

APPROVED MEETING MINUTES

Thursday, December 16, 2021

EPPING SCHOOL BOARD - Epping Town Hall/ Epping TV Channel 22/Zoom

7:00 pm

CALL TO ORDER

Chair Deborah Brooks called the meeting to order at 7:00 pm with the pledge of allegiance.

In attendance: Chair Deborah Brooks, Vice Chair David Mylott, Member Heather Clark, Member Ben Leavitt, Member Robin O'Day, Superintendent Furbush, Business Administrator Christine Vayda, and Student Nathan McTague. Student Emily Kelly was absent.

SCHEDULED TOPICS

a. MOA - Entry Plan

Superintendent Furbush thanked the Teacher and Para Associations, Negotiations Committee, and the Board for their help with these MOAs. David said he had some initial concerns with some of the wording in these documents, and he said the Associations and Committee did a great job addressing his concerns.

Member Heather Clark made a motion to accept the MOA Entry Plan with the Teacher and Para Associations. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

b. MOA - Health and Safety

Member Heather Clark made a motion to accept the MOA Health and Safety with the Teacher and Para Associations. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

c. CBA Teachers Association 2022 - 2025

Bill thanked the Teachers Association for their cooperation with this. He thinks this contract will benefit everyone and support the teachers. Superintendent Furbush said that inflation rates are at a 40 year high which affects pay. Heather discussed the raises for the teachers and mentioned that this will be a three-year contract. They increased the length of the teacher's workday. Stipends for athletics and extracurriculars were added back into the contract. The district will put together a committee to evaluate teachers' pay and raises to see if they should adjust their process for handling such matters. They refined the wording regarding sick days to make it clearer and more concise. There is a monetary penalty to a teacher if the teacher leaves the district before their contract is up and if the district can't find a replacement for them. Ben said they cleaned up some of the bookkeeping aspects of the contract. This should make it easier for budgeting and paying staff. Heather thinks that their pay is competitive and benefits everyone. They added a second student conference day to the school calendar. They made some adjustments that will better support new staff. Heather explained what a zipper clause is to Robin. David acknowledged the amount of work that goes into creating contracts, but he said due to the cost of it, he is unable to support it at this time.

Member Heather Clark made a motion to accept the agreement between the School Board and Epping Education Association between the years 2022-2025. Seconded by Member Ben Leavitt. VOTE: 4-1. Motion carries.

POLICY

a. JICH - Drug Free Zone - Student Drug and Alcohol Use Prohibited - 1st Read

They updated this policy to reflect their current practices and procedures. This is a required policy. Every school district handles this matter differently. They want the administrative team to have discretion with punishment regarding different situations. All the Board members support this change. It was moved to a second/third read at the next meeting.

PERSONNEL

a. Resignation of Elementary Principal Heather Cantagallo

Member Heather Clark made a motion to accept the resignation of Elementary Principal Heather Cantagallo effective 12/29/21. Seconded by Member Robin O'Day. VOTE: 5-0. Motion carries.

b. Nomination of Interim Elementary Principal Mandy Murphy

Mandy is certified and capable of this position. They will look internally for someone to assist her.

Member Heather Clark made a motion to accept the nomination of Mandy Murphy for the Interim Elementary Principal position until the end of the 2021-2022 school year. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

c. Nomination of Interim EMHS Assistant Principal Tyler Nekton

Tyler is also certified. David asked how they will be handling his previous responsibilities. They have a temporary position advertised, and Tyler will still be handling some of his responsibilities.

Member Heather Clark made a motion to accept the nomination of Tyler Nekton for the Interim EMHS Assistant Principal position until the end of the 2021-2022 school year. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

REPORTS

a. Student Reports

Nathan discussed what the different classes are working on. He mentioned that the unified basketball season has started. Both band and chorus students recently had concerts. The Student Leadership Committee is hosting a door decorating competition. The Student Government is running a food drive. The Scholastic Arts submission deadline recently passed. The boys' basketball team won their first home game of the season. The school newspaper was released for the public to read and enjoy. The senior class is looking at Northern NH for their senior trip. The high school concerts were recorded. The junior class is doing a Little Caesars fundraiser for their prom. Nathan said overall students are happy to not be remote this year.

b. Principal Reports

The principal reports were typed and were not spoken about tonight.

c. Superintendent's Report

Tomorrow is Epping Pride Day, and there will be a cupcake for everyone. He thanked Moss and the kitchen staff for putting that together. The buildings put together an inclement weather schedule. There will still be traditional snow days with a mix of remote learning days if school is cancelled due to inclement weather. The school nurses have some COVID test kits to help distinguish between a cold and COVID. The senior trip was changed in order to accommodate everyone. Student Nathan brought up concerns about remote snow days. He acknowledged the band and chorus coordinators for putting on great shows. He addressed the threats on social media. The threats aren't specific to Epping, but they are prepared and will have increased security tomorrow.

d. Committee Reports

David discussed the Emergency Management Committee meeting. He acknowledged that people from the town greatly care about the safety of the children. The Emergency Operations Plan is being updated. They continue to have training such as active shooter training.

Heather said that negotiations are complete. The Middle High School PTO is planning some events for next week related to Christmas.

Ben said the Elementary School PTO discussed more fundraising ideas. The Budget Committee met last night. He said the proposed budget passed. They will be discussing the default budget at the next meeting. They were also curious about warrant articles. Warrant articles need to be reviewed and decided on on the 12th. Ben mentioned the proposed sub-committee from the previous meeting that would handle the five-year plan regarding the budget. There would be legal ramifications for having a sub-committee of the Budget Committee. Ben proposed that it could be a sub-committee of the School Board. There was a discussion about this. The Budget Committee would like to make this committee after Town Elections. Heather thinks that some of the information that they're looking for is out there. This would be an advisory committee for the Budget Committee. David is in support of this. Heather asked if it should be a joint meeting instead of a sub-committee. Deborah is concerned about a joint meeting due to the large number of people that would be in attendance and whether it would be productive. Heather would like to have a joint meeting in April to discuss the goals and objectives of this sub-committee and show the Budget Committee a slideshow on their budget process. At the Budget Committee meeting, there was a discussion about consolidating with another district, closing the schools and tuition their students out, or reducing class sizes. There was a discussion about the start time of the joint

meeting. David suggested creating an agenda for that specific part of the Board meeting and setting a time limit. The start time will be determined by the Chair of the Board.

Member Heather Clark made a motion to extend an invitation to the Budget Committee to have a joint meeting with them on April 7, 2022. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

Deborah said that she and her husband, as Lions Club representatives, tested children's eyes in the district. There were 38 students who may need glasses. They can help families in financial need, so that the children can get the help they need. Deborah also said that the concerts were excellent.

e. Superintendent Mid-Year Assessment

Deborah asked the Board if they want to give Superintendent Furbush a mid-year assessment. Heather would like to, and David said that it should be less formal than a year end assessment. Ben and Robin agreed. Superintendent Furbush will get them his self-assessment by January 6th. Ben would like the opportunity to discuss his self-assessment with the Board after the meeting on 1/6/21. The Board will provide the Superintendent with a mid-year assessment.

FINANCIAL BUSINESS & DISTRICT SERVICES

a. Budget Discussion

Christine discussed the default budget. It is \$37,765 less than the 2022-2023 proposed budget. Anything that is contractual has to go in the default budget. They realized they budgeted a lot higher than they needed to for substitutes. They made changes to this. She went through the default budget and the changes that were made since last year. The athletic trainer was removed from the default budget.

Superintendent Furbush started a conversation about warrant articles. They typically put \$200,000 in the buildings fund and \$50,000 Special Education fund. They recommend putting \$100,000 in the Special Education fund this year. The Capital Reserves fund is currently at \$362,000, and the Special Education fund is at \$203,483. The Board needs to vote to spend these monies. This money doesn't affect the taxpayers. David disagreed with this statement.

Superintendent Furbush said he would feel comfortable having the Special Education fund around \$500,000. Ben noted that last year the goal amount for the Special Education fund was \$400,000 and \$1,000,000 for the Capital Reserves fund. Heather suggested putting up to

\$250,000 in the Capital Reserves fund, so they have more flexibility. There was a discussion about the amount and whether they should save the full amount if it's available. The Board would prefer to stay at \$200,000 for the Capital Reserves fund, and they will increase the Special Education fund to \$100,000.

b. Class of 2024 - Fundraiser Donation Approval

Superintendent Furbush said that Telly's is donating a signed Mac Jones jersey that is valued at \$1,000 for a raffle. The Board was very grateful, and Heather thanked them for their continuous support.

Vice Chair David Mylott made a motion to gratefully accept this generous donation from Telly's for the Class of 2024. Seconded by Member Heather Clark. VOTE: 5-0. Motion carries.

APPROVAL OF MINUTES

a. Public Minutes of December 2, 2021

Member Heather Clark made a motion to approve the Public Minutes from the December 2, 2021 meeting as written. Seconded by Vice Chair David Mylott. VOTE: 4-0. Motion carries. Member Robin O'Day abstained.

MANIFEST

a. Payroll deposited November 26, 2021

Member Heather Clark made a motion to accept the Payroll Deposit dated November 26, 2021 in the amount of \$533,085.08. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

b. Payroll deposited December 10, 2021

Member Heather Clark made a motion to accept the Payroll Deposit dated December 10, 2021 in the amount of \$379,156.63. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

c. Accounts Payable deposited December 3, 2021

Member Heather Clark made a motion to accept the Accounts Payable dated December 3, 2021 in the amount of \$135,593.11. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

PUBLIC COMMENTS

None

BOARD COMMENTS/OTHER

Ben said that some one in the elementary school felt that they were being discriminated against since there is a women's restroom and a unisex restroom. There was a discussion about this.

Robin wished everyone a wonderful holiday.

David said that the winter concert was awesome, and he wished everyone a happy holiday.

Heather gave a shout out to the pep band for participating in Exeter's parade, and she said they won a big trophy. She wished everyone a happy holiday.

Ben thanked everyone for their help with the budget and wished everyone a happy holiday.

Deborah said that she doesn't think people realize the amount of time and effort that go into the budget. She is happy that the budget passed. She also wished everyone a happy holiday.

NEXT MEETING TO BE SCHEDULED

a. January 6, 2021 - Regular School Board Meeting.

NONPUBLIC SESSION: RSA 91-A:3, II (a)

Non-Public Meeting **is not scheduled** for December 16, 2021 following the public meeting.

ADJOURNMENT

**Member Heather Clark made a motion to adjourn the meeting at 9:18 pm.
Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.**

Respectfully submitted,

Dagny Wilkins

School Board Secretary