

SANBORN REGIONAL SCHOOL BOARD MEETING

December 3, 2014

A regular meeting of the Sanborn Regional School Board was held on Wednesday, December 3, 2014. The meeting was called to order at 7:07pm by School Board Chairperson Ms. Jan Bennett, in room 137 at Sanborn Regional High School, Kingston, NH. The following were recorded as present:

SCHOOL BOARD MEMBERS:

Jan Bennett, Chairperson
Dustin Ramey
Nancy Ross
Jon LeBlanc
Wendy Miller
Corey Masson

ADMINISTRATORS:

Dr. Brian J. Blake, Superintendent of Schools
Jennifer Pomykato, Director of Student Services

EXCUSED:

Isabella Dunham
John Morano
Carol Coppola, Business Administrator
Gail LeBlanc, School Board Secretary

The meeting began with a salute to the flag.

REVIEW AGENDA

No Changes

MINUTES OF OCTOBER 29, 2014 AND NOVEMBER 19, 2014 (PUBLIC)

Ms. Ross made a motion to approve the October 15, 2014 and November 19, 2014 minutes. Mr. Ramey seconded the motion. Ms. Bennett asked for omissions or corrections. Ms. Ross highlighted typos in the October 29, 2014 minutes. Page 2 of 4, line two, "who could be bullied". Page 2 of 4, last line of "b. Budget", clarify to change to "default budget reflects at least a \$1M increase". "up over" implies must greater increase. On Page 3 of 4 under "Policy" change "serious" to "series". Under "New Business, Overnight Field Trip", change to "Dr. Blake presented a request". Ms. Ross stated the announcement for the next Budget Meeting should read Monday not Tuesday. Ms. Ross added that the minutes of the November 19 include the following corrections: Next budget should read "Monday" not Tuesday. Ms. Miller stated that under school board comments, "Sanborn continued support of the '68 Hours of Hunger' program", not ended. Minutes should reflect change to meeting on December 17. On page 4, Ms. Ross stated the minutes should read "Ms. Ross thanked..." not Mr. Ross. Under Announcements, there is repetition of school board meeting announcements; Policy meeting should read "Monday December 1, not Wednesday, December 3. Vote to approve minutes with corrections was unanimous.

EXPENSE REGISTER AND MANIFEST

Manifest Check Register #10 amount: \$ 928,046.93
Payroll Check Register # 12 amount: \$ 803,675.52

ADMINISTRATIVE REPORTS

a. Bullying Presentation – Dr. Blake

Mr. VanderEl provided summary of the SRSD Board policy and definition of bullying vs. children not acting nicely or acting inappropriately. Definition of bullying includes "Exerted an imbalance of power" as determining factor. Ms. Bamforth spoke to the elementary student classrooms practice of "Responsive Classroom" which helps teachers and the schools create the essence of "community" which includes classroom rules and consequences. Parents may label student actions as "bullying" but actually may be annoying or aggravating behaviors. Even so, the teachers and staff teach students the best way to interact, practicing appropriate behavior. The efforts are for

teaching responsible behavior. Mr. VanderEls explained CARES emphasizes these developmental skills. Both Mr. VanderEls and Ms. Bamforth gave examples of activities that help children understand why certain behaviors are hurtful. Mr. VanderEls started the elementary guidance curriculum addresses "Anti-Bullying" as part of their instruction. Ms. Collins, Memorial School School Counselor, leads an "Anti-Bullying club". Mr. VanderEls shared a video created by the club based on the book ONE by Kathryn Otoshi. Dr. Blake asked, how prevalent is "bullying" vs. "students not getting along". Ms. Bamforth and Mr. VanderEls reported only 0-2 cases per year over the past three years. If the acts meet the criteria of bullying, the administrators report bullying as required and file formal reports with the superintendent's office and the police. Ms. Bamforth reminded the audience that research shows that potential bullying starts as early as Kindergarten. Ms. Bennett stated that a program she listened to said that adolescence is starting as early as nine years old. Ms. Ross asked where the children are learning the bullying behavior and wonders how to inform parents of ways to help children learn more appropriate behavior. Mr. LeBlanc asked if there are incidents of cyber bullying. Mr. VanderEls replied, yes, stating cyber-bullying can affect students in school even when the events happen outside of school. Ms. Miller is pleased that the administrators review actions to ensure they meet the true definition of bullying; the term may be overused. At the next meeting, the Middle School and High School will present their bullying intervention programs.

STUDENT COUNCIL REPORT - Isabella Dunham

None

SCHOOL BOARD COMMITTEE REPORTS

Negotiations – Mr. LeBlanc

The Board and SREA reps held last Friday (10/24/2014). Both sides submitted proposals but without agreement as yet. Another proposal from each side will be submitted for review on Monday 12/3/2014. Next negotiation session is scheduled for Monday, November 10, 2014. The negotiation team has come to agreement on three or four topics of discussion. The next meeting is Monday, December 8. The goal is to complete negotiations before the holidays.

Policy – Ms. Bennett

The Monday, December 1 meeting was cancelled.

School Board – Ms. Ross

Ms. Ross reported that the November 16 meeting focused on strategies to enhance communication, including weekly publications through newspapers and school newsletters. There will be a survey through survey monkey for community response. At the November 24th meeting, the Budget Committee reviewed budget numbers and prepared questions for the administration. Next meetings are scheduled for December 4th and 11th. The Budget Committee set a target date of December 18th to finalize the budget figures. The Budget Committee requested feedback from the Board as to the final number before December 18th.

SCHOOL BOARD CHAIRPERSON'S COMMENT

Ms. Bennett thanked Board members for their donation to the Thanksgiving Food Basket program.

PUBLIC COMMENT

Ms. Bamforth stated that sending budget information home through school newsletters would be helpful.

Ms. Gannon thanked the elementary principals for their work on anti-bully training. Ms. Gannon went on to add that the budget committee meetings are being filmed. Ms. Ross stated that the last meeting was indeed filmed.

Ms. Miller asked how many baskets were distributed as part of the Thanksgiving Food Basket program. Mr. Stack replied that there were 26 baskets donated to needy families of Sanborn.

Dr. Blake brought the board's attention to the "Heroin in Rockingham County" program held in SRHS Auditorium on Wednesday, December 10. This program will take place with the support from various organizations from the

region as co-sponsors. The goal is to raise awareness of what is being done to help reduce the heroin issues within the region. SRHS Modern Media class will video tape and edit the program per Mr. Stack.

UNFINISHED BUSINESS

None

NEW BUSINESS

a. Essential News - Dr. Blake

Dr. Blake distributed a draft copy of the Essential News. Blake explained the Essential News is a school board publication. Mr. Ramey identified areas of correction on page 3 and 4. An article about the grant to support the new Student Assistant Counselor will be added before the final publication.

b. Policies - Dr. Blake

Five policies were revised at the last Policy meeting. Ms. Ross made the motion to accept with revision policies CBI-R, Evaluation of the Superintendent of Schools; CBI-R1, Evaluation of the Superintendent of Schools Survey Form; GCGB Professional Staff Sub Pay; JLCC, Communicable Diseases/Students with Pediculosis; KF-R Use of Facilities - Fee Schedule. Mr. LeBlanc seconded. Mr. Ramey asked for clarification on changes for "Use of Facilities", specifically the custodians' hourly rate of pay. Dr. Blake explained the rate increases from \$30 to \$35 per hour. Ms. Ross asked about the schedule for the evaluation review of the superintendent. This schedule will not change. The vote was unanimous.

c. Budget - Dr. Blake

Dr. Blake reviewed the Budget Committee's questions and Leadership team responses as presented at the last Budget Committee meeting. Dr. Blake asked the Board for additional questions. Dr. Blake will forward these questions and responses to the Board.

Ms. Bennett asked about the Band numbers and the impact at the Middle School. Mr. Rutherford explained there is no additional space. Dr. Blake stated that we have "created our own problem". There is such strong interest in band. Right now, one third of the middle school students participate in band. Dr. Blake stated the space question is already being addressed. One option could be having the middle school be only for grades 6 and 7 with 8th grade in a separate wing of the high school. This opens more space for the middle school to expand their programs. Perhaps down the road, grade 5 could move to the middle school if there are space needs at the elementary schools. Ms. Miller asked if there are negatives of moving grade 8 to the high school. Dr. Blake stated there is a possibility of keeping the eighth graders within their own wing and space. Parents may be concerned that their students are mixing with high school. Ms. Hume-Howard explained that shared HS staff would mean those folks would not need to drive to/from the middle school. Ms. Bennett asked if this move would affect the middle school concept. Mr. Rutherford explained that the team concept is already in place at the high school. Homogeneous grouping is already needed as heterogeneous grouping does not meet the needs of all learners. Ms. Hume-Howard agreed that students need access to rigorous academic programs as well as the band programs. Ms. Miller agreed that the middle school is "busting at the seams".

Ms. Ross stated that the Budget Committee had questions about the cost effectiveness of adding a three year old program to Memorial vs. the district paying tuition for students to private preschoolers. Ms. Pomykato will prepare a summary of such costs. Costs would include the tuition payment, cost of contracted special education staff to provide services within these private preschool settings, as well as transportation costs.

Ms. Ross stated the Budget Committee asked about the concept of "going textbook-less" and whether this would reduce the replacement costs. Ms. Masson explained that teachers require professional development to change the way they teach as they move away from textbooks to on-line instructional tools. This would include students' instruction under "Digital Citizenship". Ms. Hume-Howard agreed that on-line textbooks make sense due to the exceptional cost.

Mr. Masson asked why the CIP budget numbers are not stable within all areas of the budget. Dr. Blake explained that at times, there are big projects that need completing. While the CIP is approved, each year the default budget

forces the administration to take money out to cover necessary costs for classroom instruction, salaries/benefits and other educational costs. Mr. LeBlanc stated that the towns have capital reserve funds for major expenses. Dr. Blake explained such reserve funds for major projects are not available. Instead, grants and end of year monies are used. Mr. Masson asked why money is not set aside to ensure funds are available. Mr. Ramey asked if there could be warrant articles to set aside monies. Ms. Bennett explained that if the voters do not approve such articles, this means the outcome could be worse. Mr. Rutherford said that to fund CIP this could mean cutting teachers. Ms. Ross, Ms. Miller, Mr. Miller asked for examples of what the community will lose should they vote to not support the budget. Dr. Blake warned that the community may interpret this as "scare tactics". Due to demands of retirement, insurances, utility, and contract costs, expenses are not as predictable as hoped. Ms. Bamforth asked if there is a way to get parents to vote. Dr. Blake stated that there is a higher percent of voters without children in the school district. However, less than one third of the parents vote. Ms. Bennett explained that engaging voters has been a long-term problem.

Mr. Ramey asked about the Seacoast School of Technology agreement. Dr. Blake explained that the budget allows for up to 100 students to attend. The governing board (led by superintendents of the six districts) sets the SST budget based on the SST costs. If districts do not meet enrollment expectations, the budget goes up.

Mr. LeBlanc asked about the budget reduction for SST tuition. Mr. Stack explained that each year 100 slots seem adequate. On Page 49, revenue changes from FY 14 to FY 15. Dr. Blake will ask Ms. Coppola to explain this change. Dr. Blake drew attention to page 48 for some explanation.

Ms. Miller asked about the per pupil cost compared to other districts. Dr. Blake stated this is reviewed annually.

Mr. LeBlanc asked for clarification on staffing definitions (page 53). Dr. Blake described the roles of "teacher specialists" as they travel between schools and grade levels within general education and special education.

Mr. Ramey asked for clarification on the bussing requests for additional busses. Dr. Blake explained that sports teams are unable to attend competitions due to the busses being unavailable. For this reason, two busses are added on for "standby" purposes.

Mr. LeBlanc asked about high school "purchased services" and tuition reduction. Ms. Pomykato explained this is due to students exiting as they reach age 21.

Mr. LeBlanc asked for explanation of retiree benefits (page 84). This cost is due to the early retiree benefits required until age 65.

Dr. Blake encouraged the Board to review the budget in detail and to forward any questions to the SAU. He asked that people come prepared to finalize the budget figures at the next meeting on December 17. Dr. Blake offered a work session; Mr. LeBlanc agreed.

Mr. Masson asked if the Leadership Team had any suggestions as to the priorities and ways to support passing the budget. Ms. Bamforth said these numbers are actually the second proposed budget. The first budget was a 9.5% increase. Mr. Rutherford explained that we face flat or declining enrollment, but we must maintain programs. Mr. Stack stated that there is so little of the budget that the Leadership team may influence. There have been alternative funding sources such as grants, end of year monies, PTOs, PTAs, Booster clubs. There are different needs at different buildings. The Leadership Team must work with a lean budget. Mr. VanderEls worries about how much can be done when working with a lean budget. Limited funds for supplies and materials are available after 72% must go toward salary and benefits. Ms. Pomykato explained that special education grants declined over the past three years which significantly impacts the budget. Right now, four teachers and seven paraprofessionals are paid for out of grant monies. While the number of special education students remains stable, related costs increase. Budgeting is a challenge due to these variables. Ms. Bamforth asked if the community wants to know the details. Does the community only want to know the bottom line and impact on their tax bill? Ms. Ross is worried

that the public does not see the value of programs such as preschool. Ms. Hume-Howard stated that the legislators do not vote to support bills that could help districts.

Dr. Blake scheduled a School Board work session for Budget on Monday, December 8 at 6:00pm in Room 137.

COMMUNICATIONS RECEIVED/SENT

None

WRITTEN INFORMATION

None

AGENDA ITEMS FOR NEXT REGULAR MEETING

Middle School and High School Anti-Bullying Presentations
Budget

PUBLIC COMMENT

Ms. Gannon stated that she agrees that the property owners are "stuck" paying for education rather than having income taxes to support education. Ms. Gannon asked if NH is against taxes then why we are paying so much in taxes. Ms. Gannon said that with all the additions to the schools' responsibilities, this will force the budget to cover more and more. The seminary building is another expense. Perhaps the town of Kingston could purchase this property?

SCHOOL BOARD COMMENT

Mr. Masson encouraged participation in "Giving Trees" at the elementary schools. The "Leaves" will have items needed by children within the Sanborn community. Mr. Masson encouraged the members of the Board to attend school events. This will encourage the public to donate items as requested on the "Giving Trees".

ANNOUNCEMENTS:

Sanborn Regional School Board Work Session will be held on **Monday, December 8, 2014 at 6pm in Room 137**, at the Sanborn Regional High School, Kingston.

Sanborn Regional School Board Meeting will be held on **Wednesday, December 17, 2014 at 7:00 p.m. in Room 137**, at the Sanborn Regional High School, Kingston.

Support Staff CBA **Negotiations** will be held on **Monday, December 8, 2014 at 3:30 pm in Room 137**, at the Sanborn Regional High School, Kingston

The next **Policy Committee Meeting** will be held on **TBD in Room 137**, at the Sanborn Regional High School, Kingston.

Budget Committee Meetings will be held on **Thursday, December 4, 2014, at 7:30 pm in Room 137**, at the Sanborn Regional High School, Kingston.

The next **Fremont/Sanborn Joint Meeting** will be held on **TBD**.

NON-PUBLIC SESSION - RSA 91-A:3 IIA

None

ADJOURNMENT

Motion made by Ms. Ross with second by Mr. LeBlanc to adjourn the work session of the Sanborn Regional School Board. Motion passed by unanimous vote. Meeting adjourned at 7:50 pm.

Respectfully submitted,

Jennifer Pomykato
Recorder

Minutes of the School Board meetings are unofficial until approved at a subsequent meeting of the School Board.