

Newfound Area School Board  
Newfound Regional High School Library Media Center  
April 9, 2012  
Approved Minutes

***School Board Present:*** Vincent Paul Migliore, Chair (Bridgewater), Suzanne Cheney (Alexandria) Mr. Lois Lieto (Groton), Lloyd Belbin (Bristol) Paul Rheindhardt (New Hampton) Don Franklin (Hebron) skyped in, Ruby Hill (Danbury)

***Staff Present:*** Marie Ross Ross (Superintendent), Dan Rossner (Business Manager), Leah McDevitt (SAU), Dennis Murphy(Tech), Fred Robinson (Media)

***Public Present:*** John Jenness (New Hampton), Janet Cote (Bristol), Bill Lucarelli (Hebron), Bob Brooks (Hebron), Mel Shokal (Alexandria), Amy Fairbank (Bristol), Heather Gosson (Bristol), Kathy Meegan (Bristol), Kathleen Connor (Hebron), Sherman Ross (New Hampton), Rob DiNocco (Bristol), Lisa DiNocco (Bristol), Chet Devarney (Bristol), Michelle Costigan (Bristol), Sheila Miller (Bristol) Josh Adjutant (Student Council)

***Call to Order at 6:40 pm***

Vincent Paul Migliore, School Board Chair, called the meeting to order at 6:40 pm, after coming out of non-public session. Vincent Paul Migliore noted Don Franklin was present on the screen via digital communication from Seattle, Washington, which is allowable under the RSA. He added, Don will be participating in the meeting officially.

The American flag was saluted by reciting the Pledge of Allegiance.

**Notice of Posting:** Dr. Marie Ross noted the agenda was posted at each of the schools, at the SAU, on the web site and sent to each of the town offices.

Vincent Paul Migliore noted the first item is the modification and approval of the change in the format of the proposed agenda with a brief introduction and asked the board if it can be accepted. Vincent Paul Migliore's first change would be to move the Recognition to the beginning of the Agenda. The next item would be to Section 5, called Intercommunications, which has the sign in sheet, the form one would sign to get a packet from the School Board. Then immediately going into Public Comment, which is not limited to items on the agenda; Keeping this within the five minute time limit for public comments. Vincent Paul Migliore said he would like to recognize the presence of any elected officials present. Vincent Paul Migliore then mentioned the section of Reserved, this bullet is intended, if we decided to do anything along the lines with a Faculty Liaison to be a place-holder for that purpose. And then a Student Council liaison would speak as the next item. Mr. Lieto questioned if a member of the public wished to speak a greater length, would they speak there? Vincent Paul Migliore replied, "No". They would have to comply with Board policy, if they would like to speak at greater length they would have to ask to be placed on the agenda by giving 10 days notice, notify the Board their topic and to be placed on the agenda. Vincent Paul Migliore asked if there were any desire of the Board to change the agenda, or can it be accepted as is. There were no changes by the Board. There was a request by the Business Manger, Daniel Rossner to ask the Board to consider adding to the agenda appointment of District Auditor. Vincent Paul Migliore said he would like to propose to make that item 9P. Appointing New Auditors  
Agenda was adopted with changes

50 **Recognition**

51 Vincent Paul Migliore, recognized Brianna Tompkins a 6<sup>th</sup> grade student at the Newfound  
52 Memorial Middle School for her efforts in organizing a bake sale which raised \$375.00 in 3  
53 hours. The money is to help those who cannot afford a year book at the Middle School.

54  
55 **Inter-Communications**

56 Vincent Paul Migliore said he is looking to enhance the communication between the School  
57 Board and the public. This started with the Deliberative session, when the School Board sent out  
58 a mailing on the warrant articles. The first item is the ‘sign in sheet’ for an email listing. This is  
59 to receive the packet of information the School Board Members receive digitally, which is public  
60 information. The packet can also be sent via postal mail. He encouraged all to sign up with an  
61 email address to receive the information. Please note email address will not be sold.

62  
63 **Public Comment** *(Not to exceed five minutes per individual)*

64 Bob Brooks (Hebron) Stated a voting injustice has occurred. He said the town of Hebron re-  
65 elected Mary Campbel to be their School Board Representative, by a two to one margin over  
66 Don Franklin; However, Don Franklin won the election anyway. He questioned is there a way  
67 your votes can count for who you want in the town and not be over ridden by other towns. He  
68 requested an answer. Vincent Paul Migliore we do not have a discussion of public comment.  
69 He said it is a segment for you to have your comment and to be heard publicly, go on record. It  
70 is practice for us not to get into a debate.

71  
72 **Student Council Liaison**

73 Josh Adjutant commented that Newfound Regional High School is undergoing a review of  
74 certain policies and these items need to be addressed. The first item that is the elimination of the  
75 2012-2013 academic school year mid-terms and final exams is not a good idea. He said that  
76 throughout the introduction of high school, large exams have prepared us for college and we are  
77 not sure what benefit the elimination of these tests has. He suggested that maybe looking into  
78 them is a good idea. Also the grading policy in regards to letter grades, the talk of replacing these  
79 in the next few years to a new grading of Competent and Incompetent grading policy is a  
80 concern. Though this has not been enacted on, he feels that this should be brought to the Board’s  
81 attention. For college bound students, this might not be the best route. Marie Ross asked how  
82 this was brought to his attention and if he has discussed this with his administration, because it  
83 has not reached policy committee yet. He said a few of the staff has spoken about it.  
84 Elimination of mid-terms and finals has come from Mr. O’Malley. Vincent Paul Migliore  
85 suggested adding this topic to Other Business. Marie Ross would like to ask Mr. O’Malley to be  
86 present at the time of this discussion. Ms. Hill agreed to discuss it later under Other Business.

87  
88 **School Board Meeting Minutes**

89 **March 12, 2012**

90 Dr. Ross noted she has had made the corrections to March 12 minutes.

91 Motion to approved minutes,

92 *Paul Rheinhardt motioned, Sue Cheney seconded,*

93 *Minutes Approved 5-0-2-0 (Danbury, Hebron Abstained)*

94  
95 **March 21, 2012**

96 Page 6, line 250 eliminate the word “with”

97 Page 3, line 5 change the word with to “will”

98 Page 5, line 208; Mr. Lieto was speaking of a visit to the High School. Mr. Lieto supplied the  
99 correct language to read: “Mr. Lieto spoke regarding his visit to the High School where he was  
100 invited by Mr. O’Malley to go wherever he wished and observe any classes he desired. He noted  
101 the genuineness of the teaching he observed. Furthermore, if an administrator attempted to  
102 restrict a Board member’s access or control the teaching for the purpose of influencing the Board  
103 person, that administrator should be replaced.”

104

105 *Motion to table review of minutes of March 21:*

106 Mr. Franklin asked if all votes have to have a roll call, due to the digital skype . Vincent Paul  
107 Migliore checked the RSA and agreed there should be a roll call.

108 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes

109 Groton – Yes Hebron – Yes New Hampton – Yes

110 A motion to reconsider without objection to table a review the minutes of March 21, 2012.

111 *All votes recorded in the affirmative. 7-0-0-0*

112 *The table passed.*

113

### 114 **March 21, 2012 - Non-Public Session**

115 Dr. Ross noted the minutes that were posted were a little more elaborate and detailed and less  
116 general than they should be for non-public. They were almost as detailed as if the public were  
117 present. She thought it may be a good topic to discuss with at the workshop with School Board  
118 Attorney. Mr. Migliore noted that at one time the Board did publish minutes of a non-public  
119 meeting. This approach was taken by Mr. Migliore, under the right to know law, in an effort to  
120 be more communicative. He said he will comply with the law as required. He said he will  
121 discuss with attorney Barrett Christina and find out the more prudent thing to do.

122

123 *Mr. Lieto motioned to accept the minutes as amended, Paul Rheinhardt seconded*

124 Sue Cheney asked if this should be tabled until the Christina discussion.

125 *Sue Cheney motioned to table the motion, no second*

126 Dr. Ross requested that line 4, be a little more general. She suggested the wording read: “the  
127 board discussed the wording of Dr. Ross’s future contract”, As opposed to being specific to what  
128 that conversation was.

129 A roll was taken.

130 Alexandria – No Bristol – Yes Bridgewater – Yes Danbury – Yes

131 Groton – Yes Hebron – Yes New Hampton – Yes

132 *Motion to accept the minutes as amended Approved 6-1-0-0.*

133

### 134 **Correspondence and Reports**

135 • Principals Reports – Mr. Lieto had a question regarding the AYP results, more specific the  
136 initials CI and SA. Marie Ross explained CI stands for Confidence Interval and SH stands  
137 for Safe Harbor. Confidence Interval is a margin of error and Safe Harbor means that if  
138 you’ve improved by over ten percent over last year’s scores you fall within Safe Harbor. So  
139 that becomes a Yes for making Adequate Yearly Progress in that subgroup. If there are less  
140 than 11 students in a group it will appear as NA; meaning there are less students to count.  
141 Sue Cheney commented that in the economically disadvantaged group it would be  
142 interesting to know what the numbers are, such as in the middle school. Marie Ross replied  
143 we have about 35% who qualify for free and reduced lunch at the Middle School. She said  
144 the District average is also about 35%. Bristol Elementary is about 40%. The High School  
145 is about 25% because fewer students sign up; Bridgewater Hebron is about 38%; Dan could  
146 get you the exact percentages. Marie Ross further explained the state raised the bar this

147 year. They are suggesting not using the NECAP but using the state accountability system.  
148 She will have further information after this Friday's Commissioner's meeting. But because  
149 we did not get the waiver, we were right on the edge of the bar. And the Annual  
150 Measurable Objective was raised this year. If the board would like, we can have a complete  
151 presentation. We have just shown the report to give the results. As a recent report was  
152 shown on Channel 9, with the Commissioner and was printed in the paper, which states 72%  
153 of the schools in our state are now in this category because the bar has been raised. They  
154 have changed the measure for our significantly disabled students. Several of our students  
155 have seen a drop in our special education group. Marie Ross said Danbury did make AYP  
156 this year, but also noted they have such small sub groups, and had those small numbers  
157 counted, we may have been in the same position as the other schools. Vincent Paul  
158 Migliore noted in the High School report the two sections of algebra. Marie Ross noted Mr.  
159 O'Malley said that is part of the redesign. Mr. Lieto commented that the extra session will  
160 not count for an extra credit towards graduation. Marie Ross noted it will be a full credit  
161 bearing course. She will verify that information. Vincent Paul Migliore noted the list of  
162 colleges was very impressive this year. Marie Ross asked that all take a look at the article  
163 by the Record Enterprise in the packet regarding the KAPER Conference. It was very  
164 thorough.

- 165 • Sue Cheney questioned that included in the packet was a summary of responses for Audit  
166 Services. Dan apologized that was omitted from the Board packet, but it was something he  
167 and Don had gone over and will talk about when they discuss the Auditors
- 168 • Dan Rossner spoke on the issue of Independent Contractors versus employee. He told the  
169 Board that the IRS is stepping up how municipalities are treating service providers. The  
170 IRS does not care if contractors want to contract out. The IRS has a certain list of  
171 characteristics, which they think should make them an employee, eligible for benefits. We  
172 need to figure how to work the relationship if that is the provider we want. He has given a  
173 list to the Student Services Department. We are looking at all options with putting them on  
174 payroll as being on the bottom on the list. There is a litmus test of criteria, and one is  
175 control over their schedule. Dan told of a district that had been fined by the IRS for not  
176 being in compliance.
- 177 • Vincent Paul Migliore questioned Judy Turk's report regarding the total number of students.  
178 Dr. Ross verified the total to be 1289 students.
- 179 • Vincent Paul Migliore questioned the budget versus actual amounts Report submitted. He  
180 asked if we could know the percentage of the remaining dollars. He would like to discuss it  
181 further with Dan.

182

### 183 **Communications**

- 184 • Marie Ross commented on the audit of Special Education Program. Mr. Lieto was the  
185 Board representative for the Focus Monitoring process. There were some areas on  
186 noncompliance that were identified. Most had to do with our students that transition into  
187 post secondary; our 18- 21 year old plans for transition. This letter states that all areas of  
188 noncompliance were identified and were corrected by March 5, which was within a year.  
189 We are now in compliance with the Department of Education according to their standards.
- 190 • As a point of personal privilege, Mr. Migliore noted the non-public minutes of March 21<sup>st</sup>  
191 meeting were reviewed in advance with Dr. Ross.

192

### 193 **Discussion Items**

- 194 • *Board Committee Assignments* - Vincent Paul Migliore said the only committee we did not  
195 have a board member on was Professional Development Committee, and Ruby Hill has

196 agreed to be on that committee. He further noted the Contract Negotiations, Facilities and  
 197 Data Task Force Committees are in need of members.

- 198 • The Finance Committee is set with members, Ruby Hill, Sue Cheney, and Mr. Lieto along
- 199 with Don Franklin. Mr. Lieto said he is willing to not be on the Finance Committee.
- 200 • Legislative Representative – Mr. Lieto
- 201 • Football Field Oversight Committee – Vincent Paul Migliore and Paul Reinhardt
- 202 • School Board Policy Committee - Ruby Hill, Sue Cheney, Don Franklin
- 203 • New Hampshire School Board Association Delegate – Mr. Lieto
- 204 • Budget Committee – Paul Reinhardt; Vincent Paul Migliore noted legislative pending that
- 205 may take away the school board vote from the Budget Committee
- 206 • Community Relations Council – Vincent Paul Migliore and Mr. Lieto
- 207 • Curriculum Instruction and Assessment Council – Sue Cheney
- 208 • Wellness Council – Mr. Lieto
- 209 • Professional Development – Ruby Hill
- 210 • Technology Committee – Don Franklin
- 211 • Data task force – Currently has only Vincent Paul Migliore; Don Franklin agreed to be on
- 212 this committee. Vincent Paul Migliore noted that in the past the board has invited a budget
- 213 committee member along with the Business Manager.
- 214 • Facilities Committee – Paul Reinhardt, Lloyd Belbin along with Dan Rossner.
- 215 • Contract Negotiations Committee – Vincent Paul Migliore commented that currently we
- 216 have four members that desire to be on the committee. Vincent Paul Migliore, Sue Cheney,
- 217 Paul Reinhardt and Lloyd Belbin. Vincent Paul Migliore said his concern is that he wants to
- 218 communicate more readily; therefore, he would like to name the whole board as the
- 219 committee. He said the bargaining unit of the teachers would also have to name seven
- 220 members. He noted that Mr. Lieto specifically does not want to be named on the Contract
- 221 Negotiations Committee. Vincent Paul Migliore said he has researched this issue. As far as
- 222 having a quorum, the right to know law does not apply in this case. He explained there is an
- 223 explicit exception to meetings open to the public in RSA 91A2 I. Vincent Paul Migliore read
- 224 a portion of the RSA It says a meeting convening does not include a chance social encounter,
- 225 not intended for the purpose of discussing unofficial matters or strategies with respect to
- 226 collective bargaining. Also, with RSA 91A, we would not be required to post the meeting. It
- 227 means we could convene for the purpose of discussing strategy. Mr. Lieto added and
- 228 negotiating. Vincent Paul Migliore said since we have four members that would like to be
- 229 on the committee, he would like to open it up to the whole board to be on the committee. We
- 230 would all be on top of what is going on without losing anything in translation. Paul said
- 231 Vincent Paul Migliore would be the only one speaking at the negotiations. Vincent Paul
- 232 Migliore said the advantage is that there would be nothing lost in the translation. Sue agreed.
- 233 She said when you are relaying it is really hard to transmit all that to the board. So to Sue, it
- 234 seems like a good idea. It is to facilitate communication. Don noted an advantage would be,
- 235 we all have different backgrounds and inputs we can bring to the strategies and will have
- 236 better results for the unions’ perspective and ours. Mr. Lieto said that strikes the heart of the
- 237 issue. Mr. Lieto said a particular way to bring a halt to negotiations is to have a lack of
- 238 clarity to the people who are one side of the table. So if we do bring a broad spectrum of
- 239 backgrounds, we need to not have that debate on the negotiating table, figure our major
- 240 concerns, not generate a lot of noise, it inhibits the negotiation process. It makes it much less
- 241 efficient. I will say without comment I will not serve on that committee. Vincent Paul
- 242 Migliore said if we move forward, you have a right to not attend. Vincent Paul Migliore
- 243 would be disinclined to update just a specific member that did not attend. Ruby said she

244 thinks it is a good idea as long as the people on the other side of the table understand we are  
245 not trying to intimidate by numbers. She said we actually trying to create a Board that would  
246 have a history that would have some previous knowledge of the negotiations. Vincent Paul  
247 Migliore said he was looking for continuity as well. Lloyd Belbin, said everyone should be  
248 able to be a part of it. Sue said that she agreed that Mr. Lieto has the right to not be on the  
249 committee, and there should be a meeting where he is briefed on what has gone on in the  
250 negotiations as in the past we have briefed other board members before or after a board  
251 meeting. Does not mean he will not be informed. Mr. Lieto said he does not want his  
252 refusal to be misread; he is not against the idea.

253 • *Approve School Calendar (policy IC/ICA)*

254 • Dr. Ross there is a concern for two early release days, one for the Holiday Recess plus one  
255 we have used for professional development. Subsequently we have received the calendar  
256 from Plymouth, SAU 48, which we align our calendar with. The Union President passed  
257 around. Marie Ross is requesting approval of the calendar as submitted with the addition of  
258 one early release day in September, one in the month of March and one in the month of May,  
259 with the dates to be determined by the principals. We are going to trade it in for the last two  
260 days of school. The calendar should read the early release days in italics. Marie Ross  
261 clarified we've added January 18 as a teacher workshop day and that is in line with  
262 Plymouth. Ruby, asked if the Freshman come in on a day by themselves. Marie Ross said,  
263 they come the first day only by themselves. Ruby questioned if January 18 were a snow day.  
264 Marie Ross replied it would be up to Plymouth School District and what they will do. Marie  
265 Ross would be inclined to add it to the end of the year.

266 • *Nominate & appoint School District Treasurer*

267 Marie Ross nominated Michelle Escobar; Dan Rossner noted she is in her second year in the  
268 position. It is a \$3,000.00 per year stipend position.

269 • *Review & Approval - Costa Rica Trip*

270 • Marie Ross explained that all out of state and over night trips come to the Board for approval.

271 • *Review & Approval - Quebec Trip*

272 • Lloyd questioned if a student did not attend the field trip. Marie Ross noted both French  
273 classes were attending the trip. They were leaving on a Friday and would only miss one day  
274 of school.

275 • *Other Field Trips*

276 • Freedom Trail to Boston for Fifth Graders, Montshire Museum, New England Aquarium for  
277 Third Graders, and the Student Council at the High School will be taking a trip to Six Flags.  
278 Ruby noted that all of the Fifth Graders were going to the Freedom Trail but on different  
279 days, she questioned if it were due to accommodations. She thought it would be really nice if  
280 they could all go together especially since they will all be joining each other the following  
281 year. Marie Ross explained they fifth graders do have a bonding experience with and  
282 adventure course for that purpose at a later date.

283 • *Review and Approve Date for HS Graduation*

284 • Marie Ross said the State Department said we are allowed to waive days if there are enough  
285 hours. We propose the following dates:

286 • May 31, Scholarship night (Thursday night preceding graduation week)

287 • June 8 - Baccalaureate

288 • June 9 - NRHS Graduation

289 • June 7 – 5<sup>th</sup> Grade BHVS Celebration

290 • June 11 – 5<sup>th</sup> Grade Celebration

291 • June 12 – 8<sup>th</sup> Grade Move Up Day

- 292                   • June 13 – Last day for students  
293                   • June 14 – Last day for staff
- 294 • Vincent Paul Migliore said he would like to do what Mr. Lieto did last year and meet the  
295 potential graduates to make it more personal
  - 296 • *Surplus Equipment (Policy DN)*  
297 Dan Rossner noted we have equipment from the IT Department. He said we have  
298 miscellaneous equipment and furniture in disrepair on that list. I normally come to you with  
299 that list. We will post a notice, and advertise. It will go to the highest bidder. If there are  
300 no bidders, we also have a recycling service particularly with IT items.
  - 301 • *Set Tuition Rates (policy JECB)*  
302 Dan Rossner noted the coming year was to take the appropriation from the general fund and  
303 divide that amount by the number students at that level. Vincent Paul Migliore asked how  
304 that compares to last year. Dan replied it was lower. Vincent Paul Migliore asked that he  
305 consider keeping a reference point and show last year’s rate, when putting together numbers  
306 like this. Ruby Hill asked if it would be easier to just have one rate. He said he has to report  
307 to the State at different levels. Lloyd asked how many students we have. Dan Rossner said  
308 he was not sure. These are for Regular Education rates, children coming into our district, not  
309 Special Education. Marie Ross explained this would include foster children. Marie Ross  
310 further explained there are exceptions where there may be an exchange of tuition, and no  
311 tuition it charged. Ruby asked about employees having children with tuition at different rates  
312 of tuition. Marie Ross explained that policy was changed and the District no longer offers  
313 free tuition to employees for their children to attend Newfound Schools. She cited a case  
314 from Oyster River where a case involved a special needs student. The school would be  
315 obligate to own that child, so the Board decided to stop allowing employees send their  
316 children for free.
  - 317 • *Professional Staff Hiring Nominations by Superintendent (policy GCD)*  
318 Marie Ross wanted to make note that they have taken advantage of the staff they have in  
319 each building and cross pollinated the good ideas from their staff. Upon your nomination we  
320 will give that list to the Principals to share with their staff tomorrow.
  - 321 • School Board Clerk Search - Marie Ross is still searching for a Clerk. She did have an  
322 interested party, but because she is also a journalist, her editor feels is may be a conflict of  
323 interest. She is continuing her search. Hebron Town Hall has been contacted for a potential  
324 clerk.
  - 325 • *Faculty Liaison & Review of Board Staff Communications (policy BG)*  
326 *Written notice is hereby provided per policy BFG)*  
327 Vincent Paul Migliore noted that on March 21 this topic came up and would like to facilitate  
328 this idea. Ruby said, she did quite a bit of research on Faculty Liaison, using several  
329 descriptions. She noted it is not that different from what Josh is doing as a Student Liaison.  
330 She gave a definition of the actual term. “...They would maintain communication, between  
331 two bodies, the Board and the faculty relay information from one body to the next, asks  
332 questions, when necessary to clarify, report back concerns when they exist ...” Mr. Lieto  
333 asked if this needs to be any part of non public session. Ruby assumed they would be part of  
334 a non public session. Marie Ross said she did check with Barrett Christina. He had  
335 cautioned with staff working directly with the board. It jumps over a couple of layers of  
336 command. She liked Ruby’s idea, to give a teacher’s perspective and said it maybe  
337 something we can talk to the attorney to obtain some boundaries. Mr. Lieto said the  
338 previous board, he worked with, had such a person. The role was very comfortable, normal  
339 and very useful. Marie Ross said we may have to tweak the policy. Vincent Paul Migliore  
340 asked Mr. Lieto, “How were they selected?” Mr. Lieto said they were selected by the

341 faculty, and they were selected for one year. Don Franklin said he would like to discuss this  
342 further with Barrett Christina in an effort of keep policy up to date. Vincent Paul Migliore  
343 said he would consider suspending the policy on this. Don said he too would like to suspend  
344 the policy. Marie Ross cautioned them on suspending a policy. The policy BFG/BFGA  
345 regarding suspension was read by Vincent Paul Migliore. He said there is no objection to  
346 doing this but they all want to do it properly. Mr. Lieto suggested Ruby take the suggestion  
347 to the Policy Committee. Vincent Paul Migliore it would July before it comes back from the  
348 Policy Committee. Vincent Paul Migliore said he would be inclined to have the Policy  
349 Committee review BG, which is in conflict, and make a recommendation. The  
350 recommendation he got from Mr. Christina was to get a suspension for the policy for a  
351 specific period of time, 60 or 90 days from the policy committee, which would allow the  
352 liaison to be put in place. Sue said by suspending the whole policy you are going to leave a  
353 void; now you not going to have that policy. Sue would rather see it get to the policy  
354 committee to modify the policy and come back. Ruby asked why it would take two months.  
355 Marie Ross explained the two month process of going to policy committee for the 1<sup>st</sup> and 2<sup>nd</sup>  
356 readings. Mr. Lieto suggested an alternative. Mr. Lieto said there is no reason why they  
357 couldn't ask the faculty to come to our meetings and participate in exactly the frame work  
358 you described, without suspending the Policy and we get the benefit of the meeting. Marie  
359 Ross said she will check with people and turn it over to the Union. She asked if the Policy  
360 could meet before the May meeting. Ruby, said it should be up to the Union President to  
361 elect their person. Vincent Paul Migliore said he got the impression it is something that the  
362 faculty has wanted to do. Marie Ross said that Chet Devarney, as a representative, had come  
363 to the meeting this evening to hear the discussion. Vincent Paul Migliore had wanted to  
364 come up with wording this evening in order not to have to suspend the policy. Ruby  
365 suggested that the teachers elect their own representative, and the position be for held for one  
366 year.

### 367 **Other Business**

- 369 • *Appointment of New Auditors.*

370 Dan Rossner spoke regarding the proposals for the auditors. He said Don Franklin and he  
371 had received four proposals, one deemed non responsive, due to not being complete. The  
372 proposals were from Plodzick and Sanderson, Melanson and Heath, and Roberts and Greene.  
373 The process was to contact a number of references supplied by each auditor. The three  
374 criteria that were discussed between Don Franklin and I were the cost proposals, what size  
375 of error they considered material in judging our financial records. The third area we looked  
376 at was how rigorous their testing or sampling was going to be. Dan reported that Don  
377 reported that Don and he concurred on the recommendation of Roberts and Greene. Dan  
378 Rossner thanked Don Franklin for his assistance. Don further noted the experience of the  
379 proposed auditors. He felt Roberts and Greene had staff with 5 years of experience and a  
380 CPA on their team that would perform the site audit. He seemed comfortable with them,  
381 with all the audits he has been involved in. Vincent Paul Migliore said they both came to  
382 recommend Roberts and Greene both independently. Don Franklin recommended they start  
383 an Audit Committee as a standard practice. He said one of the proposers made reference to  
384 the Audit Committee, which we don't have. Vincent Paul Migliore clarified that the  
385 suggestion would be that we start an Audit Committee and at a later date that Committee  
386 would eventually choose the auditors. They would review the responses as a primary  
387 function of the Audit Committee, along with the Business Manager. Dan clarified that  
388 another function of the Audit Committee would be, that while the Auditor is willing to come  
389 to the School Board to answer questions, the Audit Committee would meet with the Auditor



390 at the conclusion of the audit to discuss in person any findings. Sue Cheney asked what  
391 about the Finance Committee? She said the auditors used to present their audit to the  
392 Finance Committee, years ago. Couldn't that be an extension of the finance committee?  
393 Ruby said she is willing. Sue asked what would their duties be? Don said if the Board  
394 wants it to be another duty of the Finance Committee, he said it should be defined. Sue said  
395 we do have it definition of what the Finance Committee is supposed to do. Vincent Paul  
396 Migliore said there is a slight difference between the committees and their functions. Don  
397 suggested changing the title to Finance/Audit Committee.

398 • *Bristol Elementary Associate Principal position.*

399 Vincent Paul Migliore introduce the topic of discussion for the new position, where there is  
400 going to be an Associate Principal at Bristol Elementary School with Dana Andrews  
401 overseeing both Bridgewater Hebron Village and Bristol Elementary Schools; Lloyd Belbin  
402 said he was not sure if this was acted upon. Marie Ross said it was mentioned in non public,  
403 she was looking for the Board support to go forward with her model. Marie Ross said it was  
404 not to be an Associate Principal for Bristol; it would be Supervising Principal for both  
405 schools and an Associate Principal for both schools. So that each school would, at all time,  
406 have someone there on a full time basis. The associate position would be fully certified.  
407 Lloyd said this is the biggest school we have, that is not right. Marie Ross further explained.  
408 The reason we proposed this is, because of after what we have just gone through with the  
409 drastic reduction in force; nine at the elementary level, we are moving staff around, rather  
410 than bring in someone new, we could have Dana Andrew supervise, direct and mentor that  
411 new person. Dana has got a high level of respect from his peers and his staff. If after a  
412 year, and the board wants, we could create a full time Principal position at each school.  
413 Vincent Paul Migliore clarified we are adding an Associate Principal. Lloyd said the plan  
414 stinks. We are shuffling people all around. Marie Ross said Dana would run the faculty,  
415 running good professional development at both schools and network after school. Vincent  
416 Paul Migliore said we have done this with Danbury and New Hampton without an Associate  
417 Principal. But Lloyd is saying we have two big schools; this model presents itself as not  
418 being prudent. Lloyd would like to see four principals, one in each school. Marie Ross said  
419 if we were to have a replacement she would opt to place Mr. Andrews in Bristol, because  
420 she wants his leadership and his direction. But she does not feel it would be fair to  
421 Bridgewater staff, who chose him to be their principal, to lose him all together. The plan is,  
422 with funding for both principal positions, take a stipend from the Associate position and  
423 give it to Dana Andrews, and when the position becomes full time, fully fund the position  
424 and Dana Andrews would go back to his regular position. Lloyd said she is interrupting  
425 Bridgewater where there does not have to be change. Marie Ross said there would be that  
426 one co-principal at all times in a school. Lloyd said a principal in each school is the right  
427 way to do it. Mr. Lieto had a couple of concerns; he said the there is a potential to do  
428 damage to Bridgewater. If you bring someone into Bristol Elementary, that is a new, untried  
429 individual. In either case our students have some exposure to risk. He said overall it has a  
430 lot of benefits for us and very little downside risk. Ruby said she would prefer to just  
431 replace a principal. She said Dana could still mentor. Vincent Paul Migliore asked Marie  
432 Ross why she took this approach. Marie Ross explained that Bristol is in its fourth year of  
433 need of improvement. She does not want to take a chance on an unknown quantity. She  
434 needs a strong leader in that school. She did not want to take Bridgewater's Principal away  
435 from them. She also said Dana is very capable and ready to take this on. She said it would  
436 be nice to have his leadership and wants to cross pollinate. Marie Ross said if you direct me  
437 to hire a new principal; the thought of proving some element of consistency, we can go  
438 either way. She would like a firm vote tonight. Lloyd said you may end up with two

439 schools with problems. Marie Ross replied I would not have proposed it if I felt it would  
440 upset and destroy the good leadership. Marie Ross said there are already going to be  
441 significant changes. Don commented he could see both sides. Ruby noted we teachers that  
442 have certification and they are also qualified to be principals as well. Marie Ross, replied  
443 that we have received four applications from staff at this point. Paul questioned if the  
444 applicants are at the top of the list. Marie Ross said they are all very qualified. It will be a  
445 nice mentoring model to bring them up from the ranks. They will learn from one of our best  
446 principals. The committee has not yet met. She said we have a nice pool of candidates.  
447 She offered any board member to be on the committee. She said Eric Chase is heading the  
448 committee. If they choose a candidate from within it would allow her to bring back a  
449 teacher that was laid off. Sue Cheney said she likes Marie Ross's idea. Marie Ross knows  
450 Dana, and leaves that judgment up to her. She thinks it would be good to use his skills in  
451 this way. It is not a loss to Bridgewater, he is still there. Don said the Bridgewater principal  
452 would be reassigned to Bristol, if there are two principals, because of the need there, to get it  
453 turned around. Vincent Paul Migliore said that sounds like an argument in favor for having  
454 two principals. Vincent Paul Migliore said just because we do not have a principal, we  
455 would not look at another school. I usually defer to Dr. Ross's approach. We have great  
456 disparity. Either way you take a risk, Mr. Lieto noted. Mr. Lieto said if you bring in  
457 someone from the bottom up. Whether you hire from the outside or hire from the inside  
458 there is a risk involved. I want to look at Dr. Ross and say that was a good call or if it  
459 doesn't go well say that was not a good call; and we take that decision, she no longer has  
460 that responsibility. It is a simple management factor. Vincent Paul Migliore asked if we  
461 hire a second principal will we be able to un-RIF a position? Either way, whether we hire  
462 an Associate Principal or a full time Principal we will be able to re-hire a teacher if we hire  
463 from within. If we have Marie Ross said for all of those reasons she would strongly prefer a  
464 known quantity. Marie Ross said if, next year I'm faced with cutting another 1.5 million I  
465 would rather have 3 principals overseeing 4 schools. Paul said you don't feel you are  
466 splitting this guy in two? Marie Ross replied leadership is a quality, not quantity of time.  
467 He can assure and ensure we have leadership in both schools. Lloyd said you don't feel he  
468 is going to overextend him. Sue said she thinks the advantage is he is going to see the  
469 problems a little sooner. He is going to work with this Associate Principal to correct those  
470 problems with constant contact. Dan Rossner said he is fully confident that Dana can handle  
471 it. Mr. Lieto said he strongly supports it, but sees one problem. A year from now, if it's a  
472 keeper, in his experience, it would be extraordinarily difficult for Dana not to feel demoted.  
473 Marie Ross replied that the Board could decide and say, yes, Dr. Ross was right; let's keep it  
474 going in both schools, with no increase to the budget. Ruby asked for public comment on  
475 this.

476 • Mr. Lieto brought up the objective given to Marie Ross on meeting AYP to defer for one  
477 more meeting. Vincent Paul Migliore apologized and said it should have been on this  
478 agenda. Marie Ross said they have new SIND and DINI plans. Mr. Lieto moved for the  
479 Board to form a Task Force, composed of appropriate members from the Board, staff,  
480 administration and one from each of the towns to study and recommend a long term plan for  
481 the best usage of the Districts buildings. Such a plan shall include recommendations  
482 whenever specific trigger events shall occur. For example, these events shall include, but  
483 are not limited to such things as enrollment decline to a specified level, the occurrence of a  
484 major capital cost requirement, etc. Mr Lieto said he would ask the Board to respond to Mr.  
485 Brooks' question, to formulate what is possible and what is not. Ruby said she could have  
486 lost this election and won her town. She said it is part of the Supreme Court Ruling of One  
487 person One Vote Ruling. Marie Ross noted there was some confusion when she visited the

488 town halls on Election Day when people said they did not know they were supposed to vote  
489 for people that were not in their town. Vincent Paul Migliore said we are very much like a  
490 senatorial district; we are governed by a charter.

- 491 • Ruby would like to see a Town and Gown Council created– It is usually made up of school  
492 and towns, meeting quarterly, taking inventory of resources owned by both and sharing  
493 these resources; promoting each school in the district. When people come to this area, they  
494 are celebrating the whole area. Instead of both entities spending money on the same thing,  
495 they can pool their resources.
- 496 • Marie Ross said we have two requests from students for graduation. The first is for a  
497 graduate to wear his fire fighter helmet. The second request is a child whose parent has  
498 been deployed; they would like to ask to have their diploma awarded from that parent.  
499 Lloyd feels keep it standard. Marie Ross noted that employees do hand out diplomas to  
500 their own children. Sue said if it sets a precedent, they have missed a lot in that child’s life,  
501 that is a good precedent to set.
- 502 • Vincent Paul Migliore noted Josh’s recommendation on the grading issue, assigning Dr.  
503 Ross some research to see where it came from. Marie Ross appreciates deferring the  
504 conversation until Mr. O’Malley can be present to discuss the issue. Mr. Lieto read Josh  
505 Adjutants’, statement into the record.
- 506 • There’s much concern from students who are looking towards their future with their college  
507 situation with the draft policy to eliminate large and important tests. He continued Josh is  
508 concerned it will be hard to estimate grade point averages, class rankings and so forth. Mr.  
509 Lieto said he told Josh he the Board will pursue it further.

510

### 511 **Public Comments on Agenda Items Only**

512 *Not to exceed five minutes per individuals [School Board Policy BDDH]*

- 513 • Janet Cote (Bristol) Consideration of the discussion of audit committee, would think checks  
514 and balance would not be there if you had the Finance Committee there signing bills. She  
515 thinks the Finance and Audit Committee should be separate. Dan Rossner clarified the  
516 process of the payments of the SAU office, and the Finance Committee signs off on the  
517 Manifests only. He clarified they are not paying the bills.
- 518 • Heather Gosson (Bristol) Said that Ken Darsney’s leaving is terrible and she feels sad by  
519 that, because she feels he is a great principal. But BES is in trouble but to hire someone  
520 brand new would be foolish. She thinks to share Dana Andrews would be the best solution.
- 521 • Michelle Costigan (Bristol) she also feels it is a shame Ken Darsney is leaving. There  
522 really isn’t any benefit to having anyone new coming in. I can see good in having Dana  
523 Andrews oversee both schools.
- 524 • Fred Robinson (Danbury) I have two Items, the first item is the faculty liaison. The faculty  
525 are not the only employees in the district. To eliminate the voice of all the other employees,  
526 by strictly having a faculty liaison, would not be fair. Eliminate the voice of other  
527 employees isn’t fair to those employees. If it’s because they have a contract, well, we have  
528 a contract also. Support staff contract, we get paid for days we are here. The money is in  
529 the budget for those days. If the school year is shortened, we don’t get paid. The money is  
530 in the budget for us to get paid. We are contracted to work 183 days, and if the kids have  
531 enough hours and the contract is shortened; otherwise we are getting the short end of the  
532 stick again. Also, Professional Development money has been cut to \$5,000.00. This may  
533 affect people that are looking to get their certifications. Please take these issues into  
534 consideration. There are other people involved.
- 535 • Vincent Paul Migliore thanked all for staying

536

537 **Action Items**

538 Board committee assignments

- 539 • Vincent Paul Migliore would like to have this split into two motions
- 540 • Motion: To assign the Committees according to the chart with the position and the
- 541 name, with the exception of the Contract Negotiations Committee.
- 542 Moved by Paul Reinhardt, seconded by Sue Cheney
- 543 Roll call was taken
- 544 Alexandria – No Bristol – Yes Bridgewater – Yes Danbury – Yes
- 545 Groton – Yes Hebron – Yes New Hampton – Yes
- 546 *Motion Approved 7-0-0-0.*
- 547 • Motion that the entire Board serve as the Contract Negotiation Committee
- 548 Moved by Lloyd Belbin seconded Paul Reinhardt
- 549 Roll call was taken
- 550 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes
- 551 Groton – No Hebron – Yes New Hampton – Yes
- 552 *Motion Approved 6-1-0-0*
- 553 • Motion to approved the FY 2012-2013 School Year Calendar as submitted
- 554 Moved by Paul Reinhardt seconded by Lou Lieto
- 555 Roll call was taken
- 556 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes
- 557 Groton – Yes Hebron – Yes New Hampton – Yes
- 558 *Motion Approved 7-0-0-0*
- 559 Approved with a note, Dr. Ross will add 3 dates to be adjusted, in September, March and
- 560 May.
- 561 • Motion to nominate and approve the District Treasurer, Michelle Escobar
- 562 Moved by Paul Rheinhardt, seconded by Ruby Hill
- 563 Roll call was taken
- 564 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes
- 565 Groton – Yes Hebron – Yes New Hampton – Yes
- 566 *Motion Approved 7-0-0-0*
- 567 • Motion to approve all of the field trips together.
- 568 Mr. Lieto moved Paul Rheinhardt seconded
- 569 Roll call was taken
- 570 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes
- 571 Groton – Yes Hebron – Yes New Hampton – Yes
- 572 *Motion Approved 7-0-0-0*
- 573 • Motion to approve the date for the Newfound Regional High School Graduation as
- 574 June 9, 2012
- 575 Paul Rheinhardt moved, seconded by Lloyd Belbin
- 576 Roll call was taken
- 577 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes
- 578 Groton – Yes Hebron – Yes New Hampton – Yes
- 579 *Motion Approved 7-0-0-0*
- 580 • Motion to approve the date for the Eighth Grade Move up day for June 12, 2012
- 581 Paul Rheinhardt moved, seconded by Ruby Hill
- 582 Roll call was taken
- 583 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes
- 584 Groton – Yes Hebron – Yes New Hampton – Yes
- 585 *Motion Approved 7-0-0-0*

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- Surplus property approved as written.  
Moved by Lloyd Belbin, seconded by Mr. Lieto  
Roll call was taken  
Alexandria – Yes      Bristol – Yes      Bridgewater – Yes      Danbury – Yes  
Groton – Yes      Hebron – Yes      New Hampton – Yes  
*Motion Approved 7-0-0-0*
- Motion to set the tuition rate as submitted by Dan Rossner  
Moved by Lloyd Belbin, seconded by Mr. Lieto  
Roll call was taken  
Alexandria – Yes      Bristol – Yes      Bridgewater – Yes      Danbury – Yes  
Groton – Yes      Hebron – Yes      New Hampton – Yes  
*Motion Approved 7-0-0-0*
- Motion to elect the Staff Nominations by the Superintendent Dr. Ross  
Paul Rheinhardt moved, Mr. Lieto seconded the motion.  
Roll call was taken  
Alexandria – Yes      Bristol – Yes      Bridgewater – Yes      Danbury – Yes  
Groton – Yes      Hebron – Yes      New Hampton – Yes  
*Motion Approved 7-0-0-0*
- Motion to establish a position called Faculty Liaison under the above mentioned description.  
Ruby moved, seconded by Mr. Lieto  
Sue asked what this involves. Ruby replied, to establish a position under the position that was read. Vincent Paul Migliore asked that we take into consideration Fred Robinsons’ question. Sue asked if we could add to that a Support Staff Liaison. Ruby asked if there were two different groups. Marie asked, “How would it be different if they were to ask questions during public comments. Because the support staff do not have a representative. Vincent Paul Migliore asked if we are asking if we are looking for two liaisons. Ruby said we cannot act on it because it was not part of the discussion. But, Vincent added, along the lines of the policy changes that are going to be made, it probably should be noted to the Policy Committee that you would make a recommendation and come up with a solution to the issue that was raised. Mr. Lieto said the discussion said we could go about framing our policy and invite a person to attend, until we are done. Marie Ross asked how the board can ask the liaison a question when they represent the faculty and speak on their behalf. Ruby explained we will have ongoing dialog each month. Motion that the policy committee shall establish a Faculty Liaison position and submit a policy in concert with recommendations having to do with existing board policy.  
Motion that the Board shall direct the Policy Committee to create a Faculty Liaison job description of the position and recommend policies to do so.  
Moved by Ruby Hill, seconded by Paul Rheinhardt  
Roll call was taken  
Alexandria – Yes      Bristol – Yes      Bridgewater – Yes      Danbury – Yes  
Groton – Yes      Hebron – Yes      New Hampton – Yes  
*Motion Approved 7-0-0-0*
- Motion to accept the recommendation of Business Manger, Dan Rossner and Don Franklin to accept the bid from the audit firm, Roberts and Greene  
Moved by Ruby Hill, seconded by Lloyd Belbin

635 Roll call was taken  
636 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes  
637 Groton – Yes Hebron – Yes New Hampton – Yes  
638 *Motion Approved 7-0-0-0*  
639 • Motion to table the discussion to form an Audit Committee  
640 Don Franklin moved, Lloyd Belbin seconded  
641 Roll call was taken  
642 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes  
643 Groton – Yes Hebron – Yes New Hampton – Yes  
644 *Motion Approved 7-0-0-0*  
645 • Motion to maintain the Principal position at the Bristol Elementary school, as structured  
646 Lloyd Belbin motion, Ruby Hill seconded  
647 Vincent Paul Migliore clarified, that a vote in favor is a vote to keep status quo and  
648 would instruct the Superintendent to find a new principal. If you vote against this you  
649 will vote for Marie Ross’ plan for an Associate Principal  
650 Roll call was taken  
651 Alexandria – No Bristol – Yes Bridgewater – No Danbury – Yes  
652 Groton – No Hebron – No New Hampton – No  
653 *Motion Approved for the new Associate Principal position 2-5-0-0*  
654 Marie Ross asked is there a board member that would like to serve on the search  
655 committee for the associate principal. Paul Rheinhardt volunteered to be on the  
656 committee.  
657 • Motion to address and investigate the concerns brought forth by the student council and  
658 to direct Dr. Ross to invite Mr. O’Malley to the next Board Meeting to discuss this issue.  
659 Mr. Lieto moved he would like to direct Dr. Ross, bring forth Mr. O’Malley seconded by  
660 Paul Rheinhardt  
661 Roll call was taken  
662 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes  
663 Groton – Yes Hebron – Yes New Hampton – Yes  
664 *Motion Approved 7-0-0-0*  
665 • Motion to defer Dr. Ross objective reporting until the regularly scheduled May meeting.  
666 Mr Lieto moved, Paul Rheinhardt seconded  
667 Roll call was taken  
668 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes  
669 Groton – Yes Hebron – Yes New Hampton – Yes  
670 *Motion Approved 7-0-0-0*  
671 • Mr. Lieto moved for the Board to form a Task Force, composed of appropriate members  
672 from the Board, Staff, administration and one from each of the towns to study and  
673 recommend a long term plan for the best usage of the District’s buildings. Such a plan  
674 shall include recommendations whenever specific trigger events shall occur. For  
675 example, these events shall include, but are not limited to such things as enrollment  
676 decline to a specified level, the occurrence of a major capital cost requirement, etc.  
677 Mr. Lieto moved to table the motion second Ruby Hill  
678 Roll call was taken  
679 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes  
680 Groton – Yes Hebron – Yes New Hampton – No  
681 *Motion Approved 6-1-0-0*

- 682 • Mr. Lieto wanted to direct the Superintendent to answer Mr. Brooks’s question. The  
683 Board feels he deserves an answer. Vincent Paul Migliore asked permission to email a  
684 response to Mr. Brooks and also requested to put it on the agenda for next month.  
685 • Town and Gown will be on agenda next time.  
686 • There was discussion regarding the graduation requests.  
687 No decision was made at this meeting  
688 • Manifests, for approval – Dan Rossner this time of year it is important to keep up with  
689 the approval of the manifests.  
690 Lloyd Belbin Moved, Sue Cheney seconded February and March approved  
691 Roll call was taken  
692 Alexandria – Yes Bristol – Yes Bridgewater – Yes Danbury – Yes  
693 Groton – Yes Hebron – Yes New Hampton – Yes  
694 *Motion Approved 7-0-0-0*  
695 Note: To approve the manifests for February and March providing that they had been  
696 signed properly by the second person.  
697

698 URLs Accessed by Vincent Paul Migliore

699 <http://www.sau4.org/>

700

701 **Announcements**

702 April 19, 2012 - Appreciation events for Mary Campbell for 24 years at 6:30 pm

703 Spring Musical is this weekend

704 June 4, 2012 Danbury Spring Concert

705 May 14, 2012 Next School Board Meeting

706

707 **Adjournment**

708 At 11:20 pm meeting adjourned.

709

710 Respectfully submitted,

711 Leah McDevitt

712