

SOMERSWORTH SCHOOL BOARD MEETING

October 25, 2022,

City Hall Chambers

7: 00PM

1. CALL TO ORDER - ROLL CALL - PLEDGE OF ALLEGIANCE: Larson called the meeting to order at 7:00 PM. Upon call of the roll, the following members were present: Maggie Larson, Todd Marsh, Mark Richardson, Susan Tierney, Barbara Wentworth, Gerri Cannon, Marcia Brown and Mandy Demers. Absent: Kari Clark
2. **COMMENTS BY VISITORS:** None
3. **CONSENT CALENDAR:**
 - Removal of items from the Consent Calendar
 - Approval of Consent Calendar: A motion made by Cannon seconded by Richardson to approve the consent calendar as presented. VOTE: motion passed unanimously. Approved were:
 - 3.1 Somersworth School Board Meeting Minutes October 11, 2022
 - 3.2 Somersworth School Board Nonpublic Meeting Minutes October 11, 2022
 - 3.3 Somersworth School Board Policy Committee Minutes October 12, 2022
 - 3.4 Hilltop Mental Health and Wellness Minutes September 21, 2022
 - 3.5 Idlehurst School and Maple Wood Parent Newsletters
4. **ANNOUNCEMENTS:**
 - 4.1 **Superintendent's Update:** Supt. Lane stated that in terms of COVID, our numbers have been manageable, we have had a case or two here and there. She stated that we do have a lot of sick children with a respiratory thing going around. She stated that the COVID team meets every other week to monitor the situation. She stated that she would like to thank the city council for adding \$262,000 to the operating budget to do the security upgrades at the high school. She stated that she wanted to remind everyone that there is no school on November 8th as it is voting day. She stated that they use the schools as polling places so it will be a professional development day for staff. She stated that we are also closed on November 11th in observance of Veteran's Day. She stated that last Friday we received word that we received the promising futures grant from the DOE in the amount of \$25,000 to provide substance misuse services for students. She stated that we are seeing increased cases of vaping and using THC cartridges, and this would provide additional services for our students to make healthy decisions. She reminded everyone of Jersey Mike's fundraiser for their opening day on the 26th, all proceeds go to the school district. She congratulated the students who are being inducted into the National Honor Society tonight, it is a wonderful event to recognize the students for their achievements and community service.
5. **COMMITTEE REPORTS:**
 - 5.1 **Standing Committees:**
 - **Budget & Revenue Committee:** Marsh stated that they met on October 18th. He stated that they had a productive meeting and discussed the city council approval of the Supplemental appropriation which is very much appreciated. He stated that they discussed the SAU 23/24 proposed budget, and we were provided numbers regarding the pay to play. He stated that the shared thoughts was that the district does pay more than the residents might think. He stated that the next meeting is on November 7th.
 - **Buildings, Grounds and Transportation Committee:** Richardson stated that they met tonight and toured the weight room, what a difference, it is bright, doesn't smell, it is clean, and the equipment is new. He stated that the students are enjoying it very much and it is not just for athletes, it is a classroom for PE classes. He stated that they talked about how to keep it clean. We talked about donations and making sure it is something that we need and not used and abused. He stated that they also discussed the projects that are coming up. He stated that the middle school windows are going to be starting soon. The windows in the office will be first as they are non-opening, and we are still waiting for the other windows to arrive. He stated that the high school and middle school roofs are starting tomorrow, the materials are arriving and the rocks

on the roof will be removed this weekend and the project will be completed next year. He stated that the money that was approved by the council for security at the high school, we are looking at quotes and Lori is working with EEI to get updated quotes that are within our budget. Larson asked if there would be any disruptions with the roof that people should know about. Richardson stated that they are starting with the Café and gym so there will be no disruptions.

- **Educational Programs & Community Outreach Committee:** Wentworth stated that their next meeting is on November 1st at the SAU office and they will be looking at staff retention, enrollment, the school-based health clinic and diploma of distinction.
- **Policy Committee:** Tierney stated that they met on October 12th and discussed two policies ECAF and EEAA on audio and video surveillance on school property and school buses. She stated that ECAF is a comprehensive school surveillance policy instead of having multiple policies. Superintendent Lane came up with proposal to add EEAA to policy ECAF to make on comprehensive policy. She stated that they also discussed policy JICK on bullying. NHSBA has a more detailed policy so the SAU policy will be replaced with the recommended policy from NHSBA. She stated that their next meeting is on November 9th at 5:45 at the SAU office.

5.2 Reports of Ad Hoc Committees:

- **Somersworth Mental Health and Wellness Commission:** Marsh stated they met on October 19th and had a debriefing on the recovery friendly workplace presentation. He stated that the facilitator is transitioning out of their role, and they will make their final recommendations on paper to us as we move forward. He stated that they discussed the potential of smaller community forums in different places rather than one larger forum. He stated they will be meeting again next month. Larson stated that we have two solid paths, the recovery friendly workplaces and the mural. She stated that she wants the community to know it is in the works and we are looking for ideas, artists and locations.
- **City Council update:** Austin stated that they met on October 17th and approved the supplemental appropriation which we are happy to do. He stated that he put a plug in for Jersey Mike's fundraiser. He stated that the election is on November 8th, and it is really important to get out and vote.

6. PRESENTATION

6.1 Idlehurst School Presentation: Liza Cocco, Kate Gove, Kelly Hebert, Jolene Francoeur, Kerri Martinelli, Kylie Perkins and Michelle Sleeper gave a presentation on Idlehurst. (See Attached) Wentworth stated that the beach buggy and the kindergarten visits are awesome. She stated that there are tons of positions not filled and there are not enough paras, and we hope that we can find a way to say thank you for all you do. Demers asked about the benchmarking assessments and if parents are going to be clued in on where their kids fell on that. Kelly Hebert stated that in the they don't report out the exact level but with discussions from the teachers, they can tell parents what it looks like. Tierney stated that she loves the flexibility that she sees, reflection and consistent improvement is the theme in all our schools. She stated that it is great to see and thanked them for all they do. Marsh stated that he is impressed with the ready together efforts. He stated that the smoother transitions haven't always been that way and it is not lost on him. He stated that the children and teachers benefit from that. He stated that he appreciates the efforts and thanked them. Richardson asked if the kids had seen the video. Cocco stated not yet, they will on community day, and it will be running on channel 95. Richardson stated that he is curious how the kids see themselves and if they feel part of the one. He stated that he remembers when great falls school was red and white, Maplewood was green and white and to now have all be blue and while is a transition to one. Brown thanked them for all they are doing, and it was impactful. Larson stated that working in grades K-2 is incredibly hard and any team from Idlehurst could go to the high school and knock it out of the park. The community thanks you and we thank you.

7. FINANCIAL UPDATE

7.1 2022-2023 Budget Update: Krauss stated Salaries and benefits for staff have been encumbered. Since we created the budget, we have had a high turnover in staff resulting in hiring 49 new staff members. The has resulted in a savings in salaries in benefits as identified below:

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|--------------------|---------------------|
| Professional Staff | (309,539.00) |
| Administration | 1,048 |
| Clerical | (40,367.00) |
| Custodians | 8,858.00 |
| Paraprofessionals | (259,668.00) |
| | (599,668.00) |

With that said, there were a few positions that we have had a hard time filling which has resulted in us having to contract out services for two paraprofessional positions and a speech and language position. The savings for staff is outlined above and the expense for these positions has moved into a contracted service account as outlined below:

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|-------------------------------|-------------------|
| RBT Para Coverage Maple Wood | 78,100.00 |
| RBT Para Coverage High School | 78,100.00 |
| Speech Services Middle School | 63,593.01 |
| | 219,793.01 |

We also have a number of unfilled positions at this time, that have not been encumbered in the budget update. Those positions are actively being advertised and once they are filled, they will be encumbered.

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| Paraprofessionals (7.5) | 375,914.00 |
| PT Custodian | 31,850.00 |
| Grounds and Maintenance | 73,725.00 |
| SPED Case Manager | 71,937.00 |
| | 553,426.00 |

Nancy has encumbered all of the out of district placements, contracted services and transportation for special education. Due to changes in out of district placements and new students moving in, there is in an increase in the amount of \$159,906.04. This will be covered by the savings in salaries and benefits. Utilities is also an area that we will be focusing on in the coming months. I have encumbered an estimate but as we all know and have been dealing with in our own homes, rates for utilities have increased. I will be reviewing invoices each month and adjusting encumbrances as necessary. We haven't entered heating season just yet, so encumbrances for natural gas are an estimate at this point

and will be adjusted as we start receiving invoices. She stated that in terms of revenues, We have received our first payments from the State of New Hampshire for our Adequacy and Building Aid revenue. We have also received unanticipated revenue for E-Rate Reimbursement in the amount of \$37,775. This is reimbursement that we received for a wireless access upgrade that we did last year. Reimbursement if approved, is received in the following fiscal year. We don't budget for this as it is not guaranteed that the projects will be funded. She stated that the City Council approved the request for the Supplemental Appropriation in the amount of \$262,833 to use additional State of New Hampshire Adequacy Revenue for security upgrades at the high school and SAU office. We are in the process of revising the budget with the Department of Revenue, once that is complete, I will update the budget in our system. This should be reflected in your next budget update in November. Thank you to the school board and city council for completing this process quickly in order for us to utilize these funds.

8. NEW BUSINESS

8.1 Policies for First Reading: A motion made by Wentworth seconded by Cannon to read by Title Only. VOTE: motion passed, unanimously.

- **ECAF/EEAA Video & Audio Surveillance on School Property & School Buses**

8.2 Superintendent Evaluation Program Proposal by The Bryan Group Resources, LLC: Larson stated that the NHSBA has partnered with the Bryan Group to conduct Superintendent evaluations. She stated that there was a webinar today and we met with the HR consultant Michelle Munson who is a retired superintendent and has been a board member. She stated that there is an outline in the packet for what they are doing. Demers asked how often we have to do an evaluation and is it typical for the board to do this process. Larson stated yes, it is our duty to do it annually. Marsh stated that it is our obligation to do the Superintendent evaluation. He stated that throughout the process they were focusing on the position and not the person. He stated that they were striving to find a process that we deemed to be fair knowing the politics can be involved. He stated that they want it to be fair to the board, fair to the residents and fair to the position of superintendent. Cannon stated that they found in this process that they weren't alone, other districts all have the same problem especially when you have personalities in conflict to evaluate a superintendent and to find a tool to help us in that process is a really great thing to look forward to. Wentworth stated that NHSBA is really pushing for Bryan group to do the evaluation and it is supposed to be a really positive experience. Larson stated that they put it on as new business, and they will bring it forward on the November agenda for vote. Tierney stated that she recognizes the three of you meeting to specifically discuss this, but she thought that they were going to look at this in policy as well. She asked what she would be looking at in November to vote on, that we would pay for the evaluation. Larson stated that this would be the process to develop a procedure, the policy is that we have to do it annually, and we have not. She stated that out of this we would develop a policy. Tierney stated that we would be approving the cost in November. Larson stated that yes, in order to do it right and do it well. Richardson stated this is something that the SAU board used to do. He stated that he likes the options and have some choices here. Larson stated that it would be option 1 for \$5,100 and then C5 and C6 for a total of \$5,400 not to exceed. Tierney asked if this is what we would be looking to do every year. Larson stated to pay for this every year, no.

9. OLD BUSINESS

9.1 Policies for Second Reading: A motion made by Richardson seconded by Demers to accept the policies as presented. VOTE: motion passed, unanimously.

- **EEA Student Transportation Services**
- **EEAEA Mandatory Drug & Alcohol Testing-School Bus Drivers and Contracted Carriers**
- **EEAE School Bus Safety Program (To Withdraw)**
- **EEAEC Student Conduct on School Bus (To Withdraw)**

10. FUTURE MEETING DATES/SUGGESTED AGENDA ITEMS

- **November 1, 2022, Somersworth Ed Programs Committee Meeting**

- **November 7, 2022 Somersworth Budget & Revenue Committee Meeting**
- **November 9, 2022 Somersworth School Board Policy Committee Meeting**
- **November 15, 2022, Somersworth School Board Meeting**
- **November 28, 2022 Somersworth School Board Policy Committee Meeting**
- **December 13, 2022, Somersworth School Board Meeting**

11. Closing Comments

11.1 Visitors: None

11.2 Board Members: Demers thanked the custodians for the weight room. They were very committed to putting the equipment together and reorganize and they did a lot of atypical work to get it done and she wanted to thank them. She stated that we have some really competitive fall sports teams, the volleyball and football teams are entering playoffs and encouraged the community to support them. Tierney stated that she would like to reiterate to get out and vote, midterms do matter. Marsh stated that he appreciated the joint meeting regarding recovery friendly workplaces for both bodies to discuss mental health and wellness, our community appreciates the efforts. He stated that he appreciates the city council for their support for the additional security at the high school, it was the right thing to do on the board and the right vote for the council for our children and employees. He congratulated the students on the national honor society. He encouraged citizens to get out and vote. He stated that it does matter which is why people here run for office on the board. Cannon stated that she appreciated the presentation from Idlehurst. She stated that it is good to have assessments that are ongoing in the school and put efforts into learning more on how our kids are learning. She stated that the presentation as a whole put's things into perspective for me that the schools are doing a good job and the students are getting a good education Thank you to everyone in the schools. Richardson reminded everyone to get out and vote. He stated that it is important that our CIP projects are presented together, there was a comment made about how many projects had been checked off the list and we continue to do that whether it is funding from the federal government or tax dollars, they are being done. He stated that it is one bucket of money that we share but he remembers the days when the school was criticized for not getting things done so he appreciates the recognition of the council and the public. Wentworth stated that the polls are open from 7am-7pm and they are posted online or call the city for polling locations. Larson thanked Idlehurst for presenting. She stated that we have para openings and substitutes needed and we don't want educators to be spread thin so if you know anyone or have time yourself, please put an application in. She wished the teams good luck and asked people to go to their games.

12. Non-Public: A motion made by Wentworth seconded by Demers to exit into nonpublic in accordance with chapter 91-A:3 II (b) Personnel. VOTE: Motion passed, unanimously. Entered into nonpublic at 8:31pm. See nonpublic minutes.

13. Adjournment: Motion made to adjourn made by Cannon seconded by Tierney. Motion passed unanimously. Meeting adjourned at 8:36pm.

Katie Krauss

Pending Board Approval