

APPROVED MEETING MINUTES
April 18, 2019 - 7:00 pm
Epping Middle School Gymnasium
33 Prescott Road, Epping, NH 03042

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, Student Members Rachel Martin and Faith Williamson.

SCHEDULED GUESTS

a. Mrs. Mackenzie – Parent

The purpose of Mrs. Mackenzie speaking is to address the situation the family is facing, only. Mrs. Mackenzie states she accepts Principal Brian Ernest apology for the incident on April 8th and asks that the community do so as well. The hope to come out of all of this is that, others learn from Epping and asked that the community get involved in the Culture and Climate survey.

Chairperson Brooks thanks Mrs. Mackenzie for her speech.

Superintendent Valerie McKenney: A public apology is made to the students, staff, and family for the incident that took place on April 8, 2019. Principal Ernest met with Mrs. Mackenzie and the student on April 12th, 2019 privately and apologies were given and accepted. With regards to Principal Ernest, appropriate actions have been taken and implemented. All thoughts and feedback are appreciated. Moving forward the team will work with students, families, and teachers to decide what policies need to be put into place so an incident such as this does not happen again.

Chairperson Brooks: speaking on behalf of School Board and wants to allow the public the opportunity to speak of the incident. Acknowledges there is a huge difference in the laws of public and private sector and there are employment laws that can or cannot be discussed with the public. The School Board is trying to abide by the laws. The School Board is not at liberty to reveal the course of action taken with Principal Ernest. The Rules of engagement for the public forum: Public participation at the Board meetings has a time limit; therefore each person can speak once for three minutes. Epping residents will speak first and must be respectful. Please do not use this as a political platform. The Board can terminate speakers if inappropriate. There will be a one-hour time limit for the public comment portion.

b. Review of the EHS event on April 8, 2019

Sandy Crey- Epping Resident– Horrified and embarrassed by the issues. Main issue comes with Superintendent McKenney’s reaction, of declining to comment. Questions Superintendent McKenney’s motives and asks that the School Board evaluate Superintendent McKenney.

Sean D. Morrison- Epping Resident- NH State Representative. Speaks about incidents of bullying and is asked by Chairperson Deborah to stay on topic. Mr. Morrison claims the SAU exasperated this issue by not listening to parents. Requests that everyone work collaboratively to turn the negative event into a positive, to lead the way. States he will be bringing this incident to the State Board of Education.

Nancy Kindler- Epping Resident- References Josh More in the Patriots initiative- states the Patriots of the Board is disappointed. The issue at hand needs to be addressed and corrected. Ms. Kindler is in shock with what is going on in the schools now, but remains proud of the students.

Robert Hodgman- Epping Resident- Speaks about the 1st amendment and his pride in President Trump. Recommends students take constitution course. States students need to step up, start liberty group or constitution club. Volunteers to run such groups.

Andrea Myers- Epping Resident- Wants to bring awareness of policies and procedures and have them be valid and practiced. Things need to be clear about policies and ensure every person follows them. There needs to be training, better awareness, and policies.

Carrie Snyder- Epping Resident- wants the community to know Principal Ernest is a fantastic person who made a mistake that he regrets. Principal Ernest inspires and encourages and protects kids, and that is not always seen. Many students love him; he's passionate and puts students first.

Lane Miscent- Epping Resident- States, "Proud of community", and thanks Mrs. McKenney for setting the tone for the meeting. Would like to see this positive tone be brought to technology such as social media. The community has an opportunity to have disagreement and still care for one another.

Leslie Davis- Epping Resident- The purpose should be not to talk about political issues but to talk about child's rights and rights to express themselves and support educators. Happy with the educators, principals and support others are getting.

Cody Belanger- Epping, NH Board of Selectman- not speaking on the behalf of Board of Selectman. Emphasizes that a change needs to happen now. Commends everyone on the Board for holding forum. The forum is a great way to move forward and practice the 1st Amendment right.

Non-Epping residents:

Val Boldesar from Londonderry- Thanks Principal Ernest for apologizing, and is impressed with Superintendent McKenney. Emphasizes the need to teach unity.

Rep Max Abramson- Emphasizes school districts are not supposed to be used to promote politics. State and Federal protect freedom of speech and other constitutional rights. Kids are supposed to question things and they can think for themselves and speak out. There are issues of harassment that adults need to step up and address.

Anari Banfield- Hampton resident- Thanks the Board for opening the meeting up to everyone. Emphasizes the importance of literacy and of the need for there to be more academic content knowledge on civics. Questions what is being taught and not taught in the district. States students and administrators need to know about rights as Americans.

Ned Privey- Franklin, NH- States that things will be forgotten but students won't be. The situation the student was put in takes courage and strength. Emphasizes we need to take care of the students; they are our future and will lead us.

Josh Mentaro- Rye NH- Students need to learn and practice 1st Amendments right. Student lost that right and this cannot happen again. "As a high school student, voices should be heard". People can see impacts of teen's voices.

Dana Buckley- Candia, NH- School Board member in Candia- Real test will be if another student wears political shirt and no bullying happened. That is when you know change happened.

Fred Duscet- Salem, NH- Challenges student to get together in a society that is so linked to social media and not resort to anger on social media. The youth are our future so they must work together, and remember unity is a good thing. "Help each other, get along and keep up good work".

Chairperson Brooks- "Asks if anyone else wants to speak?"

Student Faith Williamson and Rachel Martin request to speak-

Rachel Martin - states she has been with Principal Ernest for five years. He is the best principal she's seen. She acknowledges he did make a mistake, but he did not have ill intentions. The incident does not portray the environment in school and everyone feels supported. As a student "I love the school".

Faith Williamson- agrees with Rachel. Respects Principal Ernest greatly, and his apology is accepted by her and students. Emphasizes this incident has been a great opportunity to come together and speak, but it was not handled appropriately on social media. Adults were saying terrible thing about Principal Ernest, someone the student's respect. Most students agreed he deserved a chance but the community did not. She asks that the community think before they post because students are on social media as well. We (students) want to feel our opinions matter not just adults, and that was what social media did. Be respectful like in this meeting.

Chairperson Brooks asks if any School Board Members want to make comment:
Member Ben Leavitt-The Board recognizes not everyone is happy with the restrictions. He is proud to see everyone came out and have civil discussions. All comments will be factored moving forward. Thank you.

Chairperson Brooks says she's proud to be an Epping resident and acknowledges that when things go wrong the community tries to make things right. Thankful for everyone and the support we all show each other. We all have the same goals for our children.

Break announced by Chairperson Brooks at 8:13pm.
Chairperson Brooks resumed meeting at 8:33pm.

c. Larry Averill - Coop Hockey League with Sanborn-

This past Fall Vicky said Sanborn was interested in teaming up with Epping for a Coop Hockey team. Permission from Superintendent McKenney was granted to move forward. Sanborn Town voted on the Coop Hockey team and it passed. Sanborn/ Epping ice Coop Hockey team will make students responsible for fundraising and districts will not be charged for 2019-2020. The total per player appears to be an estimate of \$710 to \$750. There will be a \$150 dollar fee for sport. The estimated cost for the district appears to be \$3,000 in 2020-2021.

Coaches lead school will be in Sanborn. All Administrators are in Epping right now, and will have rights to hire coaches. If signed it is a three-year program to 2022. Sanborn will store all equipment and supplies. The Coop Hockey team will be Division III. There will be no transportation provided, so parents have to transport children to ice arena. Practices will be at Phillips Exeter Academy.

The Board inquires about the football fees, along with booster assistance. The Board also inquires about uniforms, liability insurance, and the responsibility/cost if there are no hockey players interested during the three-year commitment.

Mr. Averill states the first year it will be funded partial with parents and booster. For the next year it could be a budget item. Uniforms are covered under the \$710 total, liability insurance is covered under district and covered because of practice facility but will look further into it. If there are no longer students interested there is no costs to Epping. If there are no students interested in hockey, the Coop team would dissolve and there would be a need to reapply when students gain interest again.

Member Heather Clark made a motion to accept Sanborn-Epping Coop Hockey as presented. Seconded by Vice Chair Dave Mylott. Vice Chair Dave Mylott asks for discussion. What percentage share is Epping agreeing to for first year?

Mr. Averill informs the Board that parents are fully supportive of 50/50 or 60/40 and confident the athletic department can fund 50% of costs with budget.

Member Heather Clark made a motion to amend previous motion to accept Coop Hockey proposal with the fees being split 50% parent and 50% district. Seconded by Vice Chair Dave Mylott. Vote 5-0. Motions carries.

Signed now by Chairperson Deborah to move forward.

PUBLIC COMMENTS

Nicole Bizzaro- inquires if the SAU fields will be playable. Is anything being done to address this?

Member Dave responds that they may have answers in the beginning of the week, but there may be some restrictions.

Jason Follensbee- states the fields are not safe and are not budgeted for. Inquiries on how the Board can quickly support another team that will cost more money, yet the SAU fields cannot be fixed yet. As part of a Member of the facilities committee, this situation should be addressed to the committee. He questions the facilities committee and the lack of follow through.

Superintendent McKenney informed Mr. Follensbee that if communication stops with Larry, then he should reach out to her. She addresses the committee complaint, and states since no complaints have been made, an assumption was made that everything was going fine. Now that there is an issue, the committee can meet. Superintendent McKenney will reach out tomorrow via email to Jason and schedule monthly meetings.

Member Heather brought to their attention that Jason spoke with her and Vice Chair Mylott earlier this week. They all walked the field, and spoke with Larry about their concerns. They will walk fields again at the High School and SAU to find alternative places for practices.

Nicole Bizzaro states- fields committee used to be in place and there were lots of plans. Bring to the attention of the Board that the SAU field is being used for football and is disappointed that the Board has not looked into it when it's seen as not playable and safe.

The Board states there is a fields committee.

Nicole Bizzaro mentions she was on Fields Committee and it reconvened almost two months ago when the issue of the SAU field was brought up. She requests to be on committee again. States that Parks and Recreation Director and EYAA Director should be involved. An email was sent regarding her frustrations and no response was given from the Board or Superintendent McKenney.

Chairperson Brooks apologizes for no response and guarantees it will be looked into. Jason requests to be apart of the Fields committee as well and provides email.

POLICY

a. Policy IJCFA Hazing: Second/Third read

*What is in red is what the lawyers want in the Epping policy.

Member Nicole Carleton made a motion to approve policy IJCFA Hazing: Second/Third read. Seconded by Member Heather Clark. Vote 5-0. Motion carries.

PERSONNEL

a. Resignations

Member Heather Clark made a motion with regret to accept the resignation of Joanne Quinones-Reed from Epping High School. Seconded by Member Nicole Carleton. Vote 5-0. Motion carries.

Member Heather Clark made a motion with regret to accept the resignation of Robert Tadgell-Business Educator. Seconded by Member Nicole Carleton. Vote 5-0. Motion carries.

Member Heather Clark- “We appreciate his time within our district and hope he enjoys his retirement”.

SCHOOL ADMINISTRATOR REPORTS

a. Student Reports

Faith Williamson reports on:

- Second annual seniors color run, the hope is to get more people involved. Link to register is now open for \$30. Sign up before April 29th. Run is May 11th. Registration is at 9am and run is at 10:30. Under 12 years old, you pay your age. If you register early you receive T-shirt and color packs.
- The game night- seniors and sophomores split the money earned. Each grade made about \$800.

Rachel Martin reports-

- Two students went to all state in music department and concert went great. The hope is next year to have a higher number of students auditioning.
- Prom tickets are on sale until tomorrow April 19th, for juniors and seniors. \$60 May 17th at Blue Ocean Event Center. This year is the lowest ticket sales and encourages students to come out and join.

Superintendent McKenney comments on the excellent job the students Faith and Rachel did in regards to speaking tonight. Their speaking tonight shows what a great job the Epping education has done.

B. Superintendent's Reports

Don Nichols- Facilities and CIP Update will be next week May 2nd. Krista Gulick data report and presentation will be on May 2, 2019.

C. Committee Reports

- Member Ben Leavitt- Reports on Culture and Climate survey. There are a few members of the community (about 12 people were present).

An introduction to what it will look like was done. Tasks were delegated and they will be reaching out to firms to assist. The next meeting is on April 30, 2019 at 6:00pm-7: 30pm at Epping High School in the Media Center room.

· Member Heather Clark reports- at previous meeting there was a request for CIP plans to be presented to the whole town and school and asks if there will be an update. Informs Superintendent McKenney that the Board needs to know when all committees are meeting, and asks for each member to be informed of meetings and agenda.

FINANCIAL BUSINESS & DISTRICT SERVICES

a. SST 20 Year Agreement and Special Education Incremental

Superintendent McKenney reports-Epping students are in region that go to SST and, if they want a program not in SST the student can apply, but the school will not provide transportation. Epping cannot move themselves from region 18 and if breaking agreement is pursued, Epping would be lowest priority and waitlisted. If they break the agreement, the state would not reimburse for transportation or tuition.

The Board inquires about their rights regarding the matter, to which Superintendent McKenney states she will call NH DOE and ask that someone come to a meeting to talk about the issue.

Public- Jordanne Sargent-brings the situation Sanborn has to the attention of the Board.

Andrea Meyer-states a plan needs to be made that has the best interests of the students in mind.

Chairperson Brooks encourages the Board to vote in favor, and states even though it may cost a bit more, that was the wish of the (Superintendent) Board.

Member Heather Clarks states she appreciates the comments presented but voices that SST is a good choice.

Member Heather Clark makes a motion to accept as presented. Seconded by Member Nicole Carleton.

Vice Chair Mylott requests discussion (but would vote for it). Vice Chair Mylott states, "We need to complain and have our voice known." The Board requests the issue be brought to the attention of the State Representative about aid being given to SST special education students. The Board requests Superintendent McKenney get in touch with Mark and Shawn and move this complaint forward. Superintendent McKenney will ask NH DOE about where to complain regarding smaller school systems suffering more debt.

Member Heather Clark makes motion to accept SST 20 Year Agreement and Special Education Incremental as presented. Seconded by Member Nicole Carleton. Vote 5-0. Motion carries.

a. Proposal (Purpose/Scope of work) for Oversight committee- Vice Chair Dave Mylott

Explains the CBE oversight Committee is to help support CBE. Resident Chris Sousa has been instrumental in driving this committee. Vice Chair Dave explains the committee Plan:

- Establish advisory committee for CBE. This will assist in School Board preparation.
- Duties and powers will be dictated by Board.
- The monitoring of Epping School District CBE.
- Gather input from all the community, such as parents, teachers.
- Communicate with community and bring information back to School Board and administrators.

Dave's recommendation for the committee includes:

- 1 School Board member
- 2 Parents from each school
- 1 teacher from each school
- 1 Administrator from each school.
- Possibly 2 High School students.

The hope is to have this committee approved at tonight's Board and a meeting can be held right after April school vacation. The committee can define scope, and elect chairperson to represent them. Although there will be a School Board member on the committee, the School Board member should not be the chair. Reports will be brought back once a month, and feedback will be provided from the committee.

There was discussion regarding the committee.

Chairperson Brooks feels as though it is unreasonable and difficult for this committee to be formed during April vacation time, and also have a meeting right after vacation. Parents and teachers require prior notice and therefore maybe the second week after vacation parents and teachers can sign up. School board will determine parents on committee and Superintendent McKenney will be responsible for approving and putting them on committee.

Public- Jordenne Sargent- requests email regarding the CBE committee is sent immediately. Michelle Mylott- echoes Jordan Sargent sentiment that the CBE committee needs to be formed now and action must be taken.

It was determined that sign up for the CBE committee will be up on May 1 and discussion regarding members will take place on May 2, 2019. The first meeting will be the following week. Superintendent McKenney informs the Board that she will send an email out regarding the CBE committee.

Member Heather Clark made a motion to accept Competency Based Education Committee. Seconded by Member Ben Leavitt. Vote 5-0. Motion Carries.

b. 19-20 Paraprofessional Calendar

Superintendent McKenney reports Catherine Zylinski did the Paraprofessional Calendar. There are 10 paraprofessional holidays, 92 workdays, 7 professional days.

Member Heather Clarks makes a motion to accept Paraprofessional Calendar as presented. Seconded by Member Dave Mylott. Vote 5-0. Motion carries.

d. Financial Update (written report only-email questions to Bonnie)
Member Ben Leavitt questions donations.

APPROVAL OF MINUTES

a. Public Minutes for April 4, 2019

Member Dave Mylott made a motion to accept public minutes for April 4, 2019. Seconded by Member Heather Clark. Vote 5-0. Motion carries.

b. Non public minutes for April 16, 2019

Member Heather Clark made a motion to approve non-public minutes for April 16, 2019 as written. Seconded by Member Ben Leavitt. Vote 4-0-1. Member Nicole Carleton abstained. Motion Carries.

MANIFEST

a. Payroll

Member Heather Clark made a motion to approve Payroll Manifest #21 in the amount of \$491,313.63. Seconded by Vice Chair Dave Mylott. Vote 5-0. Motion carries.

b. Accounts Payable

Member Heather Clark made a motion to approve Accounts Payable Manifest #21 (4/11/2019) in the amount of \$130,243.97. Seconded by Vice Chair Dave Mylott. Vote 5-0. Motion carries.

COMMENTS/OTHER:

Member Ben Leavitt- No comments.

Member Nicole Carleton- very thankful for community. This community never stops coming together even through tough times.

Member Heather Clark- tonight was a wonderful showing of what a great community we have. Shout out to:

- Congratulate Elementary PTO for Easter Bunny event.
- Sophomore class world culture fair- gym was filled. Great job. Those are the type of CBE projects that make a difference.

Vice Chair Dave Mylott-

- Very impressed with how the town reacted tonight. The parent that spoke and how others shared their opinions was done in a way that should be done.
- There is frustration with when we (the Board) have strong feelings and valid input but was asked not to share. Pleads that the community understand that when the Board is quiet and not reacting, the Board is dedicated to the issues at hand.
- Elementary school play- fantastic. Kids did a great job. Well done.

Chairperson Deborah- I love Epping! People always come together and come out to support each other in Epping. States, "We live in a tight nit group and as chairman I will respond to emails, apologize for not answering. Thank you community."

NEXT MEETING TO BE SCHEDULED:

a. May 2, 2019

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

Yes, All members agree for Nonpublic session regarding Personal A &C.

ADJOURNMENT

Chairperson Deborah motions to adjourn. Seconded by Member Heather Clark. Vote 5-0. Motion carries. The public meeting adjourned at 10:22pm.

Minutes submitted by,

Erika Brazee
School Board Secretary