

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, Melissa Sytek, Beth Paris (via Google Meet at 6:55 pm), Tony Clements and Janice Arsenault (via Google Meet); Superintendent of Schools Tina McCoy; Business Administrator Marjorie Whitmore (via Google Meet); Curriculum Coordinator Mike Whaland; Director of Student Services Michael Hatfield; Lamprey River Elementary Principal Laura Yacek (via Google Meet); Iber Holmes Gove Middle School Principal Bob Bickford (via Google Meet); Raymond High School Principal Steve Woodward(via Google Meet); Technology Director Kevin Federico; Director of Student Behavioral Health Jessica Caron (via Google Meet).

Proof of Posting: It was noted that the meeting was properly posted.

Pledge of Allegiance: All those in attendance stood and recited the Pledge of Allegiance.

Recognition: The Board wished to recognize students on the RHS First Quarter Principal's List, which included the following students in grade 12: Kaden Brackett, Jayme Brannan, Abigail Brown, Madison Brown, Nathan Couture, Anya Cunningham, Brynna Hone, Lauren Hsu, Kathryn LaCasse, Isaac Lessard, Scott Philibert, Mykenzie Rives, Madilyn Robinson and Jenelle Welenc. In grade 11: Sara Amovic, Colin Carta, Kylee Comeau, Helene Cote, Allison Fennell, Erika Greenman, Kendra Morasse, Jacob Savage and Brianna Waldron. In grade 10: Tina Chen, Lydia Cramer, Caitlyn Fournier, Jacob John Paradis, Penelope Wenzel and Madilyn Yockel. In grade 9: Madison Ambrose, Chloe Borkush, Madison Brannan, Emelyn Brooks, Tyler Dunphy, Jillian Foglietta, Acadia Gafford, Elliott King, Aynalem Lama Levesque, Kylie Potter, Violet Reynolds and Brianna Tilton.

Open Public Hearing: Chairman of the school Board Joe Saulnier opened the Public Hearing to consider the acceptance and expenditure of the following unanticipated funds from state, federal and/pr private sources under RSA 198:20-b: \$119,841.60 Impact Fees. There was no comment at this time.

Close Public Hearing: Chairman of the School Board Joe Saulnier closed the Public Hearing.

Public Input:

Tara Campbell came to speak with the Board about how students can get breakfast and lunch during these times where these positions were held in the past by people who believe in quote Public Service" and not a paycheck in 1968 the school board members received a whole \$50 you not receiving \$1,500 consider yourself lucky thank you the circumstances, and there will be more discussion around this concern.

Tina Thomas spoke with the Board about her concerns that the School Boards actions to raise the treasurer's salary as well as create a deputy treasurer position were not legal. She stated that the increase goes against articles that were already set by previous voter decisions in 1999.

There was an email that came in from Food Service Director Judy DiNatale stating that today was treated like a snow day in terms of lunches.

Our Students/ Our Schools: Student Services Director Mike Hatfield provided the Board with a demonstration of texthelp, which is assistive technology that helps students with reading and writing text to access curriculum.

Joe Saulnier stated that the meeting agenda states that masks will be required for this meeting as teachers that are in the buildings are required to wear masks. Mr. Saulnier wished to point out that this was important for making the environment feel safe for anyone wishing to participate in the Board meeting in person. Those that wish to not wear a mask, may participate online, by phone, or in another room set up in the building.

Extended Learning Opportunities Update: ELO Coordinator Holly Londo provided the Board with an update on extended learning programs at RHS. Janice Arsenault raised concern about students screening other students due to how tight the privacy laws around COVID are. There was also concern regarding a student letting a student through screening that should not have been admitted to school. Dr. McCoy stated that this was set up due to a suggestion from Board member Beth Paris to use volunteers in the screening process.

Joe Saulnier read an email from the public about Mr. Saulnier using the word dramatic after public input. Tony Clements stated that he was the one to say it was a dramatic reading.

Steve Woodward suggested that he could reach out to the SST to see how their program handles the confidentiality piece of their health care program.

Melissa Sytek stated that she would like to know more about the liability on the district for students doing this. Tony Clements and Beth Paris were alright with students learning about the confidentiality piece as part of the experience. Joe Saulnier and Janice Arsenault are concerned about students screening others. Dr. McCoy will look into the possibility of students and parents signing off on understanding the importance of confidentiality in their ELO.

CIA Director Update and Competency Based Education Update: Dr. Whaland presented his quarterly report to the School Board, as found in the meeting agenda. Dr. Whaland also presented the Competency Based Learning update which can also be found in the meeting agenda.

COVID-19 Update: Dr. McCoy spoke to the Board about the changes in the last few days due to COVID. At this point, there are so many employees that are not able to work on site. These reasons vary from underlying health conditions, to being exposed and needing to quarantine. While Dr. McCoy stated that she has been trying to keep the schools open, there are some significant challenges. At this time, at LRES, there are 10 paraeducators that can not work on site, which is 42% of the LRES paraeducators. There are 14 teachers, or 35% of LRES teachers that can not work on site. There are 67% of other employees that are not able to work on site at LRES right now. At IHGMS, there are 12 paraeducators that can not work on site, which is 60% of the IHGMS paraeducators. There are 17 IHGMS teachers, which is 41% of teachers at the Middle School. There are 3 other employees that can also not work on site at IHGMS. At RHS, there are 8 paraeducators that can not work on site, which is 47%. There are 7 RHS teachers that can not work on site, which is 19%. There are also two other RHS employees that can not work on site at this time. Dr. McCoy feels that there isn't much of a choice at this point to stay open on a hybrid model. There are two things that she wishes for the Board to consider. First, to consider going remote from now until 2 weeks after the Holiday break. Second, to keep preschool and kindergarten open as much as possible. The current reality is that there are not enough people onsite to staff the buildings in person at this time.

Christina McCain came forward to state that having kindergarten in person would be preferred.

Laura Yacek also reported that Kindergarten teachers felt the same way- keeping students in person would be most beneficial.

Janice Arsenault supported the decision to bring in Pre-K and Kindergarten as long as we can keep them safe here.

Mike Hatfield reminded everyone that there may be some students in certain special education situations that could be invited in for services as necessary.

Beth Paris stated that she is upset that this is happening and feels that we are letting our kids down.

Dr. McCoy stated that the LEAP program has received a waiver allowing the program to offer certain programs during the school day, which is being looked into.

Chairman Saulnier read aloud an email from Mr. Bilodeau. Mr. Bilodeau raised concerns for parents trying to complete remote learning with their students.

**MOTION:** Janice Arsenault moved to accept the superintendent's recommendation to go remote with the exception of preschool (continuing in person) and kindergarten (returning on Monday),

seconded by Joe Saulnier. Joe Saulnier, Janice Arsenault, Tony Clements and Melissa Stek voted in the affirmative. Beth Paris voted against the motion, the motion passed (4-1).

New/Revised Policies - Second Reading:

The Board reviewed proposed revisions to Policy GCEE Remote Work Policy, as found in the meeting agenda. There were concerns about making sure that an employee will be able to appeal decisions to the Board. The Board decided to take out the last part of the paragraph in question, stopping after “at the sole discretion of the Superintendent”. The following would be removed: “There are no grievance and appeal rights ~~regarding this process~~ from the Superintendent’s decision to authorize remote work. Employees with concerns about the contents of this Policy may bring their concerns to the Board.”

**MOTION:** Janice Arsenault moved to accept Policy GCEE Remote Work Policy as revised, seconded by Beth Paris. Voted unanimously in the affirmative (5-0).

The Board reviewed proposed revisions to Policy DGA Authorized Signatures, as found in the meeting agenda.

**MOTION:** Janice Arsenault moved to accept Policy DGA Authorized Signatures as revised, seconded by Joe Saulnier. Voted unanimously in the affirmative(5-0).

The Board reviewed proposed revisions to Policy DK Payments, Checks & Manifests, as found in the meeting agenda. There were no changes as a result of the first meeting.

**MOTION:** Janice Arsenault moved to accept Policy DK Payments, Checks & Manifests, seconded by Melissa Sytek. Voted unanimously in the affirmative (5-0).

New/Revised Policies - First Reading:

The Board reviewed Policy JLCB Immunizations of Students, as found in the meeting agenda. There were no concerns at this time.

The Board reviewed Policy JLCA Physical Examinations of Students, as found in the meeting agenda. There were no concerns at this time.

The Board reviewed Policy JLC Student Health Services, as found in the meeting agenda. There were no concerns at this time. Joe Saulnier asked if job descriptions would be updated to reflect this policy. Dr. McCoy stated that would be a good idea.

The Board reviewed Policy EBBC/JLCE Emergency Care & First Aid. There were no concerns at this time.

Deliberative Session Public Information Timeline: The Board reviews the timeline found in the meeting agenda. Joe Saulnier stated that he would write the letter for the Union Leader and Carriage Towne News. Tony Clements stated that he can attend the coffee hours that will be done during the school day.

Acceptance and Expenditure of Unanticipated Funds:

**MOTION:** Janice Arsenault moved to accept the impact fees and expenditure of the following unanticipated funds from state, federal and private sources, of \$119,841.60 from Impact Fees, seconded by Melissa Sytek. Voted unanimously in the affirmative (5-0).

Committee Reports: Janice Arsenault reported that she attended the budget committee meeting last night. Next Tuesday evening is when the Budget Committee will be deliberating on the School District Budget. One of the things brought up yesterday was the accusation that the School Board chose an oil company in town due to a kick back. Tony Clements wished to state that this was an unfair accusation, and not the reason that the company was chosen. Janice Arsenault stated that having a local company to be close when we may need service was a determining factor in the vote.

Student Representative's Report: Isabella daSilva was not present.

Janice Arsenault wished to publicly apologize to Dr. McCoy for her earlier statements.

Superintendent's Report: Dr. McCoy reported that an LRES school nurse was interviewed by NPR. The technology department has been busy with the technology support line given the changes over the last few days. There are not as many school activities going on right now, though there are great attempts to continue to move ahead.

Correspondence/ Other: Margaret Paris, a current junior, emailed the Board to state that she feels the School Board should send a survey to the students to get their opinion about having to be remote. Joe Saulnier agreed that hearing how things are going for high school students in order to improve is important, though it may not be possible to go back to school in person due to staffing.

Manifest Signing: Majorie Whitmore presented the Board with the Manifests- brought to the meeting by Dr. Whaland. Accounts payables totaled \$219,232.87 Payroll totaling \$452,003.36. For a total of \$671,236.23.

Approval of Minutes:

**MOTION:** Janice Arsenault moved to accept the minutes of November 4, 2020, Joe Saulnier seconded. Voted unanimously in the affirmative (5-0).

**MOTION:** Janice Arsenault moved to accept the minutes of November 18, 2020, Melissa Sytek seconded. Voted unanimously in the affirmative (5-0).

**MOTION:** Janice Arsenault moved to accept the minutes of November 20, 2020, Melissa Sytek seconded. Tony Clements and Beth Paris abstained, Motion passed (3-0-2).

Joe Saulnier read an email from a junior Riley Cheever which contained concerns about moving to remote learning. Joe Saulnier reiterated the concerns about having staff to run the building. The Board also wished to encourage students to contact the School Board at any time, it does not have to go through the student representative.

Non-Public Session:

**MOTION:** Janice Arsenault moved to enter Non-Public Session under RSA 91-A:3 II (c), seconded by Melissa seconded. Upon being individually polled, Melissa Sytek, Janice Arsenault, Tony Clements, Joe Saulnier and Beth Paris all voted in the affirmative (5-0).

**MOTION:** Janice Arsenault moved to exit non public session sealing the minutes, seconded by Beth Paris. Upon being individually polled, Melissa Sytek, Janice Arsenault, Tony Clements, Joe Saulnier and Beth Paris all voted in the affirmative (5-0).

Adjournment:

**MOTION:** Janice Arsenault moved to adjourn the meeting at 9:38 PM, seconded by Joe Saulnier. Voted unanimously in the affirmative (5-0).

Respectfully Submitted,

Brittany LHeureux  
School Board Clerk