

APPROVED MEETING MINUTES

May 6, 2021

EPPING SCHOOL BOARD - Epping TV Channel 22

7:00 p.m.

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 Bonnie Sandstrom, Student Taya Morgado, and Student Emily Kelly.

SCHEDULED GUESTS

a. Professional Development Plan - Krista Gulick

Krista went through all the updates and revisions that were made to the Professional Development Plan. She acknowledged and thanked everyone who helped her with this plan. She went through their process. If approved, this revision will renew the plan for the next five years. She said that one of the biggest changes was that the Educator Evaluation Model is in the appendix section of this document now. All wording changes were written in red font. The Curriculum, Assessment, Professional Development, Instruction, and Accountability sections all had the biggest overhaul; they are five-year goals. The Data Matrix table was also updated and cleaned up. The Individual Professional Development Plan section was reformatted, and they clarified certain information. She also went through the updated 2021 Educator Evaluation Model. She noted the changes that were made. The timeframe for evaluations and number of evaluations per year were adjusted. The Administrator-Assessment section was reworded for clarity purposes. They removed any redundant sections. They created a new self-assessment. There were minor changes made to the paraprofessional self-assessments. All administrators are on board with this plan. Heather commended Krista for all her hard work. She said that Krista made all the material understandable and said that she did a great job. Deborah agreed with Heather.

Member Heather Clark made a motion to approve the SAU 14 Professional Development Master Plan for the 2021-2026 school years. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

b. Principal Reports - H. Cantagallo, S. Gualtieri, B. Ernest

Principal Ernest thanked everyone, especially the PTOs, for their work with Teacher Appreciation Week. He also mentioned that prom will be on May 20th. The Graduation Committee has been meeting regularly. Graduation will be on 6/11. If graduation is outside, six guests per student will be allowed. If it is indoors, two guests per student will be allowed. The location is weather dependent, but the plan is to have it outside. Social distancing will be observed either way. Principal Ernest welcomed the new SRO, Greg Huart. He is DARE certified. Principal Ernest said that he is happy for Russ Hero but that he'll be missed. The New England Association of Schools and Colleges - Commission on Public Schools created a special report that highlighted several areas that the school was commended for such as curriculum work and facility updates. He thanked the NHS students for cleaning up the courtyard. He also congratulated the new NHS inductees and listed off their names. He briefly discussed an article that he sent out to the Board and summarized UDL, Universal Design for Learning. David thanked him for making sure that the special events are still happening even with COVID.

Susan Gualtieri thanked Robin O'Day for baking them cookies. She said that the district thanked and showered the school nurses in gifts today. She said the Teacher Appreciation Week made the teachers feel really special. The NH SAS Spring Summative Assessments are coming up soon. She listed off the testing days. They are working on grade level transitions. They recently had 8th grade orientation. Course selection sheets are going out tomorrow. The 5th graders are transitioning into the middle school on 5/18; this will be a virtual event. The parents will attend an event later that night at 6:30 pm. Heather said that a parent was very appreciative of the 8th grade orientation day. Nature's Classroom was very different this year but still a great experience. The students enjoyed it. She thanked the Board for their support and for allowing them to do it this year.

Principal Cantagallo mentioned Teacher Appreciation Week and how great it was. Some of the students made cards for their teachers unprompted. She discussed the virtual Title 1 Family Game Night. There were 42 students and their families that attended. There were math and literacy games. She gave a shout out to those who helped make it happen and thanked them. The Kindergarten screening is on 5/14. It is by appointment. There are 29 students who are remote

currently. They are looking at literacy data from January, and they are coming up with a strategy. There was a Parent Advisory meeting recently. She is currently interviewing for some classroom and musical openings that they have. She was contacted by UNH; they want to have seven students participate in a practicum type experience next year in the classrooms. She said that they are looking forward to that. She is also working on end of year events. Heather is also excited to hear about the UNH students.

c. Request to Shorten the School Year

There was a request to make June 18th the last student day of school. Superintendent Furbush discussed who this would affect and briefly discussed the topic. He would fully support this if it were only about the teachers, but this will affect a lot of people. The district would still meet the required hours if they shortened the school year. Kate Yates, a 4th grade teacher and 8th grade parent, thanked them for Teacher Appreciation Week. She acknowledged that this change would affect other employees. She gave a couple of reasons why she believes they should end the school year early. She said that the end of year activities are limited this year. She also said that most of the surrounding towns end their school year sooner than Epping, and most of them didn't offer in-person learning for the large majority of this year. She knows that one of the schools started the same day as them. She said that a lot of the field trips were cancelled. She has no preference what happens regarding the extra days for teachers if school were to end early. They discussed the specific hours requirement. David separated the issue into two different sections: student end date and teacher end date. David reiterated how he usually supports students getting the maximum amount of school days, but he supports shortening the school year for the students. He explained his reasoning. Heather agreed with him and noted how tough this year has been for the students. She wants to make sure that the other staff are taken care of if school ends early. Kate mentioned that teachers have gone above and beyond this year. Deborah mentioned that the budget this year was especially difficult which makes it tough to give the teachers the four contracted days off. She is worried about what the taxpayers would think. Ben asked if the district thinks that all the students are hitting the necessary benchmarks or if the extra days would be beneficial to them. Principal Cantagallo said that they've expanded their summer programming, and she thinks that the students would benefit from the extra time off before the programs start. Superintendent Furbush said that the quality of their hours has also been really great compared to some other districts. Kate said that she has learned more this year compared to her other 19 years as a teacher because of the circumstances. Superintendent Furbush said that they could start the facilities work earlier if the last day for students is moved forward. Robin agreed with students getting out earlier but not with teachers getting out early because of budgetary reasons. Superintendent Furbush agrees with the Board's opinion.

Member Heather Clark made a motion to adjust the school calendar in order to make the last day of school for students Friday, June 18th. Seconded by Member Robin O'Day. VOTE: 5-0. Motion carries.

d. Facilities Use by Outside Organizations - Bill Furbush

The COVID Task Force recommends allowing the use of facilities by outside organizations if they meet specific criteria which includes additional cleaning and preparation of areas. They want to make sure that any additional costs are covered by the organization. They also want to make sure that no additional strain is put on the maintenance staff. He detailed the specific criteria. Deborah asked if the specific rate should be added into the criteria. It is included in the specific policy that the criteria refer to. David also mentioned the specific rates, and there was a conversation about this. Robin amended the wording of this policy as Deborah suggested. The other policy will be discussed in more detail at the next meeting to resolve the outstanding issues.

Member Heather Clark made a motion to accept the Facilities Use by Outside Organizations as amended. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

POLICY

a. JBAB - Transgender and Gender Non-Conforming Students - 1st Read

Superintendent Furbush discussed and summarized this policy. He mentioned that it is an optional policy. There was a discussion about this policy and whether it should be mandatory to tell the parents if a student wishes to change their name. They discussed at what point the parent should be involved and how that is a tough decision that should involve professionals. It is hard to define that point. The current policy doesn't allow the administration to have a conversation with parents. The procedures section was changed. Superintendent Furbush said that it basically requires them to contact the family. He wants to make sure that the family is part of this process. David mentioned that some students may not want their families or parents to know.

Superintendent Furbush said that they will only contact families once it gets to the next level where planning is required. Heather mentioned that the students are children, and she believes that the parents should be involved. David mentioned that school is a safe place for some students, and he doesn't want that to be taken away from the students. Emily asked a great question – “how do you define everyone knowing?”. The school has the last say in how they address the student. Private conversations with guidance counselors will be kept confidential. The child will be informed if the administrator team thinks contacting parents is the next step and

get the child's permission first. Student safety is a top priority. Ben mentioned how the student's home life may not be the greatest, but it's good that the school district has trained staff to help with these situations and keep an eye out for any warning signs. Parent Amy Hodgdon said that some children may be scared of what their parents will think but may actually be welcomed with open arms. She also said that it's important that the school reiterates that it cannot guarantee confidentiality. Lastly, she noted that all students should have access to separate changing areas if needed. David thinks that it's critical to have some sort of policy related to this. He would like the policy to say that the parents *can* be contacted with student consent. Heather mentioned that a teacher emailed the Board and asked if anyone had reached out to GLSEN - Gay, Lesbian, Straight Educational Network. Heather wondered if the Board should contact an organization like this since they aren't professionals on this topic. She said that everyone is trying to come from a good place, and she thinks they should get more information about this topic and where the line should be. Robin said that these are family issues.

This policy was moved to a second/third read at the next meeting.

b. JBAB-R - Transgender and Gender Non-Conforming Procedures - 1st Read

This policy was also moved to a second/third read at the next meeting.

PERSONNEL

Superintendent Furbush said kind words about all the nominees.

a. Nomination of Amanda Beidleman for MS Reading Specialist

Member Heather Clark made a motion to accept the nomination of Amanda Beidleman for the MS Reading Specialist position. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

b. Nomination of Jason Bass - HS Social Studies Teacher

Member Heather Clark made a motion to accept the nomination of Jason Bass for the HS Social Studies teacher position. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

c. Nomination of Aaron Yuhas for MS Computer Science Tech/Steam Teacher

This nomination was removed for the time being. They are still waiting on some documentation from him.

d. Nomination of Christine Vayda for Business Administrator

Member Heather Clark made a motion to accept the nomination of Christine Vayda for the Business Administrator position. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

e. Nomination of Moss Crutchfield for Food Service Director

Member Heather Clark made a motion to accept the nomination of Moss Crutchfield for the Food Service Director position. Seconded by Member Robin O'Day. VOTE: 5-0. Motion carries.

f. Resignation of Jacquelyn Silvani - EES Grade 4 Teacher

Member Heather Clark made a motion to accept the resignation of Jacquelyn Silvani, EES Grade 4 Teacher, with regret. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

SCHOOL ADMINISTRATOR REPORTS

a. Student Reports

Deborah acknowledged that the juniors won the lip sync contest. Emily discussed what the different classes are working on. Deborah asked how they'll handle the science fair; Emily said that it varies by class. Taya mentioned that the NHS students cleaned up the courtyard, and she mentioned the inductions. They are working on a recruitment day for their Student Leadership Council. Prom is on 5/20. The softball team won their game this week, and their senior night is tomorrow. Taya said that she is going to Union College next year, and she is really excited! Superintendent Furbush asked Taya when they'll find out who her replacement will be. Emily explained the process that the students need to go through to apply. They should find out at the end of the school year. Taya's last meeting will be the first meeting in June.

b. Superintendent's Report

Superintendent Furbush said that Teacher Appreciation Week is more like Staff Appreciation Week. He thanked everyone for all their hard work and efforts. He also acknowledged the school nurses and thanked them. He thanked the PTOs for all their work as well.

FINANCIAL BUSINESS & DISTRICT SERVICES 9:32

a. General Assurances

Bonnie notified the Board of the Federal Funds. Deborah signed the necessary documents. This has to be done annually.

Member Heather Clark made a motion to state that the Board understands and accepts the General Assurances and Requirements for the fiscal year 2022 and that Deborah Brooks signed on the Board's behalf. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

b. Financial Update

Bonnie said that some parents owe a combined \$6,400 in negative lunch balances. This is much higher than past years. The district offers to help families with signing up for free and reduced lunches. They also offer repayment plan options. Weekly notices are being sent out to the families. Phone calls may be the next step.

APPROVAL OF MINUTES

a. Public Minutes for April 15, 2021

Member Heather Clark made a motion to accept the Public Minutes from the April 15, 2021 meeting as amended. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

b. Non-Public Minutes for April 15, 2021

Member Heather Clark made a motion to accept the Non-Public Minutes from the April 15, 2021 meeting as written. Seconded by Member Ben Leavitt. VOTE: 5-0. Motion carries.

MANIFEST

a. Payroll Manifest #21

Member Heather Clark made a motion to accept Payroll Manifest #21 dated 4/16/21 in the amount of \$443,518.80. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

b. Payroll Manifest #22

Member Heather Clark made a motion to accept Payroll Manifest #22 dated 4/30/21 in the amount of \$444,625.60. Seconded by Vice Chair David Mylott. VOTE: 5-0. Motion carries.

c. Accounts Payable #21

Member Heather Clark made a motion to accept Accounts Payable #21 dated 4/22/21 in the amount of \$637,131.99. Seconded by Member Robin O'Day. VOTE: 5-0. Motion carries.

PUBLIC COMMENTS

Parent Amy Hodgdon said that the school year ending earlier for students affects her childcare plans. She will have to try to find childcare on a short notice, but she understands the situation. She also worries about other staff who are affected by this. She noted that this topic comes up every year. She looked at four other schools and found that Epping has more PD days during the school year compared to other top-performing schools. Heather said that Amy made an excellent point.

COMMENTS/OTHER

a. Agenda Items for Meeting with Selectmen on May 17th, 2021 at 7:00 p.m.

Heather mentioned that the SAU Field is owned by the town, so she would like to discuss it at the Selectmen meeting. She said that they discussed it during the Fields Committee meeting today. Heather mentioned that she would like an update about the joint purchases. Deborah asked

if Bonnie discussed waste management with Lisa yet; Bonnie said that it is up next on her agenda. Ben asked about domain service. There was a discussion about broadcasting from the schools and equipment they may need.

Robin asked why Fremont said Epping wasn't a good fit for the tuition agreement. She would like to find out why.

Ben asked about the Deerfield contact. Superintendent Furbush said there hasn't been any more contact since, but he will check in.

NEXT MEETING TO BE SCHEDULED

a. May 20, 2021 - Regular School Board Meeting

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

A Non-Public Meeting **is not scheduled** for May 6, 2021 following the public meeting.

ADJOURNMENT

**Member Heather Clark made a motion to adjourn the meeting at 10:01 pm.
Seconded by Member Ben Leavitt. VOTE: 4-0. Motion carries. Vice Chair David Mylott wasn't present.**

Respectfully submitted,

Dagny Wilkins

School Board Secretary