is hard to know how well they are  
175 doing. She is concerned with how to excel and in many instances they don't know how to do  
176 that. This system might be more objective.

177 Superintendent Steel noted that they will look into Sanborn.

178 Mr. Manning mentioned that they are the only ones in the State that are moving towards CBE,  
179 they are not. They have been working with Sanborn very closely with PACE. Achievement  
180 scores are a really bad way to compare high schools. You cannot control your inputs. They are  
181 looking more towards a growth model. He added that they are not a benchmark school, in terms  
182 of achievement scores. They were looking at Sanborn because they have been down this road  
183 before. Additionally, Empower seems to be a major source of frustration. He then asked how do  
184 they know that the grading that is taking place is accurate in a way that people can understand.

185 Ms. Landwehrle noted that teachers are loading in grades in all the time and always checking  
186 calculations. If there is an error, then it gets fixed right away. They also have assessment maps  
187 that shows how many assessments are given in a class. They are more of internal documents but  
188 she can share that to make it more visible.

189 Ms. Taylor asked about classes that you cannot earn a “4” in. Some classes have closed and you  
190 cannot earn a “4”.

191 Principal Hagen replied that it has to do with the curriculum being developed in the courses.  
192 They keep going back to the concept that a “4” means an “A”, that is not the case. They have to  
193 separate that. Not every opportunity in a course is going to allow you to go to a “4”.

194 Ms. Facey noted that students should be able to earn a “4” and was supportive of that effort.

195 Mr. Steel replied that they have to look into it and report back.

196 Mr. Manning asked Mr. Goulet’s question about students differentiating themselves.

197 Principal Hagen responded that it goes back to the curriculum that exists in the course. Teachers  
198 are looking for ways to build mastery. There are opportunities now.

199 Ms. Facey remarked that it is really if you met and exceeded the standards not comparing  
200 yourself to other students.

201 Principal Hagen added that it is about personalizing the experience for the student.

202 Mr. Manning asked how are they applying the mastery system to Advanced Placement (AP)  
203 courses.

204 Ms. Kathy White, Dean of Faculty, replied that AP has been redesigning their courses and have  
205 created standards and competencies within those courses. Some have already made that  
206 transition and some are still working on it.

207 Mr. Manning noted that he has gotten some questions about PowerSchool.

208 Mr. Steel explained that they are transitioning from MMS (runs their student information system)  
209 to PowerSchool over the next 6 months. They are still looking at Empower and it is too soon to  
210 make that decision.

211 Mr. Manning asked if they had thought about ways to address transcripts for Juniors.

212 Ms. Landwehrle replied that they are making sure that they are matching the pacing with the  
213 learning and certain check points.

214 Ms. Facey mentioned it is really important for seniors.

215 Mr. Manning commented that it would be helpful if, during the course of the year, that they are  
216 on a trajectory path.

217 Ms. Taylor asked about the semester one grades for the transcript of the Class of 2023.

218 Mr. Steel then read the motion from Dec 2019 he added that it would be inaccurate to put those  
219 grades on the transcript.

220 Mr. Grondstra requested to see comparative data with implementation utilizing other systems  
221 other than Empower.

222 Mr. Manning finalized that whatever they put out there should give their students a competitive  
223 advantage. Clearly, the implementation, at the High School, has not worked out seamlessly.  
224 They have the commitment to everyone here. He then thanked everyone for their attendance. He  
225 noted that they are working on parent forums as early as February if possible.

226 IV. SHS Start and End Time

227 Ms. Delaney Facques, SHS Community Council Liaison, commented that they worked with  
228 Superintendent Steel to create a survey for the students regarding later start times. They had 498  
229 total responses, 140 from Freshman, 142 from Sophomores, 67 from Juniors, 119 from Seniors  
230 and 24 from Faculty/ staff. They also estimated the start time as late as 8:45AM. 70% of the 490  
231 students were against changing the start times and only 30% were in favor. 70% of the students  
232 play sports and 50% have clubs. 25% have daily jobs and other commitments after school.

233 She noted that they asked questions around after school time commitments, how often are they  
234 late, level of exhaustion, transportation to school, and opinions regarding the change. She also  
235 read quotes from students in favor of the change and students and faculty not in favor of the  
236 change. She also read themes of students in favor of the change and opposed to the change.

237 Mr. Manning then asked for questions of the Board.

238 Mr. Torres questioned the age of the students that were in favor.

239 Ms. Facques replied that she believes that it was spread across the population.

240 Mr. Chen asked if this survey was completed at the middle school. He then asked for current data  
241 from the middle school.

242 Ms. Facques replied that this was not surveyed at the middle school.

243 Mr. Steel noted that they did a parent survey about two years ago and there was a significant  
244 majority in favor of the change.

245 Mr. Chen mentioned that it is more of a high school question because of the sports and clubs. He  
246 then remarked that they should look back at where they were before. He then added that he is not  
247 on the committee and what they have reviewed.

248 Ms. Facey asked if there are representatives of the Community Council on the School Start Time  
249 Committee.

250 Mr. Steel replied that right now they are handling it internally but they will definitely include  
251 Community Council.

252 The Board thanked Ms. Facques.

253 V. Public Comment II of II

254 Ms. Jeanne Ludt, 3 School Street, Amherst NH, commented that she has been on many Later  
255 Start Committees. They got really close a while ago. She then inquired if there were neighboring  
256 schools, that they compete with sports, that have gone to a later start time.

257 Mr. Steel replied that he knows of Oyster River, Keene and Portsmouth. At Regional and State  
258 Wide Superintendent Meetings this is a more consistent topic. There is a push for this and there  
259 are significant conversations around it.

260 Ms. Coleman remarked that she was one of the parents that had taken the survey two years ago.  
261 She added that at the time she took the survey it was vague. She is not sure that they can say that  
262 the parents support it, that is her opinion and she can be wrong. She added that they can do clubs  
263 at 2:30PM and then sports at 3:30PM. She is afraid that the students will suffer.

264 Mr. Steel replied that Club time is critical and he will not remove that time.

265 A SHS Staff Member noted that she is against it and it will hurt the students with jobs. She asked  
266 the Board to remember that kids need time to hang out with their friends.

267 Mr. Matt Leighton, Amherst NH, mentioned that it is the REM sleep that is very important. He is  
268 not for or against the Later Start Time.

269 Ms. Gascoyne commented that they know from the APA what is best. She then asked the  
270 Administration and the Board to keep that in mind.

271 A concerned citizen asked if the Board had taken in to account the security measures that would  
272 come with the later start time such as, lighting, overflow of cars, and security.

273 Mr. Steel replied that it will all be considered.

274 Mr. Manning commented that nothing is happening for the next year.

275 Ms. Claire Bryson, Amherst NH, commented about the research on the lack of sunlight.

276 Mr. Manning noted that Ms. Terri Behm is a part of the Committee and can offer more  
277 information.

278 Ms. Catie Dodge, Amherst NH, noted her concern about the runners in the dark.

- 279 Ms. Grund commented on the SAU Board's vote in the past.
- 280 Mr. Manning commented that even if the SAU Board had voted for the later start time, it still  
281 needs to come back to this Board.
- 282 Ms. Simone Dodge, SHS Student, commented that she would like to know more quantitative  
283 data.
- 284 Mr. Steel replied that there are different studies but the consensus is around 8:30AM for a start  
285 time.
- 286 Ms. Taylor asked for references for the research.
- 287 Mr. Manning remarked that Ms. Behm can get the data for them. They did make a presentation  
288 for them at the SAU.
- 289 Mr. Grondstra asked about the location of the other studies that they looked at. In other areas of  
290 the U.S. they will naturally get more sunlight.
- 291 Mr. Coughlan remarked that Minneapolis was one of the major districts that has instituted later  
292 start time.
- 293 Superintendent Steel finalized the conversation by stating that he wants students to have the  
294 maximum quality time with highly trained teachers. There are things he can control and things  
295 that he cannot. He then thanked Ms. Facques for all of her work. He then asked if there is a  
296 middle ground that they can look at and asked for continued feedback.

## 297 VI. Dual Enrollment vs. Advanced Placement

- 298 Mr. Manning noted that he wanted to have a discussion about the differences between Dual  
299 Enrollment and Advanced Placement.
- 300 Ms. Landwehrle remarked that Ms. Karen Chininis, Director of Guidance, oversees the Dual  
301 Enrollment programs and supports Program of Studies. Dual Enrollment means that students  
302 take a class here at the high school and at the same time receive college credit. There are a  
303 couple of different options, first, the Running Start Program through NCC, SNHU and then a few  
304 other colleges. There is a low tuition fee for a Dual Enrollment course because the college is  
305 working with them for their SHS teachers to be the adjunct professors. They have increased the  
306 number of courses over the past few years.
- 307 They also have Advanced Placement courses. There are benefits, first their teachers do not have  
308 to be an adjunct professor. They can take the AP training and they are able to run those AP  
309 courses. It has been nice to have both pieces, because not all of their teachers are going to be able  
310 to qualify to be adjunct professors.
- 311 Ms. Chininis remarked that both the programs play similar but different roles, there is no set  
312 general rule as each college has their individual policies. They are not dropping their AP  
313 Program and it is an extremely important. There is no plan or conversation to drop the program.  
314 She is pleased that they have grown each of the programs.

- 315 Mr. Manning asked for questions from the Board.
- 316 Mr. Chen asked about the curriculum of the college courses with dual enrollment.
- 317 Ms. Chininis replied that for the Dual Enrollment course to be approved by college as well as the  
318 instructor. She then gave an example about a teacher at SHS.
- 319 Mr. Chen asked about the cost.
- 320 Ms. Chininis replied that it is a benefit of the Running Start Program. She added that at the time  
321 the grant was not yet funded. It is now with Science and math classes.
- 322 VII. Consent Agenda
- 323 **Mr. Steve Coughlan motioned to accept the Consent Agenda items 1. Draft Minutes**  
**January 8th 2020-Public Hearing, 2. Draft Minutes Jan 8th 2020-After Public Hearing, 3.**  
**Nov 2019 Treasurer's Report and 4. Dec 2019 Treasurer's Report. Mr. George Torres**  
**seconded the motion. The vote was unanimous, motion passed. (7-0)**
- 327 VIII. Board Recess
- 328 The Board took a brief recess at 8:45PM.
- 329 IX. Board Resumes Public Session
- 330 The Board resumed public session at 8:54PM.
- 331 X. Deliberative Session Planning
- 332 Mr. Torres asked how do they know that they need \$100k.
- 333 Mr. Steel noted that it will always equal about that amount \$650k. It is combined with the ASD  
334 and might fluctuate. They are collaborating with the ASD for a consistent tax impact.
- 335 Mr. Chen asked why would you stop at 20 years. Every 5 years they will refresh it.
- 336 Ms. Croteau commented that it does escalate with inflation.
- 337 Ms. Taylor asked for a copy of the PPC agreement.
- 338 Mr. Coughlan noted that he can send the Board the three-page document.
- 339 Mr. Manning asked the Board how would they like to start preparing for the Deliberative  
340 Session.
- 341 Ms. Facey asked if the slide deck was significantly different than the Public Hearing.
- 342 Ms. Croteau replied no, she added a tax rate slide. She then asked the Board if they wanted to see  
343 a slide on the tax rate history. She can pull it together and see what the Board thinks.
- 344 Mr. Chen asked if he could change the scale of his slide as it was hard to read. He then asked Ms.  
345 Croteau if she had time to meet with him soon.

346 Ms. Croteau replied, yes.

347 Mr. Manning asked if everyone was comfortable with what they had presented from the Public  
348 Hearing.

349 The Board replied, yes.

350 Ms. Facey commented that she would like to discuss how they are collaborating with the ASD.

351 Mr. Grondstra mentioned that he had spoken to Superintendent Steel about seeing the different  
352 iterations around CPP.

353 Ms. Croteau responded that she does not have the different scenarios yet but will make sure that  
354 she has captured what the Board wants to see.

355 Mr. Grondstra added that he just wants to be proactive about the questions that the public may  
356 ask.

357 Mr. Steel replied that they can do all in CPP and all in CPP.

358 Mr. Manning commented on looking at the tax impact.

359 Mr. Torres remarked that it is easier to look at the percentage from a historic perspective. With  
360 inflation it is challenging. Overall, they should look at it globally.

361 Mr. Chen added that the CPP is regulated. There are anomalies, but people have to realize that  
362 there is nothing else that is comparative.

363 Mr. Steel explained the reason how CPP calculation came about.

364 Mr. Grondstra remarked that many people do not understand that it is not an accurate  
365 representation of CPP.

366 Mr. Chen commented that CPP is a measure of efficiency.

367 Mr. Coughlan added that they cannot make comparisons.

368 Mr. Torres asked what have their increases been over a 5 to 10-year timeframe. He added that  
369 they should look at the overall increase with controllable costs. Special Education is mandated.

370 Mr. Manning asked for a graph showing the comparison.

371 Mr. Steel discussed that he has looked at the tax rates.

372 Mr. Torres commented that he would like to look at natural dollars. He added that he is looking  
373 for efficiency over the last few years.

374 Mr. Manning noted that CPP went up because their enrollment went down. It is difficult to carve  
375 whereas in looking at another metric you can control.

376 Mr. Torres asked how can you drive down the CPP.

377 Mr. Manning asked Mr. Coughlan if he is comfortable with speaking about the PPC.

378 Mr. Coughlan replied, yes.

379 Ms. Facey noted that when she and Mr. Grondstra had met with the AFC, they told the Board to  
380 clarify the savings of \$485k. Additionally, the public wants to know that safety and security will  
381 not be compromised.

382 Mr. Manning asked what can they say about it.

383 Mr. Steel replied that they can just emphasize that they will not sacrifice safety and security.

384 Discussion ensued.

385 Ms. Taylor mentioned that Mr. Manning's statement about there are "no new expenditures are  
386 required" sounds very broad.

387 Mr. Steel remarked that they will make an SAU wide budget slide.

388 Mr. Chen noted that he has asked before that they have been collaborating with the ASD.

389 Mr. Manning added that Mr. Chen made a good point.

390 Mr. Chen added that there are lots of dimensions to collaborating with ASD.

391 Mr. Manning added that this will be in the Deliberative Guide and will go to the Amherst  
392 Citizen.

393 Ms. Taylor asked to see the Minutes of the 4 Board Chair meeting. They should make it  
394 available for the public.

395 Mr. Manning replied that the meeting is centered around putting together agendas.

396 Ms. Taylor remarked that they need to be transparent for the public.

397 Mr. Manning added that everything that is discussed in the meeting is in the agenda.

398 Mr. Coughlan added that it is just mechanics.

399 Ms. Taylor commented that as a board member she would prefer to be informed.

400 Mr. Manning replied that it is in the agenda.

401 Ms. Facey agreed that it is on the Trello Board and at the meeting.

402 Ms. Facey remarked that she feels bad that she feels that way and would like to come up with a  
403 solution. They have made the commitment that they are going to work as a unified SAU.

404 Mr. Torres agreed with the concept but does not want to create extra work.

405 Mr. Chen asked if Ms. Taylor would prefer it be a public meeting.

406 Ms. Taylor remarked that it cannot be a quorum.

407 Mr. Manning noted that he will look into what other cooperative districts do to make sure that  
408 they are doing the right thing.

409 Mr. Steel remarked that last time there was a discussion about the retirements of three people,  
410 they fit the age and seniority requirements, their names were shared at the last Non-Public  
411 Session. This is under policy GCBD.

412 Ms. Taylor asked if there are others eligible.

413 Mr. Steel replied that there is no limit to the number to people eligible to receive the benefit.

414 **Mr. Coughlan motioned to accept the three retirement requests for the end of June 2021, in**  
**accordance with Policy GCBD. Mr. Grondstra seconded the motion. The vote was**  
**unanimous, motion passed (7-0).**

417 XI. Meeting Adjourned

418 **Mr. Grondstra motioned to adjourn the meeting at 9:35PM. Ms. Facey seconded the**  
**motion. The vote was unanimous, motion passed (7-0).**