

Goffstown School District
Goffstown, New Hampshire

School Board Meeting Minutes
January 24, 2011

School Board Members, Present

Keith Allard
Philip Pancoast
Dian McCarthy
Henry Boyle
Jennifer Theroux
Ginny McKinnon
Lorry Cloutier
Kent Nolan (arrived at 7:34 PM)

Administration, Present

Stacy Buckley, Superintendent
Ray Labore, Business Manager

Teacher Reps, Present

Mary Grasset
Jeanne Roy

Call to Order

Keith Allard called the meeting to order at 7:02 PM and led the Board and public in the Pledge of Allegiance and a moment of silence.

Approval of 12/20/10 Minutes

The Board had the following changes to the January 3rd minutes: change reason to enter non-public from ...Henry Boyle... to the italicized paragraph above it. **Philip Pancoast made a motion to approve the January 3, 2011 minutes as amended. Dian McCarthy seconded. VOTE 6 yes, 1 abstain (Ginny McKinnon) MOTION PASSED**

Correspondence

Nurse/Teacher Substitution Report

Commendations/Good News

- Mary Grasset stated the MVMS Geography Bee winner was Christian Cejka and the winners of the Scope Pirate Contest (writing contest) was Briannah DeLorme and Theodore Urbanek.
- Jeanne Roy stated she would like to recognize the FBLA as five of their members provided childcare at the school the night of the Budget Hearing from 7-11PM; they watched over 28 kids. Mrs. Roy stated the students would again be providing childcare for the Deliberative Session. Mrs. Roy stated the skype session scheduled with NASA on Friday has been rescheduled to June.
- Stacy Buckley read Peggy Zola's report: The Maple Ave. Student Council is collecting gently used books for needy towns in Pennsylvania; their goal is 1,002 books. Maple Ave. will be participating in a Fishercat reading incentive program.
- Ginny McKinnon commended the two boys who spoke at the Budget Hearing; she was impressed that they were not intimidated and stood up and spoke their minds. Mrs. McKinnon stated she also attended a great, very fast-paced, boy's basketball game last Friday.

Public Comment

Kana Abraham stated the school district was a big factor for her when buying their home. Mrs. Abraham read a letter aloud which she stated she did not write, that she is not a staff member, but is reading it because some of the staff is fearful of retaliation. Mrs. Abraham stated their main concern is the MVMS Mission Statement, the belief portion, as they feel it needs to be improved as it directly impacts the climate

and culture in a negative way. Mrs. Abraham stated there have been many instances where staff members have not felt valued, safe or treated with respect. Mrs. Abraham stated staff members attending the Board meeting tonight want the Board to know working at MVMS has become quite stressful and there others are too fearful to attend the meeting. Mrs. Abraham stated staff members find working at MVMS oppressive, mean-spirited, micro-managed, vindictive and intimidating and visits to physicians have increased for anxiety and depression; some have even hired attorneys. Mrs. Abraham stated the staff turnover rate has approached 75% and mentioned exit interviews and staff leaving due to a hostile, unsupportive environment. Mrs. Abraham stated it costs the district money to train new teachers. Mrs. Abraham mentioned before holiday break some teachers were allowed to show holiday movies and others were denied; she stated this was unfair and is micromanaging of employees which shows a lack of respect and confidence. Mrs. Abraham stated at the last Board meeting it was mentioned that teachers had won their grievance, that no longer does each and every homeroom teacher have to go outside and retrieve their students in the morning. Mrs. Abraham stated this now results in a large mass of children running to get to the entrance; that teachers had a safe system in place for twenty years where four staff members were on duty and had students entering building one team at a time. Mrs. Abraham stated many teachers have talked about safety concerns and nothing has been done and asked if this was retaliation to the staff at the expense of the students. Mrs. Abraham stated teachers have reported humiliating experiences where they have been yelled at and treat unfairly; that this impacts the students in examples of inequity, lack of respect, and bullying. Mrs. Abraham mentioned the SAU Mission Statement and School Board roles. Mrs. Abraham stated the staff is imploring the Board to discuss these matters at MVMS as a Board and that many staff members would like to be asked by Board members about the climate and culture of the school. Keith Allard stated he would like to know where the 75% turnover came from and asked that proof be submitted. Mr. Allard stated in regards to the grievance and morning duty, he did not know why it would be called retaliation.

Donna Pinard, Goffstown resident, stated for new Board member information, that she first brought this issue forward to the School Board in a non-public session in 2008 and it is now 2 1/2 years later.

Anita Chaput, Goffstown resident, stated her concerns about children getting the help they need, especially if for an IEP; that she had to fight tooth and nail for help as there was no one there to help. Mrs. Chaput stated she is now getting help, but she wonders how many other children are not getting help. Mrs. Chaput stated her child comes home from MVMS discouraged and the support he deserves as a child and her as a taxpayer is not there. Keith Allard stated there is a process where you can appeal issue, and talk to the superintendent, who will then come to the Board. Mr. Allard suggested Mrs. Chaput try this avenue first. Mrs. Chaput stated she is meeting with a case manager on February 1 and has been fighting this since the beginning of the year. Mrs. Chaput stated she has talked his teachers and he wants to quit school.

Administration/Finance Committee Report

Henry Boyle made a motion to accept the manifest in the amount of \$2,047,759.24. Jennifer Theroux seconded. Mr. Boyle briefly reviewed the contents of the manifest. VOTE All in Favor MOTION PASSED

Human Resource Committee Report

The Human Resource Committee has first reads of various policies coming forward later in the agenda. The next HR Committee meeting will be on March 14th at 6PM at the SAU.

Planning & Communication Committee Report

Dian McCarthy stated the Committee did not meet this week, but are working on a GTV show that they hope to get done in the next few days. Mrs. McCarthy stated the Committee welcomes any feedback and ideas. Keith Allard stated the last P&C article did not appear in the last Goffstown News as there was not

enough room, it will be put in next week's issue. The next Planning & Communication Committee meeting will be on February 7th at 5PM at GHS.

Curriculum and Education Committee Report

Philip Pancoast reviewed with Board members what the C&E Committee covered at their last meeting:

- Reviewed a change made in the Program of Studies; a language change, clarity about study halls.
- Gary Girolimon gave a presentation on the current state of technology in the schools. Mr. Pancoast stated he asked Mr. Girolimon if the budget was cut how it would impact technology. Mr. Girolimon had said to pull resources away would not allow the schools to operate all the technology they have. Mr. Pancoast stated they have done a nice job of moving technology from the high school, to middle school, to elementary, to Glen Lake and it would not take long for it to bottleneck, notwithstanding that technology changes quickly. Mr. Pancoast stated it was a compelling presentation and he would probably pull some of the slides and bring them to the deliberative session.

Philip Pancoast stated he attended the NHSBA meeting, that it was an interesting meeting. Mr. Pancoast stated there was a presentation about the Evergreen Clause and Senator Bragdon was in attendance; the great news was Goffstown would probably get about the same dollars received last year, no more, no less. Mr. Pancoast stated there are constitutional amendments out there, but Senator Bragdon refused to talk about house bills and arts/music/technology being removed from DOE. Mr. Pancoast stated they also discussed the continuing effort to continue to define adequacy, retirement (short/long term), and an overview of bullying statute. Mr. Pancoast stated he thought the NHSBA recommendations are very thoughtful. Mr. Pancoast also briefly discussed how the Mascenic School District was nominated as the School District of the Year, that their district split up and a new school was successfully built; it made the community with initiatives really work together. Mr. Pancoast stated probably the greatest thing of value that kept getting repeated about it was the recognition that civility has an important place at the table even when people do not always agree and approach things differently.

**Kent Nolan arrived at 7:34*

The next C&E Committee meeting will be on March 14th at 7PM at the SAU.

Deliberative Session Discussion - Jim Raymond

Jim Raymond reviewed procedures for the Deliberative Session with Board members and briefly discussed the following:

- Deliberative Session will be held in the high school gym this year due to capacity.
- Secret Ballots (how to hurry up the process, create a fair system, will use four voting stations)
- GHS Chorus (will perform anthem from the floor)
- Dream Keeper & Cornerstone Award presentations
- Warrant Articles and possible amendments (will send list of warrants, who will speak to them, and handouts electronically to Mr. Raymond)

Superintendent's Report

Stacy Buckley stated there were only 1 1/2 days of school last week due to snow; is watching weather for Wednesday night into Thursday.

Stacy Buckley stated, as a follow-up to the workshop on the Evergreen Clause, that the Senate Bill passed 19-5 and is moving to the House Labor Committee.

Stacy Buckley stated they received a draft report for the Title III monitoring. Mrs. Buckley stated one recommendation was the hiring of an additional staff person, but with budget cuts they are not sure about this. Mrs. Buckley stated they would be keeping this on their radar.

Stacy Buckley stated they received notice that Glen Lake and Maple Ave. were up for annual accreditation through the Department of Education; partial accreditation was received as the DOE had not received the final fire report (this has been sent). Mrs. Buckley stated Glen Lake was cited for not meeting standards for music, gym and health; Administration is going to meet and discuss further.

Stacy Buckley stated Town & City Magazine, which is put out by Local Government Center, has a feature article on the SAU #19 and bullying; passed magazine around for Board members to view. Mrs. Buckley stated she did a workshop with Jennifer Gillis for a group at the Manchester Professional Development Center on implementing a bullying program and curriculum.

Stacy Buckley brought forward a new student teacher; no Board action required:

- Joshua Baribeault, Art, with Donna Karolian

Stacy Buckley stated several members of the Robotic Team are going on a three day trip to Hartford, CT March 3-5 for a Robotic Competition; no Board action required.

Stacy Buckley reminded Board members that the next P & C newspaper article was due on Monday.

DRAFT 2011-2012 School Year Calendar

Stacy Buckley reviewed the draft calendar with Board members and stated the last draft calendar the Board reviewed had a November 8th teacher workshop day for elections listed, but there is not going to be an election, so they have moved the workshop day up to the beginning of the school year. ***Philip Pancoast made a motion to approve the 2011-2012 School Year Calendar as presented. Kent Nolan seconded. VOTE All in Favor MOTION PASSED*** The Board discussed snow days; Mrs. Buckley stated the last day of school as of now is June 22; not in the last week of June yet.

2011 Warrant Signing Date

The 2011 Warrant will be available for Board signatures on Wednesday, January 26th at the SAU.

GHS Field Trip Request

Stacy Buckley brought forward the following field trip:

GHS Future Business Leaders of America (FBLA) Conference, Manchester, 3/31-4/1, repeat trip

Board 1st Read Policies

Lorry Cloutier brought forward the following policies for a first read:

Policy JFAB – Admission of Non-Resident Students

Policy JCA – Assignment of Students to Schools

Policy BEDH – Public Participation at Board Meetings

Mrs. Cloutier reviewed each policy and any changes with Board members; these will come forward for a final read at the second meeting in February.

Elementary Facility Review Committee

Stacy Buckley stated Dian McCarthy is the only Board representative right now with Sue Tremblay away and asked if Philip Pancoast, alternate, could attend meetings as they are coming to a critical stage; Mr. Pancoast was in agreement.

Track Change

Stacy Buckley brought forward the following track change; no Board action needed:

Jennifer Stanhope-Prive, Bartlett, M/6 to M+15/6

2011 Warrant Articles

The Board discussed and made motions on the following 2011 Warrant Articles (out-of-order):

- Warrant Article IV (renovation fund): Keith Allard stated the Budget Committee voted 9-2-1 not to recommend, felt money should be used in the general fund budget. Mr. Allard stated if Article IV was removed, it would allow them \$200,000 for the unreserved fund balance which would help lower the tax impact for next year. Mr. Allard stated the Board is not asking to spend more money with this warrant article, but if the funds are left, to allocate them to a future project. Philip Pancoast stated voters should be given the decision on this; Dian McCarthy was in agreement.

Philip Pancoast made a motion to move all warrant articles to the Deliberative Session. Kent Nolan seconded. VOTE All in Favor MOTION PASSED

Philip Pancoast made a motion to recommend Article IV. Kent Nolan seconded. VOTE All in Favor MOTION PASSED At Deliberative Session, Philip Pancoast will make the motion for Article IV, Ginny McKinnon will second, and Henry Boyle will speak on.

- Warrant Article III: Keith Allard stated there was one slight change in the warrant article, the tax impact was slightly lower (\$10,020 with \$8,703 from taxation). Mr. Allard stated the Budget Committee did vote in favor of this recommendation 10-1-0.

Kent Nolan made a motion to recommend Article III. Philip Pancoast seconded. VOTE All in Favor MOTION PASSED At Deliberative Session, Henry Boyle will make the motion for Article III, Kent Nolan will second it, and Philip Pancoast will speak on.

- Warrant Article II (budget): Keith Allard stated the Budget Committee did ask some questions about accreditation and a compromise between the school and Budget Committee (level funding). Mr. Allard stated the Committee voted to put \$983,000 back into the school budget which would level fund the tax rate. Ray Labore stated \$1,396,552 is the difference between the School Board's proposed budget and the Budget Committee's budget for the school. Ginny McKinnon asked if there was conversation at the Budget Meeting about the number of people who spoke in favor of returning to the School Board's original budget at the Budget Hearing. Mr. Allard stated there was very little talk. Philip Pancoast stated the Budget Committee was in deliberative mode, were not required to answer and so did not. Mr. Pancoast stated the question for the Board tonight was if the Board was comfortable with the budget prepared, that the Board's decision should be based upon what their goals as a district are and what the needs are. Kent Nolan stated the Board needs to consider that they are serving the constituency and the constituency is the students; that the Board has to ask themselves if the number reflects adequately and accurately that they can move forward and not lose any ground. Ginny McKinnon stated the Board is ultimately responsible for education in Goffstown and the Budget Committee can make their decisions according to what they think best, but the Board has to go with numbers they feel comfortable with, that will keep accreditation and technology. Lorry Cloutier stated the difference with the default budget is about \$300,000 and asked if the Administration had any idea of what that would entail if below the default. Keith Allard stated the Administration has not had a chance to look at this yet, that the numbers were not available to them until Friday morning. Stacy Buckley stated she has not looked to see what would have to be reduced for default budget, that she estimates there are about \$250,000 worth of items that are more consumable that she would cut and things like the late bus and technology.

Keith Allard made a motion to raise the Budget Committee's budget by \$1,387,455 in order to bring the School Board operating budget to \$37,472,723, with the caveat if the guaranteed insurance rates are lower than anticipated, it be presented at the Deliberative Session. Kent Nolan seconded. VOTE 7 yes, 1 no (Lorry Cloutier stated everything is a compromise, that when the Board voted they did not have a default budget. Mrs. Cloutier stated while she would not recommend what is there now, she does not recommend bringing it fully up, but would recommend something in between) MOTION PASSED

Philip Pancoast made a motion move Warrant Article II to the Deliberative Session. Kent Nolan seconded. VOTE All in Favor MOTION PASSED

Philip Pancoast made a motion to not recommend the current budget recommended by the Budget Committee. Ginny McKinnon seconded. VOTE All in Favor MOTION PASSED

Philip Pancoast will make the motion for Article II at Deliberative Session, Kent Nolan will second it, and Keith Allard will speak on.

Other Business That May Legally Come Before the Board

There will be a work session on Monday, January 31st at 6 PM at the SAU for Board members who will be speaking on warrant articles at the Deliberative Session; Ray Labore is working on handouts for the session and will have those available.

Keith Allard thanked all the public for coming in and talking during Public Comment.

Non-Public Session – RSA 91-A: 3 II(c)

Philip Pancoast made a motion to enter non-public session at 8:45 PM to discuss the dismissal, promotion, or compensation of any Public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. Jennifer Theroux seconded. The Chair took an individual voice poll of each School Board member. VOTE All in Favor MOTION PASSED

Dian McCarthy made a motion to leave non-public session at 9:26 PM. Hank seconded. The Chair took an individual voice poll of each School Board member. VOTE All in Favor MOTION PASSED

Dian McCarthy made a motion to change the two part-time secretarial positions at Maple Ave. Elementary to one full-time position due to a resignation; it is a cost savings and a more effective use of personnel time. Jennifer Theroux seconded. VOTE All in Favor MOTION PASSED

Philip Pancoast made a motion to seal the non-public minutes for a period of five years. Jennifer Theroux seconded. VOTE All in Favor MOTION PASSED

Adjournment

Lorry Cloutier made motion to adjourn at 9:28 PM. Jennifer Theroux seconded. VOTE All in Favor MOTION PASSED

Deborah Jore
School Board Recording Secretary

These minutes are subject to School Board approval