

1 **Newfound Area School Board**
2 Newfound Regional High School Library Media Center
3 March 12, 2012
4 Approved Minutes
5

6 **School Board Present:** Mary Campbell (Hebron), Suzanne Cheney (Alexandria; arrived at 6:45 pm),
7 Jon Johnson (Danbury; arrived at 6:15 pm), Louis Lieto (Groton), Vincent Paul Migliore
8 (Bridgewater), Paul Rheinhardt (New Hampton) Lloyd Belbin-excused (Bristol)

9 **School Budget Committee Present:** None

10 **Staff Present:** Marie Ross (Superintendent), Dan Rossner (Business Administrator)

11 **Public Present:** Murray Campbell (Bristol), John Jenness (New Hampton), Ann Johnson (Danbury),
12 Neal Martin (Bristol), Kathleen Connor (Bridgewater)

13 **Press Present:** Record Enterprise
14

15 ***Call to Order at 6 pm***

- 16 • The Chair called the meeting to order at 6:07 pm. Paul Rheinhardt moved, Lou Lieto seconded, to
17 go into non-public session for the purpose of discussing personnel, per RSA 91-A:3 Iia Employee.
18 Approved on a roll call vote 4-0-0-3 (Alexandria, Bristol, Danbury absent). The Board discussed
19 the personnel items that were included on the agenda for their public meeting. No action was taken.
20

21 ***Return to public session at 6:30 pm***

- 22 • At 6:35 pm Paul Rheinhardt moved, Vincent Paul Migliore seconded, to come out of non-public
23 session. Approved 4-0-0-3 (Alexandria, Groton-out of room, Bristol-excused absence).
24 • Salute the Flag and Pledge of Allegiance
25 • Notice of Posting
26 • Dr. Ross went over the items she brought to the meeting and will be discussing later on the agenda.
27

28 ***Recognition***

- 29 • Mary Campbell recognized Josh Adjutant for winning the Rotary speech contest.
30 • Mary Campbell recognized Edward O'Malley who was named the Two Time State Champion in
31 wrestling. Dr. Ross noted that Newfound doesn't have a wrestling team, and the extra effort put
32 forth by Eddie and his mother.
33

34 ***School Board Meeting Minutes***

- 35 • January 16, 2011
36 *Louis Lieto motioned to accept as amended, Vincent Paul Migliore seconded, approved 6 0-0-1.*
37 • February 4, 2012 First Deliberative Session
38 *Paul Rheinhardt motioned to accept as amended, Louis Lieto seconded, approved 6 0-0-1.*
39 • February 13, 2012
40 *Sue Cheney motioned to accept as amended, Louis Lieto seconded, approved 6-0-0-1.*
41 • February 27, 2012 SAU4 Board
42 *Louis Lieto motioned to accept as amended, Sue Cheney seconded, approved 6-0-0-1.*
43

44 ***Announcements, Correspondence and Reports***

- 45 • Mary Campbell went over the reports in the Board packet and reviewed the happenings at each

- 46 school.
- 47 • Dr. Ross talked about the KAPER (Kids and Parents Enriching Relationship) Conference on March
48 23rd for the 7th graders and their parents and invited the Board to attend.
- 49 • Student Council Reports
- 50 • Josh Adjutant went over the student council report for the High School. He talked about the
51 school's scholar athletes, the Red Cross blood drive, and the Winter Carnival. Dr. Ross noted with
52 praise that Josh organized the carnival and there weren't any discipline issues.
- 53 • Mary Campbell noted Dan's report and the letter from the New Hampton Fire Department. He
54 noted he hasn't responded to the letter yet and further discussed that inspections will take place.
- 55 • Jon Johnson asked about audit services. Dan noted that he did put out an RFP for audit services, he
56 talked about the responses received and consideration regarding pricing etc. He also mentioned that
57 the previous auditor who walked away four years ago is one of the new bidders for the job.
- 58 • Louis Lieto, talked about the NECAP scores and the continued progress they showed and keeping
59 that progress and their efforts in front of the board.
- 60 • Dr. Ross called attention to the efforts to improve scores; she noted a report on how algebra blocks
61 were modified to help build a solid foundation.
- 62 • Grout Scholarship
- 63 • Mary Campbell explained the nature of the scholarship. She said she was contacted recently to
64 make a slight adjustment to the scholarship by removing the restrictions and now all students
65 attending a 2 or 4 year institution may apply. A request was made for the Superintendent to provide
66 a comprehensive list of available scholarships.
- 67 • Mary Campbell talked about the warrant articles and the public hearings that took place according
68 to the schedule that they published. She noted who from the Board attended the individual meetings
69 and the number of the public in attendance.
- 70

71 ***Strategic Plan Reports***

- 72 • Core (Assessment, Curriculum, Instruction, Professional Development)
- 73 • Infrastructure (Facilities, Finance, Policy, Technology)
- 74 • Communications (Parents, Personnel, Public, Pupils)
- 75 • Evaluation of School Board Operational Procedures (Policy AFA-E)
- 76 • Mary Campbell went over the letter regarding the RIF (policy GCPA) from the President of the
77 Newfound Area School Teachers Union.
- 78 • Vincent Paul Migliore asked about modifying the numbers of paras. Mary Campbell talked about
79 how the numbers are calculated; students moving in and out of the district, special ed. Dr. Ross
80 talked about another district that goes into non public session to discuss special ed. needs, para
81 positions etc.
- 82 • Louis Lieto noted he visited 5 classrooms at the High School. He talked about his experience, he
83 saw some very energizing things and he was impressed.
- 84 • Mary Campbell talked about Mr. Chase's report regarding Connected Math study; she emailed Dr.
85 Ross for clarification on the report.
- 86 • Dr. Ross explained the Connected Math Program study. The teachers are trained in the curriculum
87 and have a good understanding of how the program works. They were honored that two of the
88 teachers in the 6th grade and two in the 8th grade have been selected to do a study to find out if there
89 is a benefit to changing the format to the textbook to include fewer pictures which may prove
90 distracting. At the end of the year they will give their results. The study is funded by the US Dept.

- 91 of Education.
- 92 • Mary Campbell talked about the Learning Studios and how it developed. She said they have a team
- 93 from the 6th grade and the high school that are receiving training to help identify challenges. The
- 94 Learning Studio partners with the teachers and students to design a project. She talked about the
- 95 cooperation of different groups of students and community volunteers and said more volunteers are
- 96 welcome.
- 97 • Mary Campbell asked Dr. Ross for an update on the plan to implement retaining the 5th graders at
- 98 elementary schools rather than move them to the middle school.
- 99 • Dr. Ross distributed a proposed funding plan to retain Grade 5 in the Elementary schools.

100

Proposed Funding Plan to Retain Grade 5 in Local Elementary Schools

Current Budget Cuts Based on Grade 5 - NMMS		Proposed Plan to Retain Grade 5 in Elementary	
Item	Cost	Item	Cost
BHVS Grade 5 Teacher	\$ 47,900	BES Grade 1 Teacher	\$ 0
ICT Teacher	\$ 51,500	ICT Teacher	\$ 0
.3 Instrumental Music	\$ 13,900	.3 Instrumental Music	\$ 13,900
2 paraprofessionals	\$ 38,200	2 paraprofessionals	\$ 38,200
FICA	\$ 11,600	FICA	\$ 3,985
Retirement	\$ 16,200	Retirement (combined)	\$ 4,932
Health	\$ 78,600	Health	\$ 16,900
TOTAL	\$257,900	TOTAL	\$ 77,900
		Amount Absorbed	\$180,000

101

- 102 • Dr. Ross presented the proposed plan to the Board. She talked about the cuts made and where they
- 103 need to find money to put back into the budget. She noted they have heard from the public that they
- 104 are in support of our music programs and they still need to find the money to keep that position.
- 105 They need \$77,900 for the new plan. Dr. Ross noted they chose not to undo all of the cuts.
- 106 • Vincent Paul Migliore asked, “How does it save money?” Dr. Ross explained that money needs to
- 107 be taken from elsewhere to restore the original plan. Vincent Paul Migliore asked how it could be
- 108 that before it was \$250k and now it's only \$77k. Dr. Ross explained that they put their collective
- 109 heads together to come up with a new format that was less expensive with a completely new format
- 110 to restore the programs in a new concept. Dr. Ross explained example of restructuring DES, in that
- 111 they are eliminating two full time teaching positions and reducing the secretarial position to ½ time
- 112 which cuts benefits. When the model was cut, they brought it back in a reduced form, reduced by
- 113 \$200k. She further talked about the reductions made and the changes made to keep 5th graders in
- 114 the elementary schools in a similar fashion saving \$180k.
- 115 • Louis Lieto said the intention was to bring the 5th graders back and not to charge a nickel. Dr. Ross
- 116 further explained the costs, what was absorbed and where they proposed to take the remaining
- 117 money. She is bringing back less than what they have now and they cut more.
- 118 • Vincent Paul Migliore asked, “What is the real bottom line?” Dr. Ross responded the same as it
- 119 was. Vincent Paul Migliore said he means when they were building the budget it consisted of a
- 120 \$258K savings for moving the 5th grade. Now we are changing but only \$77K. Dr. Ross explained

121 she brought the 5th grade back exactly as it was but she reduced a 1st grade at BES. Vincent Paul
122 Migliore asked why they didn't do it before. Louis Lieto said the administration presented how they
123 wanted to make the cuts, and then the Board told them to find other ways. If they had looked at the
124 proposal on the left, moving the 5th grade, before we heard from the community and compared to
125 the proposal on the right, they might have chosen differently.

- 126 • Dr. Ross said they could always say, if you are willing to sacrifice the 1st grade now and an ICT,
127 why didn't you do that earlier. She asked if that was what Vincent Paul Migliore was asking. Louis
128 Lieto basically reiterated yes that was what was being asked.
- 129 • Dr. Ross further talked about her previous budget presentations and the changes she was instructed
130 to make. She talked about the Plan B directive to keep the 5th grade in place.
- 131 • Paul Rheinhardt talked about the changes being made to the budget and the great job the SAU has
132 done shifting things around.
- 133 • Vincent Paul Migliore said it makes him want to say go back and do it again. Every time they ask,
134 they get a better plan. Dr. Ross explained it's not necessarily better, but different. Certain people
135 aren't going to be happy with this alternate plan. Tough choices need to be made and it's about
136 which is the most palatable to the Board.
- 137 • Louis Lieto said the tough choices represent an increased risk; we're deferring, delaying, etc. He
138 has to believe the risks are tolerable. We can do that, sometimes you win, sometimes you lose. We
139 are at the juncture if we go back and shuffle again, it undermines credibility.
- 140 • Dan Rossner explained the salary contingency line number 1100-113 and that they put in a 1%
141 contingency because of the “unknowns”, changes in personnel, etc. He thinks that given where the
142 staffing is going, there will be a minimal amount of turnover except for what has been planned. He
143 sees potential to use that contingency to pay for these costs. Dr. Ross noted the reduction in force.
144 They knew the numbers but not the positions. She noted it's a grueling process and they are
145 working with a consultant and legal counsel. We are talking about a \$30k differential between
146 Dan's original estimate and current staffing decisions. If other people come and go, and they hire
147 people at a lower salary, that will move the line.
- 148 • Dan talked about maintenance projects. He would convert the BES roof project to two phases.
149 Louis Lieto asked if it was easy to do from an architectural view. Dan said that the building is
150 actually four buildings and could be broken up.
- 151 • Dan talked about replacement of technology equipment to meet the Board's goal. Substantial
152 progress will be made, though not as much as desired. Dr. Ross noted they have seen technology
153 change so quickly, in other districts they are using ipads rather than laptops.
- 154 • Dr. Ross talked about the Professional Development line which currently gives an allowance for
155 support staff to access without a cap. Dan recommended putting a cap on the amount at a first
156 come, first served basis. She further explained that being a school in need of improvement, a certain
157 amount of money needs to be set aside for professional development which can provide for support
158 staff training.
- 159 • She further talked about the sacrifices they need to make to reach the budget number and the Board
160 goals.

161 *Paul Rheinhardt motioned to accept the proposed changes, to keep the 5th grade in their elementary*
162 *schools, Louis Lieto seconded.*

- 163 • Mary Campbell discussed the results of the annual School Board evaluation and thanked everyone
164 for participating.

165

166 ***Public Comments on Agenda Items Only***

167 Not to exceed five minutes per individual [School Board Policy BDDH]

- 168 • Murray Campbell, Bristol doesn't understand the \$258K figure that was taken out and put back in
169 and Dr. Ross and Mary Campbell explained that this money was already taken out, which satisfied
170 his concerns.
- 171 • Neal Martin, Bristol said what is interesting to him is the ongoing concept, it doesn't make any
172 sense. He heard the words "we have to sacrifice and absorb" and he doesn't know if it ever comes
173 up in a business setting. He wants to know in specific terms, if someone said we can only raise
174 \$20 million, we don't seem to have that kind of attitude because we're for the children and it's wants
175 instead of needs. We could come up with something to address all of these lines. He is happy to see
176 contingency monies, he hopes that a real solid attempt using parents, teachers etc. to get a business
177 focus because we are in a stage of transparency; our job is the education of our children and
178 protecting the tax payers. We are more swayed by the parents in the 5th grade rather than good solid
179 business sense. The cuts aren't as documented as they should be.
- 180 • Kathleen Connor, Hebron appreciates the decision to keep the 5th grade out of the middle school.
181 She's had a lot of parents make positive comments. These changes make the budget tighter and she
182 appreciates the willingness to shuffle things.

183

184 ***Discussion Items***

- 185 • Policy for Second Reading
- 186 • GCN Evaluation of Personnel
- 187 • IIB Parental Objections to Specific Course Material [new policy]
- 188 • IKFC Awarding of Diplomas
- 189 • JLCJ Concussions and Head Injuries [new policy]
- 190 • 2012-2013 school calendar (Policy ICA)
- 191 • Dr. Ross talked about the calendar and a teacher's workshop on the Friday proceeding the long
192 weekend for Civil Rights Day. She noted that a parent had commented about reducing the
193 amount of early release days.
- 194 • Dr. Ross said she approached the union about having a six hour work day made up of 3 early
195 release days and then make the last day of school for student and the last day for staff a ½ day
196 each in keeping with the teacher's contract 186 work day schedule. This would minimize the
197 number of half days for parents.
- 198 • Personnel
- 199 • Maternity Leave
- 200 • Resignation
- 201 • Child Rearing
- 202 • Retirements
- 203 • Mary Campbell noted that these were discussed in non public session
- 204 • Field Trips
- 205 • Mary Campbell noted the field trips in the Board packet.
- 206 • Dan talked about one of the field trips including a personal vehicle. He was part of a round table
207 discussion and there was a strong sense that strongly advised against using any vehicle other
208 than a school bus. He talked about safety factors and if this needed to be addressed by the
209 policy committee.

210

211 ***Public Comments on Agenda Items Only***

212 Not to exceed five minutes per individual [School Board Policy BDDH]

- 213 • Fred Robinson, Danbury asked that with the scheduling and condensing into ½ days what effect
214 would that have on the support staff contract. Dr. Ross said that the support staff doesn't work
215 beyond the student days. She clarified the support staff schedule. It would be up to the support staff
216 if they opted to take it as a full day for professional development or the half day and clarified
217 further.

218

219 ***Action Items***

- 220 • Policy for Second Reading

- 221 • GCN Evaluation of Personnel

- 222 • IKFC Awarding of Diplomas

- 223 • JLCJ Concussions and Head Injuries [new policy]

- 224 • *Louis Lieto motioned to accept the policies listed, seconded by Paul Rheinhardt, approved 6-0-0-1*

- 226 • 2012-2013 school calendar (Policy ICA)

- 227 • Personnel

- 228 • Mary Campbell went over the personnel issues in the Board packet

- 229 • Maternity Leave for Melisa Scott

- 230 *Sue Cheney motioned to accept, Paul Rheinhardt seconded approved 6-0-0-1*

- 231 • Resignation of Lee Anne Ames,

- 232 *Paul Rheinhardt motioned to accept, Louis Lieto seconded, approved 6-0-0-1*

- 233 • Resignation of Mr. Darsney submitted this evening

- 234 *Paul Rheinhardt motioned to accept, Louis Lieto seconded with thanks and good wishes,*
235 *approved 6-0-0-1*

- 236 • Child Rearing leave for Craig Cakouros

- 237 *Paul Rheinhardt motioned to accept, Jon Johnson seconded, approved 6-0-0-1*

- 238 • Retirements of Janet S. Brochu, Bruce Wheeler, Nancy L. Mills, Karen A. Wolff, and Deborah
239 Doe

- 240 Dr. Ross wanted to clarify that four of them have more than 20 years of service and discussed
241 the retirement plans they qualify for.

- 242 *Louis Lieto motioned to accept and express our thanks and good wishes, Paul Rheinhardt*
243 *seconded, approved 6-0-0-1*

- 244 • Field Trips

- 245 *Paul Rheinhardt moved to approve both field trips, but on the music trip, do not allow for private*
246 *transportation and the district will provide for the alternate transportation.*

- 247 Sue Cheney seconded and said do not allow the use of a private car on the music trip. Dan
248 suggested that being the school organizes the finances for this trip under school policy, if they do
249 require another bus or second form or transportation; the district may take care of that differently.
250 *Approved 6-0-0-1*

- 251 • Other Business

- 252 *Mary Campbell entertained further discussion on the motion made earlier by Paul Rheinhardt to*
253 *accept the financial changes put forth by Dr. Ross, approved 6-0-0-1.*

- 254 • Dr. Ross discussed the letter from the Newfound Area Teachers Association that the Board
255 makes a retirement incentive to those teachers that choose to retire at this time to help with

256 budget cuts and make one less position to be rified. Dr. Ross talked about the retirement
257 incentive and Dan Rossner explained the incentive percentage for number of years of service
258 and age of retiree. Dr. Ross talked about other districts and the plans they offer. Dan gave some
259 examples of incentives and the theory behind giving them. Dr. Ross said they discussed at the
260 admin team meeting absorbing costs and the tradeoffs.

261 • Louis Lieto said that he's seen similar things done in other districts and in order for them to take
262 action they need some hard core analysis of what the plan would look like. We can think about
263 the non monetary issues but it's hard to quantify what the costs would be. Dan said the
264 challenge is that you never know who is going to take you up on it until you make the offer. He
265 can show the salaries at each level, but he knows from going through this process, who he
266 thinks would be reductions don't necessarily make the reductions. Louis Lieto said he thinks
267 you could say here are parameters that make sense. But he thinks the SAU can give them some
268 guidance and asked for some kind of model. Vincent Paul Migliore said he thought it is an
269 excellent idea to put on the table next year for the collective bargaining agreement, to put in
270 some sort of plan to get everyone involved in the process. Dr. Ross talked about collect
271 bargaining procedure and the retirement percentages in place. The pros and cons of bargaining
272 this is that at the end of the year, you don't know if the money is left for this. Dan said he is
273 confident he could give a number from the budget this year to use for this incentive, but can't
274 tell for future budgets.

275 • The Board and SAU further discussed scenarios involving retirement incentives, cost savings of
276 new hires etc.

277 • Sue Cheney commented on the information, we can't really say this district is doing this so we can,
278 we need to know the why's and how's.

279 • Vincent Paul Migliore asked about the conference noted in the Counselors' Corner in the High
280 School newsletter. Dr. Ross will check on it.

281 • Manifests: None

282

283 ***Non-public Session***

284 *At 9:04 pm Lou Lieto moved, Paul Rheinhardt seconded, to go into non-public session for the purpose*
285 *of discussing personnel, per RSA 91-A:3 Iia Employee. Approved on a roll call vote 6-0-0-1 (Bristol*
286 *absent). The Chair reported on personnel issues that the Board had asked her to research. No action*
287 *was taken.*

288

289 ***Adjournment***

290 *At 9:25 pm Sue Cheney moved, Jon Johnson seconded, to come out of non-public session. Approved 6-*
291 *0-0-1 (Bristol absent). Lou Lieto moved, Sue Cheney seconded, to adjourn. Approved 6-0-0-1 (Bristol*
292 *absent).*

293

294 URLs Accessed by Vincent Paul Migliore

295 <http://www.SAU4.org>

296 <http://nrhs.sau4.org>

297

298 Respectfully submitted,

299 Amy Lyn Kench

300 School Board Clerk