

June 20, 2019 - Town Hall
School Board Meeting - 7:00 pm
NON-PUBLIC Meeting at 6:00 pm

CALL TO ORDER

Chairperson Deborah Brooks called the meeting to order at 7:02 pm with the Pledge of Allegiance.

In attendance were: Chairperson Deborah Brooks, Vice Chair David Mylott, Member Heather Clark, Member Ben Leavitt, Member Nicole Carleton, Superintendent Valerie McKenney, and Business Administrator Bonnie Sandstrom.

On behalf of the School Board, Chairperson Brooks thanked Larry Averill for the many dedicated hours he gave to the students of Epping, and for his commitment to his profession. Larry Averill was presented with a gift certificate as a token of their appreciation for his dedicated service.

Two students presented Larry Averill with a plaque in gratitude, and thanked him for being so kind to students and staff at Epping high school.

SCHEDULED GUESTS

a. Larry Averill - Final Athletic Report:

Larry Averill began with taking a moment to thank everyone for their support

Larry provided the Board with a spring season recap with awards and recognitions:

- Girl's softball made All State and All Conference. Girls softball team had a record of 16-0 regular season, and #1 seed.
- For All State- two students made first team and one made second team.
- Scholar athletes were recognized in Concord.
- Eight students attended Life of blue devil.
- Leadership team will be reaching out to incoming Freshman to join
- Team updates: 58 students athletes participate at High School level.
- Girls and boys track had nine meets in the year and school records were broken.
- Unified track and field team (new this year) had 11 students on it, with 3 meets. Most students ran into time troubles, and this is something they are going to work on. The goal is to get more meets closer to home.

Larry Averill in closing wanted to thank Vice Chair Dave Mylott for starting the Life of a Blue Devil committee. Larry states that it is something really special and gave special thanks to Dave and the Board.

b. Justin Benna - Schedule Update:

Principal Benna shared a brief overview of the thinking behind the changes and focused on fourth and fifth grade band changes. The concern has always been students would be scheduled to meet with band

director during regular UA times. Due to this schedule students were missing unified arts classes. When students miss UA, teachers had to keep track of what students missed and what assignments as well. The dilemma became how to make it up on a tight schedule. The entire music department, with Mr. Hinkley met in mid June to take a look at curriculum and competency. Although band and music targets may not be in line, conceptually they are very congruent. Mr. Meagher is currently putting together a band handbook that includes the processes for enrolling students in band, or switching from band to general music, and how that would work.

The School Board asks whether Principal Benna has received concerns from the community regarding this change. Principal Benna states he has, and he has responded to emails, met with 3 members of Tempo, and the surveys were shared with next years fourth and fifth graders. The feedback was mixed from parents in support of the change and some parents with concerns about the ongoing quality of band program.

Member Heather Clark requests to not be included in conversation and voting due to her involvement as a parent and Board member.

Public

Bruce Gatchel- supports Epping school music program. Emphasizes the value of music in education. Mr. Gatchel goes on to state, "Music teaches so much, and has powerful effects on the brain." Emphasizes that Epping children need more music exposure not less and making them choose between an instrument and music is incorrect thinking.

Andrea Meyer- is a member of Tempo group, and has two boys who have been involved in the band program for several years. Ms. Myers is concerned with the proposal, but agrees with rotation of UA schedule. She states that it has never been seen that students missing UA are making up class during core instruction. 4th and 5th grade students should not have to choose between music program and band program. There is also concern with the integrity of the band class if such change is implemented. Band will become a graded UA class, and can have negative repercussions for middle school program. When sharing the survey, Principal Benna made changes and Mr. Hinkle, which were not brought to the attention of the tempo group. Ms. Myers emphasizes this change is not a positive one and will impact many students in a negative way.

Chris Vallone- begins with emphasizing that general music and beginning band are 2 different things, and one cannot take the place of the other. So many things are taught in music that is not in band. Being able to sing is critical to being a good musician. Shaping singing, all contribute to successful band, and the foundations to those things are taught in general music. General music class curriculum varies from beginning band and students would not benefit from missing out. She states, "It's a misread of the town to diminish the arts and should not be done."

David Meyer- just finished freshman year and has been a trumpet player for 6 years. Brings to the attention of the Board that they had the 9th best trumpet player in the state, and 3 students who attended UNH youth band. David provided the Board with band practice scheduling before and after school. David mentions he didn't know how important instruments would be in 4th and 5th grade.

Sarah Kelly- will be in 5th grade next year. Sarah informs the Board that so many amazing things have happened in music class such as: played fun musical games that teach facts about music class, and learned about pitches and tones. She looks forward to music but with the new schedule because she is

in band she cannot have music. Due to schedule change she will also have shared sectional, and no 1:1 time. The concern is also not being able to play as well in concerts because they are not practicing together. Sarah states she wants general music class and don't want to choose between band and music.

Theresa Cacherau- her daughter graduated Epping high school and was in band 9 years. When changes were mentioned to her daughter, she said it was sad because they loved music class. This change can have a direct impact on middle school chorus if they are not exposed to it. Music is a large part of their life. She asks they think of big picture and consequences. She states, "Every kid in music class may not want to be in band but every kid in band loves music so don't take that away from them."

Michelle Mylott- believes music is very important for math, reading and other things. The things learned in music helps those in band. She asks that they try the rotating schedule first and see how that impacts without making scheduling change. She states there needs to be another part time band teacher. Mr. Meagher does too much.

The Board asks Principal Benna, if just implementing the rotating UA schedule can work for this year with no other change? Principal Benna states they can give it a shot. He is not sure it can change, but they can keep track of data and see what kind of impact it can have. He emphasizes he is an advocate for the arts, and believes in music. This decision is not influenced to diminish arts, and understands the importance of music.

Vice Chair Mylott thanks Principal Benna for coming in. Vice Chair Mylott asks Principal Benna if he has given any thought to an alternative solution that will meet goals set out while having band and music (other option that will make everyone happy)? Principal Benna informs the Board that at this point no other option has seemed feasible. The exploration of a four and six day rotation has been considered, but that wouldn't seem to solve that problem. The best solution would be to have a band instructor that isn't being shared with the middle school and high school. The band instructors schedule requires he be at other places and limits his availability.

The School Board asks that Principal Benna meet with Superintendent McKenney, and parents, so they can find a solution that meets everyone's needs. They request that they please come back with a plan that is right for the school and kids.

Principal Benna emphasizes that coming up with another plan for this school year would be beyond reach, so it will be a plan for next school year. In February or March, they can come to the School Board with options. During budget season, additional staff may be able to be discussed. So, the current plan is to keep band as a pull out program, keep track of data, and do a five-day rotation.

Jennifer Farris - voices her concern about communicating information to parents about the program and sacrificing the needs of the many, on the whims and wishes of the few.

A message will be sent out providing parents with the decision made not to have fourth and fifth grade students choose between music and band, and having it remain the same with a five day rotation schedule.

c. Ben Bourgoin, Bonnie Sandstrom and Tyler Nekton - Stipend Committee:

Bonnie informs the Board that stipends have been removed from agreement. The goal of the committee was to do a thorough job review of the stipend positions. They met eight times and then with Superintendent McKenney.

Tyler- there was a district wide survey done to ask how many stipend positions were out there or interested in. They were able to collect some information. They discovered they could not keep pace with stipend, with raise in pay for step 2. The following was proposed:

- 3 different Tiered system - extracurricular, co-curricular, and athletic.
- Depending on time and students will depend on tier.
- Middle and elementary school have some money allotted.
- There will be a form and application process for teachers to apply for stipend positions that allows the committee to make budget decisions.
- There will be Tier 1-9 in extracurricular, and Tier 1-9 for co-curricular.

Ben states that with the athletic stipend, the goal was to detach stipend from bachelor step 1 teacher scale, and implement a pay structure that rewarded coaches that had years of service to coaching. They decided on implementing a \$25 increase for each year of service. Ben took coaching stipend from previous year and going into next year, and saw they were close to the same stipend by 96-97%. Ben also found that some sports had money for assistant coaches while others didn't. So, if some coaches wanted an assistant they would give up their stipend to their assistant coach. The goal was then to even the playing field with assistant coaches and create an assistant stipend, detaching pay, and implementing years of service. Even with doing this, numbers are close to past year budget. When looking at coaches they don't know who's coming back, personnel can change and realistically there will be teams that won't run.

The Board asks Bonnie if she has gone through the proposal, and if it appears that next year they are on budget. Bonnie informs the Board she has, and they will be very close to budget. They inform the Board that the stipend committee will revisit all stipends every year and they will need to review who will be filling each position.

The Board also inquires why varsity track doesn't get the same stipend as varsity baseball and softball coaches? Ben informs the Board they are not just looking at the number of kids, but length of time dedicated to each sport. A survey given to all coaches with hours of season they put in. So, baseball and softball coaches may put in more hours.

The committee informs the Board that anything under 5 students can't be a club, and that students do meet during school hours at times.

Vice Chair Dave Mylott made a motion to approve the recommendation of a stipend committee. Seconded by Member Heather Clark. Vote 5-0. Motion carries.

Shana McTague- thanks them for having stipend program for the school district. Shana brings to their attention that a lot is spent on sports, and things such as Math Leitz are left out. Her son is in math leitz, and if students are competing they should support all students even in academic clubs. Transportation is in issue with the Math Leitz program. She requests that on the new application for stipend positions that they please include transportation questions, and budget for it as well.

d. Tyler Nekton and Melorah Bisaillon - Prepard:

Tyler and Melorah are looking for permission from the Board, to move forward with the project. A piece of the project is still unknown, and they can't move forward until permission is granted. The presenters met with Laurie, and because they don't have existent product (because approval has not been granted), the unknown is a concern. Once the platform is built, and before piloted it can be presented to the Board.

The Board directs a question to Superintendent McKenney whether there was any discussion with lawyers about this? Superintendent McKenney reports she spoke with him earlier and the thoughts were it was vague and hadn't heard much about and since they needed more information.

Bonnie Sandstorm states there is no risk to the district. The position being filled by the program is under grant funding, so it can go away if money is not available.

Vice Chair Dave Mylott made a motion to move forward with the proposal. Seconded by Member Nicole Carleton. Vote 4-1-0. Motion carries. Member Heather Clark abstains.

Colby Troidl- representing CBE advisory committee:

Principal Troidl was asked to speak on behalf of the CBE committee. She states that all of the people care about the same thing, they all want a system that works well with kids and works best for competency based education. Concerns that were discussed included:

- GPA and problems associated with it. Parts of grading scale GPA are inflated and other parts deflated. Recommendation for this was quantification of alpha scale to take care of bubble of 3.0.
- Power school meets needs in community but mobile options are not working for some families. Power School is not always user friendly.
- Instruction level- mixed messages that formatives don't count. Issue of semantics. Families need to know formatives do matter. Formative work informs instruction, tells the teacher when students are ready or not to move on. Teachers/staff all need to be relaying the same message.
- IWS, all work must be completed as assigned and all students must be held accountable. It is an important part of what needs to be taught to students. Relearning and reassessment has been a choice and useful at looking at what is developmentally appropriate?
- Policy review, handbook, and staff training. Asking the process is consistent within handbook procedures. Grading and reporting practices must be uniformed. The goal is every teacher is clear of what the expectation would be, for such things as assessments, midterms and finals.
- Flexibility to have students demonstrate that they are ready for the real world. Students performing well who don't need to take final and midterm can allow teachers to work with students who need extra support.
- Curriculum recommendation: there is frustration with rubrics. Not effective tools where teachers are using them and lack of follow through. Important that teachers use rubrics and use them as they are intended to. Adding additional things such as what is present that makes it at this level to make them high quality.
- Any kind of adjustment in grading scale along with experts in math to help make it work (what would be sensitive enough between 3.0 competency.)
- Implementing same rubrics with same levels grade 6th through 12th grade. Students will need practice so they know the system well so they will know how they have to do.
- Curriculum benchmarks need to be identified. They need to know when one must be mastered. Not everything can be met at the end of the year. With that comes the impression that AC is passing and acceptable where at High School AC is not passing. Meeting competency is the goal.

The Board asks where they go from here. Principal Troidl informs the Board she will be tackling some of this over the summer but the struggle is how this group will work and where they fall in the process. The committee made recommendations on what is important to them, and identified flaws that need to be corrected.

Katie Coolage- it's not just GPA, it's also on how they calculate grades in class with competency. There are four different formulas for final grade. Some were inflated and some deflated. There is a huge discrepancy between teachers.

Andrea Meyer- has a question as to who is making the final decision? She asks they be transparent. The community provides input, but they don't know who will make the final decision, and it is frustrating.

Superintendent McKenney mentions she uses administrative leadership model. The CIT team will take all recommendations into consideration and bring something to the Board July 15 and August 18.

Jordan Seargent states that the CIT team doesn't do much and voices her frustration. She states, "Opinions are raised but nothing is done."

It was discussed that a team effort will be done during the summer to present to the Board at another meeting.

e. House Bill HB 1612- Laurie Underwood:

Alert was given not to share information so power point was not shared prior to School Board.

Power point:

- Privacy, security and safety:
- Software/Hardware Inventory
- Network Breach & Recovery
- Role-based user access
- Data retention
- Policy development
- PII Personal identifiable information

Data & Privacy Governance plans- minimum requirements from NHDOE, best practices informational security, procedural plans that support EHAB.

Plan of action & milestones- results from gap analyses, ID #'s crossed referenced, 43 action items, prioritized, no enforcement for DOE to date, Board support and policed not DOE, 100% complete, share upon request.

Record management- document control, version control, and confidentiality.

Operating procedure log form- personal identifiable information, who, what when where, secure location.

Technology plan- started 2017, draft in process, HB 1612 Driven, to include plans in support of new policies.

Laurie states this will take time and the DOE gives no money to do this. This will take training staff to understand. The Board recommends meeting in nonpublic to discuss information to which Laurie agrees.

PUBLIC COMMENTS:

None

POLICY:

- a. EHAB - Data and Governance Security - Second/Third Read

Member Heather Clark made a motion to accept policy as written. Seconded by Member Ben Leavitt. Vote 5-0. Motion carries.

- b. GBEBD - Employee Use of Social Networking Websites - Second/Third Read

Member Heather Clark made a motion to accept policy as written. Seconded by Member Ben Leavitt. Vote 5-0. Motion carries.

- c. KDB - School District Use of Social Media Websites - Second/Third Read

Heather recommends allowing comments, and deletes it as designed to be read only. She also recommends changing to, can post comments on district page.

Vice Chair Dave Mylott made a motion to accept with two points to amend. Seconded by Member Nicole Carleton. Vote 5-0. Motion carries.

- d. EHBA - Email Retention- First Read

Not approving tonight.

- e. EDC - Use of School-owned Materials and Equipment- First Read

Not approving tonight.

PERSONNEL

- a . Nominations

Renee Bergeron is being nominated for .32 equivalent registered nurse. She has been working with a student since the beginning of March, 2019.

Member Heather Clark made a motion to accept the nomination of Renee Berglon for the .32 registered nurse. Seconded by Member Ben Leavitt. VOTE 5-0. Motion carries.

Kristen True is being nominated for EES reading specialist. Kristen was teaching 5th grade, but is now applying for reading specialist.

Member Heather Clark made a motion to accept Kristan for EES reading specialist. Seconded by Member Ben Leavitt. Vote 5-0. Motion carries.

SCHOOL ADMINISTRATOR REPORTS

a. Superintendent's Reports

- As of tomorrow at three pm, all climate and culture surveys will be completed. On July 18th, 2019, Bill will be presenting on findings.

b. Committee Reports

Member Nicole Carleton represents the Fields committee. The committee hasn't made a decision yet, but is leaning toward option one of not having a full size track. She asked Bonnie to have Ben speak with track coaches to meet their needs.

The Board states they need to explore options since track has so many students. They ask if an EPA can come in? An EPA can come in but it's rained so much. If the committee decides they want to meet and have someone come down to look at it they can. There will be another committee meeting June 26 4:30, which Dave volunteers to attend. There are currently two separate plans: One plan has always been to not have track (plans are \$100,000 difference). Member Ben Leavitt asks if they can move track to field behind SAU? The problem with that is there is no water at the SAU fields.

FINANCIAL BUSINESS & DISTRICT SERVICES

a. Sidewalk Proposal

A parent reported she had concern with status on sidewalk. Superintendent recommends making a 48-inch curb to join 2 section of sidewalk, pave and make a small space of grass, and increase of signage and review all signage. For those not complying with rules, she asks they take pictures of license plates and letters will be sent out.

The Board informs Superintendent McKenney that the issue is, when it is supposed to be no parking, but people park, and no plowing is done. Due to snow banks, kids are walking in the street.

Michelle Mylott- states they need sidewalk from elementary school door to cross walk. There needs to be a sidewalk to cross walk.

Superintendent McKenney requests up to 1\$5,000 to take care of safety issue this summer.

Member Heather Clarks made a motion to encumber \$15,000, with intention to add more during July meeting, for sidewalk closest to High school and other section by the kindergarten. Seconded by Member Nicole Carleton. Vote 5-0. Motion carries.

b. EES Energy Audit

Chairperson Brooks was invited as Chair of the Board to EEI. This company will do energy assessment free of charge, and will then come back to tell them what needs to be done. EEI has worked with Jaffrey, Pelham and Greenland. Due to the no cost, and no risk, she requested an energy audit be done. If they quote a savings and it is not met they will repay. She was informed they can do lease or bond but the company prefers lease. There are no requirements to use them for service. This company does grant writing for school system and will try by end of August to get results.

c. Bonnie Sandstrom- Financial Update:

- The administrative assistants are going through purchase orders and verifying what they can close. This needs to be done to know where they stand, but they are running even on final balance.
- Because they switched to master cards, they just received a rebate of \$1,200 for it.

APPROVAL OF MINUTES

- a. Public Minutes for June 6, 2019
Member Heather Clark made a motion to accept public minutes for June 6, 2019 with spelling adjustments. Seconded by Member Ben Leavitt. Vote 5-0 Motion carries.
- b. Non-public Minutes for June 6, 2019
Member Heather Clark made a motion to accept June 6, 2019 non-public minutes. Seconded by Ben Leavitt. Vote 5-0. Motion carries.

MANIFEST

- a. Payroll
Member Heather Clark made a motion to approve Payroll Manifest #25 (6/14/2019) in the amount of \$1,370, 803.83. Seconded by Member Ben Leavitt. Vote 5-0. Motion carries.
- b. Accounts Payable
Member Heather Clark made a motion to approve Accounts Payable #26 (6/20/2019) in the amount of \$202,089.45. Seconded by Member Ben Leavitt. Vote 5-0. Motion carries.

COMMENTS/OTHER

- Member Ben Leavitt- Congratulations to podcast club, they are NPR finalist.
- Member Heather Clark- congratulations graduates and kids moving up. All three ceremonies were beautiful.
- Chairperson Deborah Brooks- thanks whoever is responsible for tables.
- Vice Chair David Mylott-none.
- Member Nicole Carleton-none.

NEXT MEETING TO BE SCHEDULED

- a. July 5, 2019 MANIFEST ONLY, NO MEETING
- b. July 18, 2019

NONPUBLIC SESSION: RSA 91-A:3, II*

None

ADJOURNMENT

Member Heather Carleton made a motion to adjourn. Seconded by Member Ben Leavitt. Vote 5-0. Motion carries. The public meeting was adjourned at 10:41pm.

Minutes submitted by,

Erika Brazee

School Board Secretary