

**SANBORN REGIONAL SCHOOL BOARD
MEETING MINUTES**

December 7, 2016

A regular meeting of the Sanborn Regional School Board was held on Wednesday, December 7, 2016. The meeting was called to order at 7:08 p.m. by Sanborn Regional School Board Chairperson, Corey Masson. The following were recorded as present;

SCHOOL BOARD MEMBERS: Corey Masson, Chairperson
Jan Bennett
Dr. Pamela Brown
Peter Broderick
Sheila Pierce
Nancy Ross
Tammy Gluck
Michael Giordano-Student Council Representative

ABSENT: None

ADMINISTRATORS: Dr. Brian Blake, Superintendent of Schools
Carol Coppola, Business Administrator

The meeting began with a Salute to the Flag.

Chairperson Masson asked for a moment of silence in recognition of the recent passing of students who were alumni of Sanborn Regional High School.

Mr. Masson welcomed everyone and reminded the School Board about the key points of their roles and what they were elected to do. He introduced this topic with a document entitled, *7 Signs of Effective School Board Members* with highlights as follows:

- Going solo is a no-no
- Respect the Team
- Understanding the difference between a board and staff
- Share and defend views but listen to others
- Do your homework/ask tough questions
- Respect your oath
- Keep learning

REVIEW AGENDA

The following changes were made:

- Move Envision Kingston to item (a) as the first
- Add *Road to the Deliberative Event* under Unfinished Business.
- Add Budget Committee and Policy Subcommittee to School Board Committee Reports.

APPROVAL OF MINUTES

Motion made by Ms. Bennett to approve the minutes of October 19, 2016. Motion seconded by Ms. Ross. Dr. Brown asked that the following corrections be made: On page 5, where it reads, "Dr. Brown is concerned that 88% of our students are graduating with 30%-60% proficiency and above in math", it should be changed to read, "**Dr. Brown is concerned that 88% of our students are graduating with 30%-70% proficiency and below in math**"

Also, the double "is" should be removed from the last line of that paragraph.

Mr. Masson asked for a vote on the previous Motion to accept the Minutes of the October 19, 2016 meeting. Vote: All in Favor.

Mr. Masson asked for a Motion to approve the Non-Public Minutes of October 19th, 2016. Ms. Bennett moved the Motion, seconded by Ms. Ross. Vote: All in Favor.

Mr. Masson asked for a Motion to approve the Minutes of November 9, 2016 (which was the Superintendent's Budget Presentation). Ms. Bennett moved the Motion, seconded by Ms. Ross. Vote: All in Favor.

Mr. Masson asked for a Motion to approve the Minutes of November 16, 2016 and the Non-Public Minutes of the same date. Ms. Bennett moved the Motion, seconded by Ms. Ross. Mr. Masson asked that the notes reflect the heated discussion amongst the School Board members regarding their position on public matters, on public engagement and their stance and opinion on the community as it relates to getting responses from them. **Motion made to approve the Minutes by Mr. Masson. Vote: All in Favor.**

Mr. Masson asked for a Motion to approve the Minutes of the November 30th Budget Work Session and Non-Public Minutes of the same date. Ms. Bennett moved the Motion, seconded by Ms. Ross. Mr. Masson asked that both Minutes reflect that it was a Budget Work Session and not a regular meeting. **Motion made to approve Minutes by Mr. Masson. Vote: All in Favor.**

Mr. Masson asked for a Motion to approve the Minutes of the Joint Board meeting with Fremont on December 1st. Ms. Bennett moved the Motion, seconded by Ms. Ross. Motion made to approve Minutes by Mr. Masson. Vote: All in Favor.

EXPENDITURES REGISTER & MANIFEST – REVIEW AND SIGN

The Board reviewed and signed the Manifest Check Register #10 -\$1, 192, 122.88 dated 12/7/16 and the Payroll Check Register#11-\$796,247.30 dated 12/1/16.

ADMINISTRATIVE REPORTS

- **Envision Kingston-** Mr. Masson welcomed Debra Powers (Kingston), Chairperson of the Heritage Commission and a member on the Envision Kingston team as well as Electra Alessio, (Kingston), also a member of the Envision Kingston team. Ms. Powers stated that as a follow-up the Envision Kingston report which offered 2 options regarding the Sanborn Seminary 1) The Town purchasing the building and the immediately surrounding land, or 2) selling it to a private developer who would keep the history of the building intact. Ms. Powers explained that there is a group of experienced, knowledgeable people who have gathered with an interest in the next steps for the Seminary, more specifically, they want to encourage the School Board to consider selling it to the town of Kingston.

Ms. Alessio elaborated saying that in looking for ways to broaden the tax base, given that Kingston spends a lot of funding to preserve its natural resources (with 4-5 aquifers), which has restricted the potential for commercial industry, they have now considered (as an outcome of the Charrette) making Kingston a destination place. Establishing a Bed and Breakfast, using the nature trails, the State Park and of course the Sanborn Seminary, would allow for a comprehensive plan, one that would focus on Historic Preservation and be funded in a variety of ways, e.g. Grants. Ms. Alessio stressed that it is important for the School Board to focus on education and let the experts decide on the best use of the property. She did ask that if the idea moves forward, that the Board decide which parts of the property they would want to keep (or not keep). All of the property is on the table, but Envision Kingston would primarily be interested in the Seminary. Ms. Powers informed the group that they had already spoken with the Selectmen about the idea and told them that they would present the information to the School Board. Critical to moving forward is the Yay or Nay from the Town and they would like the Board's approval to explore this idea, via a Warrant Article, which would determine the receptivity of the towns.

Mr. Masson thanked them for their presentation, summarizing that it looks to him like a two year process, with Warrant Article #1 to determine the interest and Warrant article # 2 (if it goes through) to negotiate, sell and purchase. Ms. Bennett commented that Newton would need to have a concurrent document as well. Dr. Blake agreed that the School District would have the Warrant article in both towns. Ms. Powers asked if it would be possible (after the Board's discussion) to have a Straw Vote to determine tonight whether they are willing to move

forward. Mr. Masson commented that with the CIP discussion coming up later in the agenda, the advent of this idea necessitates that it becomes an "if and when" conversation and the decision can be made quickly. He will email them with their Straw Poll vote.

- **Strategic Plan-** Dr. Blake presented the 40 page final draft of the Strategic Plan for review and feedback. He added that many people worked hard to put this together and acknowledged Ms. Hume-Howard for her efforts. The following comments were made:
 - **Ms. Bennett**-regarding 1.4 *Promote Instructional Supports for emerging Literacy and Numeracy in the primary grades* asked about the first sentence which reads, "Because many SRSD students enter school without reading and numeracy skills" Ms. Bennett asked if there is a way to rectify this by perhaps preparing the child via the parents before they come to school?
 - Pg. 27-Using Professional Development Hours to move up the step scale. (Obtained clarification)
 - Pg. 29-*Pre-K through Grade 12 system that allows for flexible grouping of students to meet their individual needs.* Commented that it is "Great to see this".
 - pg. 29 -3.4 regarding "*access to technology and resources to encourage deep, authentic, real world learning*" What does that mean exactly?
 - Pg. 35 Focus 5- Is this in regard to the PR person we are hiring? (Ans. yes) This is the perfect job description.
 - Need to focus on Global Citizenship as well...don't see that. Ms. Bennett explained the importance of it by giving examples. Lack of diversity in this area makes it difficult and we should be mindful of that.
 - Otherwise, Plan looks great and is very clear and accountable.
 - **Ms. Ross-** pg. 29. 3.4 gave her opinion on what "authentic" learning means to her.
 - **Mr. Giordano-**Immersing yourself (like he did in Macbeth) can allow for that authentic learning.
 - **Ms. Gluck-** Basics of Plan look great but it seems like things need to be more measurable. Focus 1 -Chrome Books focus makes her feels there is too much of a reliance on Technology.
 - **Mr. Giordano-** There is a good balance between face-to-face and technology.
 - **Dr. Brown-**pg. 4, (In 19 Reasons to celebrate) said many words used are not measurable outcomes such as Grants, items, expenditures, revenue, changing our model, noting that we have the minimum qualifications to teach and that we are accredited. What is measurable is # 5 "Band has been

growing, more music members and #12, more students who are persisting in college.

- Pg. 14, where it states that we are in our 7th year of District Redesign, (redesigning our model of education) but on pg. 19 of the Strategic Plan it indicates that our Math and English 11th grade scores have actually decreased between 2014 and 2015-16.
- Pg. 16 - The best part of Plan was reading that if we do lack improvement over time, we may need to find a new strategy.
- Pg. 12-Concerned over language used such as, "Very Successful last 5 year plan, and Pg. 14, "Things have been truly amazing" when our scores have been lackluster and flat for years now.
- Dislike the idea of throwing out old-fashioned memorization of Latin, music scales and math formulas, calling them surface learning. The project based learning is taking up too much teacher time and class time at the expense of reading books. Wondering if giving up traditional classroom, which has huge economies of scale and low costs is paying off in terms of outcomes and performance indicators.
- Pg. 8- Use "is" vs. "are" after assessment procedures.
- Pg. 9-Saying we're in the top 10% is presumptuous.
- Pg. 10-What are the good reasons we're leaving the classrooms of yesteryear? Are they based on measurable outcomes?
- Pg. 10- Sentence regarding teachers with expertise leaving the District blames the voters and not the Union.
- Pg. 11-apostrophe not needed. Like seeing students earning college credit.
- Pg. 17-Like seeing the targeted outcomes.
- Pg. 19-Decline in English and Math which is worrisome.
- Pr. 21-happy to see redesign of math curriculum. Would like to help with that.
- Pg. 23- Should have one E-portfolio for high school graduates.
- Pg. 24-Like online SAT math preparation.
- Pg. 26-Childcare in the District (Clarified).
- Pg. 26-Benefits of tuition opportunities for staff of Administrators (clarified-if live outside of District, children can attend SRSD).
- Pg. 27-Coursework applies toward PD time and toward Steps. (Clarified)
- Pg. 30-Language around establishing District-wide coordinator...change to "research" vs. "establish".
- Can we add Social Worker through the state?
- Autism Program-#11, can we research or are we moving towards?
- Pg. 31- 3.3 *Multiple Pathways Towards Success*. change to Measurable and Comparable Pathways Towards Success,
- Pg. 35-5.4 Strike "Educational" from sentence, instead reading "Our Community needs to hear about the successes" and remove second sentence as it does not add positively in the context of the subject.

- Pg. 38-Employ a Grant Writer. Have we researched? Change to explore the idea of hiring a Grant Writer. (Discussion of Grant Writing).
- **Mr. Masson**- Formatting needs to be checked. Also, initiatives are plentiful, but actions seem to be lacking. Initiatives should be more prioritized. How is this aligned to budget cycle? (Dr. Blake-Budget should be aligned to Strategic Plan).
- **Ms. Gluck**-Are there other steps that will be filled in throughout the 5 years that are measurable? (Dr. Blake explained this is living document that will be adjusted every year as we move along).
- **Mr. Giordano**-Summer Enrichment Camp-Should be marketed more.
- **Mr. Masson**-First reading tonight. Give comments to Dr. Blake for finalization.

League of Innovative Schools- Dr. Blake presented opportunity to join this national organization which will allow us to share best practices and ideas between with other innovative school districts. **Mr. Masson made a Motion to approve the decision to join the organization. Motion moved by Ms. Ross and seconded by Ms. Bennett.** Leadership is team interested in being involved in the New England League. There are no costs associated with belonging and Mr. Masson recommended a future report. **Vote: All in Favor**

SCHOOL BOARD CHAIRPERSON'S COMMENTS

Mr. Masson presented a study based on information he received at the Budget Committee meeting involving the amount that Kingston residents' income has increased over the past 10 years. On the average, the increase has been \$112/week for the entire 10 year period. Mr. Masson calculated these numbers for Sanborn teachers, determining that new hires are making (on average) only \$49 dollars more per week ten years later. For staff members with Masters Degrees, the numbers show they are making only \$110 per week more than 10 years ago. Mr. Broderick pointed out that the "graying factor" or senior population with a fixed income in the area has driven down the average income, so the numbers are skewed, but he can also could relate to the salaries dipping personally as a former teacher, who lost increases over certain years. Mr. Masson concluded that the salary schedules are out of whack and that was the purpose of his research.

PUBLIC COMMENT

Mr. Kurt Bates (Kingston) commended the Board (he was a past Board member for 12 years) for doing their homework and understands how intense it can be, especially at budget time. He also commented on the teacher salary information that Mr. Masson presented, saying that Bedford has 12-15 of our former teachers and that staying focused on the teacher contract is critical. Regarding Envision Kingston, Mr. Bates offered to help by representing the School

Board in any capacity, given his extensive experience with SRSD saying, “please hold your stake in this” and take your time in deciding. The Seminary may be easy to let go, but Chase Field and Swasey Gym are key pieces of property. He hopes it will not become a Kingston-Newton issue.

Mr. Jim Baker (Newton) commented that the salary analysis was interesting but the origin of the discussion during the Budget Committee was focused on administrators’ salaries and their proposed 3% increase, not the teacher salaries as that is out of their purview. He thought the comment made about the well-respected attorney with 35 years of experience, who is on the Budget Committee and who began the discussion about salaries, was totally uncalled for.

Tammy Mahoney (Kingston) echoed Mr. Baker’s sentiments saying that the comment about such a respected official was extremely disrespectful. She added that she was ashamed to be sitting there.

Annie Collyer (Newton) agreed that the comment was inappropriate. However, the analysis was very good and hopes it will be used for the teacher contract negotiations. Regarding Envision Kingston, using caution is important and recommended looking at a 20 year plan for the facilities. Ms. Collyer also asked the Board to defer CIP on the Memorial and Middle Schools until we decide on a long-term plan.

Cheryl Giordano Newton) brought up two successful events (Macbeth and the Mock Debate/rally) that prove to be measurable results saying that it is not only about SAT scores. She recommended talking to the students who are the true stakeholders. She closed by saying that the Newton Kingston Taxpayer Facebook page discussions have been particularly caustic and she hopes this type of banter subsides.

Lyndsey Giordano (SRHS student /Newton) brought up the topic of increasing the size of classes, saying that is not a good idea, especially for people like herself who are not comfortable sharing in large groups. The smaller classes are a more personalized approach to learning and give her more 1:1 time with her teachers.

Andrew Samoisett (SRHS student /Newton) agrees that the class size right now is perfect. Regarding the Chrome books, he feels that they are a distraction and do not enhance his learning. Overall, he enjoys the facility and the choice of classes, although in classes like Chemistry the work seems repetitive.

Adam O’Rourke (SRHS student/Newton) echoed that the classes are not personalized and it is hard to learn when told to go to Google Classroom instead of having teacher interaction.

Cheryl Gannon (Kingston) commented that the Envision Kingston presentation was exciting, adding that the Seminary is a White Elephant and it needs to be preserved historically. She feels it is important that the SRSD Board embark on an aggressive campaign to inform that voters that a Warrant Article will be non-binding and informational only right now. Also, she is

thrilled to hear from students tonight as they are why we are here. The Strategic Plan took a lot of effort but it cannot be all things to all people. New initiatives should be justified by data. She would like to know more about the literacy component and the “no grades” component.

SCHOOL BOARD COMMENT

Mr. Giordano presented a proposal for the Fall of 2017 or sooner for a tutoring elective program that would allow students to sign up and spend a day in the classroom assisting other students in a subject that they have received a 3.5 grade or higher in previously. This will be held at the High School but can work at other schools with modification. He feels it would greatly benefit the progression of a student’s education. Ms. Hume-Howard asked whether the program would offer credit. Mr. Giordano feels that students would want to be offered elective credit for the service.

Ms. Bennett commented that a student recently commented, “I am not a number” and it has her thinking that we need to pledge to students that we validate their feelings.

Ms. Gluck commented that we need to have a better evaluation of measuring student’s progress and is encouraged that we are making strides in that area. She stressed that we need to remember what we are here to do in preparing students to go out into the world.

Dr. Blake informed the group that our football team, for the second year in a row, has received the Division II Sportsmanship banner from the Football Officials Association which is an honor and quite an accomplishment. Also, 6 of our Sanborn Middle School Students were chosen for the NH Band Directors Association Honors Band. He is glad to see the fruits of our labor regarding the efforts to expand the Band program and he is very proud of the students. Lastly, Dr. Blake gave kudos to our counseling staff in their assistance of the teachers and young people who have and are experiencing tremendous loss with 5 young people in the last 6 months. An outside agency came in for a debriefing that went well and as we move forward through wakes and funerals, the school will continue to rely on their support.

Mr. Broderick thanked the students for being here saying that he is glad that they can witness democracy in action and understand that professional differences are not personal.

Dr. Brown commented that the average weekly increase numbers were based on 52 weeks instead of a school year. (Mr. Masson replied that yes, it is based on an annual salary). Dr. Brown addressed the students saying that she understands there are courses that they won’t like, but that the purpose of a high school education is to provide a well-rounded introduction to different subjects. She added that the purpose of standardized tests is not to punish them but to find out where their strengths are and to assess what they may feel more comfortable with moving forward, as well as to push them to see what they are good at. She stressed that you can’t pick and choose courses because (as in life) some subjects have hard, distasteful and

tedious aspects. She closed by saying that once students experience the “buffet” of course choices in high school, they can find what they love and pursue it directly in college.

STUDENT COUNCIL REPORT

Mr. Giordano thanked the students for attending tonight as he has been urging them for some time to do so. As an up-date the Student Council is participating in Door Decorating of different advisories that will be judged. Winter Carnival themes will be based on competitive TV show. Seniors have chosen *Survivor*, juniors chose *American Ninja Warrior*, sophomores chose *Wipe Out* and freshmen are still undecided. The play *Macbeth* had 50 students involved and he thanked everyone for their support. He also relayed that fellow student Abigail Parrot could not attend tonight but will do so in the future. Lastly, Mr. Giordano thanked Administration and the counseling staff for the assistance with their losses this week, adding that he doesn't know what they would do without them.

SCHOOL BOARD COMMITTEE REPORTS

- a. Budget Committee- Ms. Gluck reported that the Budget Committee continues to meet weekly and are looking at various sections of the budget, focusing on several schools recently and will hear from the High School, Athletics and Technology this week. The process is to submit questions via the Chair, who request the information from Administration and then relays the answers back to the members. The Business Administrator will attend the meetings as well as other Administrators to answer questions.
- b. Policy Review- Mr. Masson asked that this be postponed until next meeting.

UNFINISHED BUSINESS

Mr. Masson gave an overview of the upcoming *Road to the Deliberative* on December 12th. More information will be forthcoming before the event and he will forward information to them. He asked that Board Members arrive close to 4PM.

The evening will include members of the newly created student group called, *Students With A Voice* and he invited member Bridget Abney to speak about it. Ms. Abney explained that the purpose is to educate students in the Sanborn Community about political issues as well as provide a place for students to voice their concerns about other issues. The prospect of classes being cut is a big concern of many students. With many different aspirations held by the students, they need a broad choice to assist them in deciding on their educational career path. They are looking forward to attending the Road to the Deliberative Event.

NEW BUSINESS

Capital Improvement Plan-Dr. Blake reviewed the plan explaining that it has been out for two months now and it involved architects taking a close at the buildings. The plan is reassessed

year to year. Mr. Masson took questions from the group. Mr. Broderick asked about the format for the evening. Mr. Masson clarified about submitting questions. Ms. Ross and others agreed that everything now will hinge on the Envision Kingston outcome. Dr. Blake commented that once the Board approves the CIP, they can adjust it any way, saying that historically it would have been approved back in October, way before the Proposed Budget. **Ms. Bennett made a Motion to approve the 2017-2018 Capital Improvement Plan, seconded by Ms. Ross.** Mr. Broderick kicked off the discussion by saying that some of the recommendations in the plan look like ongoing maintenance and not capital improvements. His opinion is that our maintenance staff should do the work because otherwise the budget will go up by 1.9M.

Ms. Ross corrected Mr. Broderick saying that once we approve the plan, it does not automatically increase the bottom line of the budget because we discuss and make decisions on the financials afterwards. Mr. Masson agreed, telling the group that the Motion on the table is not to approve the financials, just the overall plan. Mr. Broderick reviewed at length items he feels are too costly. Ms. Coppola pointed out that we do not have the staff availability to do the jobs, and some items are safety requirements such as the breakaway basketball rims which are required. A discussion ensued on liability and safety requirements. Dr. Blake questioned the expertise of the Board regarding making decisions on detailed items on the list. Mr. Broderick disagreed. Dr. Blake asked to withdraw the Motion. Mr. Broderick questioned the costs of the toilets and Ms. Coppola asked him for the details he is requesting so that we can answer his questions, since there is a full scope to the project. Dr. Blake pointed out that we can look at the costs and put them out to bid if he feels they are too high. Mr. Masson reiterated that submitting questions is good and especially looking at the required ADA items, and safety requirements first as Ms. Collyer brought up previously. Mr. Broderick continued with his review of items. Dr. Brown questioned the Middle School windows on pg. 131 but understands if they are not ADA compliant, that is different. Primarily, she questions the overall picture of the Middle School's future and the thought of possibly merging with Fremont and using the Seminary is very appealing. Ms. Bennett questioned the use of the Seminary for educating children as it not compliant in so many ways.

Ms. Ross asked why we cannot have a Straw Vote regarding the Seminary and also vote to agree on the CIP tonight as both are non-binding. Mr. Masson clarified that we had retracted Dr. Blake's request to withdraw the Motion. He brought up the priorities of the evening and commented that although there are many options in front of them, all questions will be documented and answered. **Mr. Masson asked for a vote on the Motion to approve the 2017-2018 Capital Improvement Plan. Vote: 6 in Favor, 1 Opposed.**

Mr. Masson asked for a Straw Vote to submit to Ms. Powers of the Heritage Commission to let her constituents know that we are interested in her obtaining feedback from the community via a Warrant Article. All in Favor.

COMMUNICATIONS RECEIVED/SENT

Mr. McGath's letter is taken under advisement by Dr. Blake.

WRITTEN INFORMATION-- None

AGENDA ITEMS FOR NEXT REGULAR MEETING 12/14/16

- Non-Public RSA 91-A: 3-(a) (c)
- Budget Work Session

ANNOUNCEMENTS

The Road the Deliberative on Monday, December 12, 2016 at the SRHS in the Cafeteria from 5-7 PM.

A Special Non-Public Sanborn Regional School Board School Board meeting will be held on Wednesday, December 14, 2016 at 7PM in the School Board Conference Rm. #137.

The next Sanborn Regional School Board meeting will be held on Wednesday, December 21, 2016 at 7:00 pm in the School Board Room (Room 137) at the Sanborn Regional High School, 17 Danville Road, Kingston.

The next Budget Committee Meeting will be held on Thursday, December 8, 2016 (and every Thursday evening through January) at 7:30 pm in the School Board Room (Room 137), at the Sanborn Regional High School, 17 Danville Road, Kingston.

NON-PUBLIC Meeting--RSA 91-A: 3-(a) Personnel. A Motion was made by Ms. Ross to enter into the Non-Public session, seconded by Ms. Bennett. A roll call vote was held by the secretary. Vote: All in favor.

ADJOURNMENT- Mr. Masson asked for a Motion to adjourn the meeting at 11:50 PM, moved by Ms. Bennett and seconded by Ms. Ross. Vote: All in favor.

Minutes respectfully submitted by,

Phyllis Kennedy
Recording Secretary

Minutes of the School Board meetings are unofficial until approved at a subsequent meeting of the School Board.