

SAU 41 GOVERNING BOARD
JUNE 23, 2020
MEETING MINUTES

The Organizational meeting of the SAU 41 Governing Board was conducted on Tuesday, June 23, 2020 at 6:00 p.m. at the Hollis Brookline Middle School Library.

Andrew Corey, Superintendent, presided:

Members of the Board Present: Brooke Arthur, Secretary, Hollis School Board
Holly Deurloo Babcock, Chairman, COOP School Board
Tammy Fareed, Vice Chairman, Hollis School Board
Kenneth Haag, Chairman, Brookline School Board
Rebecca Howie, Brookline School Board
Karen Jew, Secretary, Brookline School Board
Amy Kellner, Hollis School Board
Kate Stoll, Secretary, COOP School Board
Robert Mann, Chairman, Hollis School Board
Carryl Roy, Hollis School Board
Erin Sarris, Vice Chairman, Brookline School Board
Tom Solon, Vice Chairman, COOP School Board
Krista Whalen, COOP School Board
Cindy VanCoughnett, COOP School Board
Beth Williams, COOP School Board

Members of the Board Absent: Elizabeth Brown, COOP School Board
Alison Marsano, Brookline School Board

Also in Attendance: Gina Bergskaug, Assistant Superintendent
Bob Thompson, Assistant Superintendent of Student Services

Due to the COVID-19/Coronavirus crisis, and in accordance with Governor Sununu's [Emergency Order #12](#) pursuant to [Executive Order 2020-04](#), this Board is authorized to meet electronically.

Board members and members of the Administration were participating via Zoom. Each member of the Board was asked to state, for the record, where they were, why their attendance in person was not reasonably practical, who, if anyone, was with them, and whether or not they were able to hear the proceedings.

Member Deurloo Babcock

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Arthur

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Sarris

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Fareed

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Stoll

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member VanCoughnett

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Jew

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Howie

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Kellner

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

Member Haag

Indicated he was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, he was alone in the room he was in, and could hear the proceedings.

Member Solon

Indicated he was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, he was alone in the room he was in, and could hear the proceedings.

Member Roy

Indicated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

It was acknowledged all members participating electronically could be heard. The Board was reminded all votes would be taken by Roll Call.

ORGANIZATION OF SAU 41 GOVERNING BOARD

CHAIRMAN

Superintendent Corey called for nominations for Chairman of the SAU 41 Governing Board for the 2020-2021 term.

**MEMBER DEURLOO BABCOCK NOMINATED MEMBER SARRIS
SECONDED BY MEMBER WILLIAMS**

ON THE QUESTION

Member Deurloo Babcock commented Erin Sarris has done a great job. It has been a challenging year. She does not believe the time to be right to make a lot of changes. She would appreciate the consistency and calmness that Member Sarris brings.

**VOTE ON ELECTION OF ERIN SARRIS TO THE POSITION OF CHAIRMAN OF THE SAU 41
GOVERNING BOARD FOR THE 2020-2021 TERM**

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Holly Deurloo Babcock, Brooke Arthur, Erin Sarris, Tammy Fareed, Kate Stoll, Cindy VanCoughnett,
Karen Jew, Rebecca Howie, Amy Kellner, Krista Whalen, Tom Solon, Carryl Roy, Rob Mann,
Ken Haag

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Nay:

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MOTION CARRIED

Superintendent Corey declared Erin Sarris Chairman of the SAU 41 Governing Board for the 2020-2021 term.

Superintendent Corey stepped down and Chairman Sarris presided.

VICE CHAIRMAN

Chairman Sarris called for nominations for Vice Chairman of the SAU 41 Governing Board for the 2020-2021 term.

**MEMBER DEURLOO BABCOCK NOMINATED MEMBER VANCOUGHNETT
SECONDED BY MEMBER WHALEN**

ON THE QUESTION

Member Deurloo Babcock commented on the great job Cindy VanCoughnett has done this past year, and of the amount of policy work that has come through her and the Policy Committee. She reiterated the desire to maintain the consistency and calmness she provides.

VOTE ON ELECTION OF CINDY VANCOUGHNETT TO THE POSITION OF VICE CHAIRMAN OF THE SAU 41 GOVERNING BOARD FOR THE 2020-2021 TERM

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Karen Jew, Rebecca Howie, Amy Kellner, Rob Mann, Krista Whalen, Ken Haag, Beth Williams, Tom Solon, Carryl Roy

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Nay:

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MOTION CARRIED

Cindy VanCoughnett declared Vice Chairman of the SAU 41 Governing Board for the 2020-2021 term.

Member Williams

Stated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

TREASURER

Chairman Sarris called for nominations for Treasurer of the SAU 41 Governing Board for the 2020-2021 term.

**MEMBER DEURLOO BABCOCK NOMINATED MEMBER FAREED
SECONDED BY MEMBER WHALEN**

ON THE QUESTION

Member Deurloo Babcock spoke of the great job done by Tammy Fareed and of the desire for consistency during this time.

VOTE ON ELECTION OF TAMMY FAREED TO THE POSITION OF TREASURER OF THE SAU 41 GOVERNING BOARD FOR THE 2020-2021 TERM

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Karen Jew, Rebecca Howie, Amy Kellner, Krista Whalen, Ken Haag, Beth Williams, Tom Solon, Carryl Roy, Rob Mann

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Nay:

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MOTION CARRIED

Tammy Fareed declared Treasurer of the SAU 41 Governing Board for the 2020-2021 term.

SECRETARY

Chairman Sarris called for nominations for Secretary of the SAU 41 Governing Board for the 2020-2021 term.

**MEMBER DEURLOO BABCOCK NOMINATED MEMBER WILLIAMS
SECONDED BY MEMBER WHALEN**

**VOTE ON ELECTION OF BETH WILLIAMS TO THE POSITION OF SECRETARY OF THE SAU
41 GOVERNING BOARD FOR THE 2020-2021 TERM**

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett,
Karen Jew, Rebecca Howie, Amy Kellner, Krista Whalen, Ken Haag, Beth Williams, Tom Solon,
Carryl Roy, Rob Mann

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Nay:

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MOTION CARRIED

Beth Williams declared Secretary of the SAU 41 Governing Board for the 2020-2021 term.

Members Kellner and Marsano agreed to be the signers of the Manifests.

APPOINTMENT OF PROCESS OBSERVER

Chairman Sarris appointed Holly Deurloo Babcock to serve as Process Observer.

AGENDA ADJUSTMENTS

Superintendent Corey requested the agenda be amended to include a discussion of a Resolution concerning the recent racism situation.

There being no objection, the agenda was amended, as requested.

APPROVAL OF MEETING MINUTES

SAU41 Governing Board [February 4, 2020](#)

**MOTION BY MEMBER VANCOUGHNETT TO APPROVE, AS PRESENTED
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Cindy VanCoughnett,
Rebecca Howie, Amy Kellner, Krista Whalen, Tom Solon, Carryl Roy, Rob Mann

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Nay:

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MOTION CARRIED

Members Haag, Jew, Stoll, and Williams Abstained

PUBLIC INPUT

Debbie Caron, 78 Ranger Road, Hollis

Read the following statement:

“After the recent tragic events in our world focused on racism and hatred, and as a mom of 3 young children in the SAU41 school district, I’m speaking tonight in support of implementing a policy on diversity, equity, and inclusion in our school district. I was saddened that our school district didn’t send out a message to our students and parents in response to the recent tragic events or even provide resources on how to talk to your kids about the inequity and injustices in the world, as they provided resources on how to talk to your kids about COVID-19.

I was speechless when I learned that our school district doesn’t even have a policy on diversity, equity, and inclusion in place. I don’t understand how it is possible that in 2020, and in one of the best school districts in the State, that we don’t have a policy on these important issues. People aren’t born racist, homophobic, sexist, intolerant, or hateful. Just like kids learn to walk, talk, read, and write at home and in school, they are also taught racism and intolerance for people that look different from them or have different beliefs and values via adults knowingly or unknowingly.

It is our responsibility as parents, educators, and the community to speak up for those whose voices are oppressed, and set that example for our children. We need to have these important conversations with our children starting at an early age and continue to have age-appropriate conversations with our children based on what is happening in the world. We need to teach them why it is never okay to treat someone differently because of the color of their skin, gender, religion, socioeconomic status, etc. Teachers and parents need to discuss racism and other forms of inequity proactively rather than reactively.

My kids started out as innocents at World Academy in Nashua. It is a very diverse school and they stayed there until kindergarten. They never once mentioned to me that people at their school looked different from them, celebrated different holidays, or even had a different diet than they did. They didn’t see that anybody was different than them. It was a big change for them when they went to the Hollis Primary School. From kindergarten age, they questioned why there weren’t many people that didn’t look like them. That was at 5 years old.

At World Academy, they focus on the support and development of the whole child, which means the success of the student beyond just the classroom, and into their social, physical, academic, emotional, cultural, and creative development as well. Their mission is to prepare their students for success in a diverse and rapidly changing world, a whole child focus, and family engagement. Students in those classrooms learn to be truly global citizens and learn the value of open-minded collaboration and communication drawn from their own

experiences working with a diverse group of students, educators, and peers throughout their time at World Academy.

Research based social scientists have shown that having different and divergent perspectives can create positive learning outcomes. Those outcomes can have benefits that reflect well beyond students' graduation, and can impact their lives going forward. The presence of diversity in the classroom allows students to consider perspectives and opinions beyond those they have already formed or were shaped in early life by family and friends. By presenting students with viewpoints far different from their own, gives them the opportunity to think critically about their own beliefs and examine the world in fresh ways. Exposure to diversity alters the way individuals think by promoting creativity and innovation as well as decision making and problem-solving skills.

From the time my kids were able to understand me, I have drilled into all of their heads that the most important part of a person is the size of their heart; nothing else matters, they should always be kind to everyone and help others in any way they can whether it is by using their voice to stand up for others or through other acts of kindness. We are the example that our children will follow so we need to leverage our privilege and make sure we, as a community and school district, set the example we would be proud for our children to follow. Educators need to be equipped with the tools to encourage the exchange of ideas and interpersonal understanding. An educator who creates a culturally responsive environment will have fostered a classroom where students become respectful and understanding of cultures different from their own. Those students are typically more willing to listen respectfully to different viewpoints rather than make fun of or fear the unfamiliar.

The best way for educators to achieve this is to teach students that people who do not look the same as them or who come from different socioeconomic backgrounds, follow different religious traditions, speak different languages, or have a different sexual orientation or gender identity are still just the same as them on the inside. As parents, educators, and a community, we need to support such a policy being implemented in our school system, and teach our children how they can help others facing discrimination, that they may never experience firsthand, but they have a strong voice to make a real change in the world. They are our future leaders, and they are learning from us.”

Tiffany Testa, 101 Mooar Hill Rd, Hollis

Stated her belief a resolution will be provided the Board in regard to furthering the work on race inequity and inclusion. In particular, it speaks to getting some outside resources to really look at our school system, programs, policies, and procedures. It also asks for a plan to be made. She stated her support of the resolution believing it empowers the boards, schools, and teachers. She is aware the work wants to be done and the energy is there for it. By bringing the resolution to the boards and voting it in, it empowers everyone involved in the work. It makes the statement that this is a priority to us. She thanked the Administration and boards for moving it forward, and noted there are a lot of people supporting this kind of work.

Dr. Marie Ramas, 9 Colburn Lane, Hollis

Remarked she is a family physician and mother of 3. Her family has resided in Hollis for the past 4 years, which she believes to be one the best decisions they have made; to return to the State where she was born and raised.

She stated her support of the resolution that will be presented to the Chairmen of the different school boards; particularly, after recent events in the country with civil unrest - as we are in the middle of a pandemic and as the pandemic has highlighted the vast and detrimental disparities that our country has already been suffering

from. New Hampshire is not immune to those disparities. As an individual who works on the New Hampshire Opioid Task Force and has worked with multiple agencies within the State, she is aware our numbers might be low, but we still have a vast diversity and richness within our State. As a young person who grew up and was educated in the State, she can say it is difficult at times to be in a school setting when one does not have representation that looks like them. Representation matters; studies show that. The diversity in how we present our curriculum and the ease in which our educators, administrators, and leaders within the school district can speak to those issues and to those subjects is highly integral in how a young person shapes their viewpoints. Part of the reason her family moved to this District was because we are one of the best school districts in the State. The reason we are the best is because we have such high priorities and standards as a school district.

This is an opportunity for us to show, especially in NH, how to do things the right way. In speaking with various members of the community, she is very impressed by the thoughtfulness and dedication to not just putting out a blanket statement for show, but honestly wanting to do the work that is necessary to get into the depth that is needed in order to help to create necessary change. She believes the concept of diversity, equity, and inclusion, when talking about how a school district runs, might be similar to the concept of sex education within the schools. Some may remember when there was ravish testimony against bringing sex education within the school. After much pushing, people had to decide that in order to create citizens and community members that have a good knowledgebase on evidenced-based practices, we need to give our children the tools that they need in order to make informed decisions.

What more is the purpose of school than to help create leaders and thought leaders within our community? This concept of diversity, equity, inclusion, and being comfortable in speaking about race matters is not just a question for the black and brown students and families within the community, but probably more important for us to give those tools to our students, teachers, and our administrators. If we are uncomfortable talking about historical facts within our country then we are doomed to repeat ourselves. Now more than ever, in the midst of a pandemic, with so many sensitivities already happening, as we are about to engage in a new school year, and in trying to figure out those conflict decisions as well as our leaders, it is very important to help give our kids the context that they need with all of the things that they are seeing on social media, Snapchat, TikTok, YouTube; they are all seeing it and they will all formulate their own decisions. It would be a wonderful opportunity for our school district to set the pace, tone, and be the example for the rest of the State on how to do it right and how to engage thoughtful citizens and community members who want to do better, but honestly it is one of those things we just don't know how to talk about.

As a medical professional, but first and foremost as a mother here in the community, she is proud of the work that the boards are doing and the amount of thoughtfulness that has already been placed on the wellness and growth of our children. She urged the board to take thoughtful consideration into creating some concrete changes with how we do things here officially in the school district so that when this group changes that impulse and momentum can continue to create the change and create and grow the leaders of our future.

Brandie Langfield, 11 Black Oak Drive, Hollis

Spoke of being a mom of 4 daughters in the community, and of being grateful her family moved here from MA about 5 years ago. She stated her support for ensuring the district is working towards building the training and policies for our district regarding ethnic diversity and inclusion; teaching our children how to support each other and providing the tools our school district is going to need to best be equipped for the necessary changes. She stated agreement with the comments that we should be a community that will set the example for others. This is a community that has unprecedented district, teachers, and staff. She stated the desire to do what she can to support the changes that need to be put in place as a whole. Coming from an area where she grew up that had a lot of diversity and not just from color and race, but also a lot of poverty, she understands it is up to us as

leaders and a school district to teach our children, the best we can, as they grow to be equipped to never judge, to include everybody, and be the best example that we can.

Christina Ward, 257 S Merrimack Road, Hollis

Stated agreement with the previous remarks. She spoke of the unintentional bias that we all carry.

... the audio connection was lost....

Dr. Ritu Ullal, 25 Cummings Lane, Hollis

Has lived in Hollis since 2011. She is a family physician in the community and works with substance abuse and substance use disorder. She grew up in NH and has felt a lot of this education, as many have, and stated her support of the resolution, which is overdue. She spoke of the stories many high school students have of things that are happening today and in recent years. It often goes unnoticed as it is difficult for children to talk about. She believes the similarities to sex education discussion are really poignant because it is not something that is their responsibility to bring up with us as much as, as parents, it is ours.

A great point was made about how kids are not born this way. Sometimes people just do not know the scope of the matter, how serious it is, and how important it is to talk about race and diversity inequity. It was highlighted for her when she left NH and lived in the bay area. California is the only state where Caucasian is not the majority. When she returned to NH in 2011 with her two young children, she saw the need to have the conversations that she does not believe her parents were equipped to have with her. This is where the school and community really play a huge part in helping empower parents with guided curriculum, links, conversation pieces and starts. That is where, as a community, we really can help each other have those conversations. They are hard. They are hard for her and she is a woman of color. Although she does not necessarily feel like a minority, unless she is in NH, she has these discussions with her children all the time. She has been talking with her husband and friends. They have been having a lot of these discussions in the last several months. She looks to the schools and community in which they live for guidance. She stated appreciation of everything the Board and community is doing to come together and put out something meaningful and rich so that we can be leaders, not just within our community but to the communities around us.

Member Solon noted, for the sake of the public participating, that the period for public comment is intended for the Board to receive input from the community. It is not intended for back and forth discussion, which is why members of the Board are not responding when receiving the input. The Board will respond in the proper context of the meeting.

Lydia Garcia, 10 Colburn Lane, Hollis

Moved into town about 3 years ago, and has two small children who will be entering into the school system. She stated her support of the resolution and echoed the comments of the other speakers when stating her hope for a great change in the future.

Christina Ward, 257 S Merrimack Road, Hollis

Stated support for the remarks of the previous speakers. She spoke of the bias that is not necessarily about racism but about our experiences, how we see things, and the lens through which we have lived our lives. That colors the things we do, how we work, and how we interact with people. She believes there is an awareness that is necessary and very much needed for our students, our teachers, administration, ourselves as parents, that we are aware of that bias and that lens that we all live with, raise our children to be more conscious of it, and train them to be better citizens because they are aware of that lens and can better filter that lens. She requested there be training and consideration for how our curriculum is delivered.

Member Mann

Stated he was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, he was alone in the room he was in, and could hear the proceedings.

Member Whalen

Stated she was participating electronically from home, attendance in person was not reasonably practical due to COVID-19, she was alone in the room she was in, and could hear the proceedings.

DISCUSSION

- Revenue and Expense Report - Update

Superintendent Corey stated the anticipated FY20 Unassigned Fund Balance (UFB) is \$2,963. Adding that to the beginning balance (\$173,118) results in an anticipated ending balance (6-30-20) of \$176,081.

He spoke of the difficulties faced during the current year and the possibility the amounts may change.

The UFB is an account governed by the SAU 41 Governing Board. The Board can approve utilization of the UFB for expenses deemed necessary for the SAU (\$20,000 budgeted use in FY21). The anticipated ending fund balance as of 6-30-21 is \$156,081 or 9% of the overall budget. The target is 7-10%.

RESOLUTION – Non-discrimination and Equity Initiative

Superintendent Corey spoke of having had a number of communications with community members who have reached out with concerns and/or questions regarding this topic, all of whom have been positive and supportive.

One of his former students is a Racial Diversity Officer at a school in Connecticut and a gentleman of color who graduated from a New Hampshire school district. He has provided a great deal of information on how he believes the SAU could start to look at this through the administrative lens. That information was provided to the Administrative Leadership Team, and will be a topic of discussion at the Retreat for the FY21 school year.

Simultaneously, he reached out to the Anti-Defamation League (ADL), which has a program called No Place for Hate. They have provided documentation. He forwarded a few questions having the desire to identify an organization or person who can come in, and assess exactly where we are. There is the need for a datapoint to have the ability to measure progress as we go through a series of different objectives.

Yesterday, he met with the Teachers' Union and the NEA NH representative to discuss the matter with them as we are talking about curriculum and delivery of curriculum. They were very supportive. The NEA is also willing to provide resources.

Superintendent Corey spoke of being approached by a staff member who will be conducting a virtual book group this summer on different types of biases. Information on the book will be forwarded to members of the Board and posted to the SAU website for the public.

He spoke with Senator Levesque, Brookline, regarding a *draft* resolution. He informed her he would take it to each of the three boards at their July meetings. A copy was provided to each of the School Board Chairs.

Superintendent Corey reiterated, at this point, the resolution is in draft form, and being finalized.

The draft language is as follows:

“Hollis-Brookline Non-discrimination and Equity Initiative

WHEREAS The American Academy of Pediatrics and the [American Academy of Family Physicians](#) declares that institutionalized racism is a public health crisis;

WHEREAS Adverse Childhood Events are known causes of limited educational development amongst children;

WHEREAS the effects of structuralized racism is a known [Adverse Childhood Event](#);

WHEREAS The [National School Board Association](#) states "We affirm in our actions that each student can, will, and shall learn. We recognize that based on factors including but not limited to disability, race, ethnicity, and socio-economic status, students are deprived of equitable educational opportunities. Educational equity is the intentional allocation of resources, instruction, and opportunities according to need, requiring that discriminatory practices, prejudices, and beliefs be identified and eradicated."

WHEREAS the district is committed to nondiscrimination;

WHEREAS Hollis-Brookline is an inclusive community;

WHEREAS the district recognizes that issues of race, equity and inclusion affect all members of the Hollis-Brookline community regardless of their background;

WHEREAS [Racial justice](#) is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.

WHEREAS policy does not currently exist that explicitly addresses equity, diversity, and inclusion.

NOW THEREFORE; may it be resolved that:

1. The SAU #41 school districts will make anti-racism and equity a strategic priority and denounce all forms of institutionalized racism by supporting diversity, equity, and inclusion efforts.

2. SAU #41 will render services from an outside consultant, approved by the boards, to evaluate and advise district administration and educators on their policies, practices, and procedures relative to race equity and inclusion.
3. Based on the consultation recommendations, the SAU #41 school districts will develop and release a plan to address the findings. These actions may include professional development, draft new or edit existing policies and procedures, and curriculum review etc.”

Earlier in the day the Superintendent’s organization had its 2nd day of their Retreat and were introduced to a gentlemen who is presently working with the Manchester School District. Superintendent Corey has reached out to him with the hope of gaining a pre-assessment to provide the datapoint and understanding of where we are now.

The resolution should be discussed at a board level as each of the boards has their own policies and curriculum to oversee. He believes that discussion will occur at July meetings.

Member Fareed wished to ensure those who provided public comment understand the SAU 41 Governing Board’s Charter is to oversee the SAU and not the individual school districts. As such, this Board does not act on the items that are in the resolution or anything that has to do directly with schools, staff, curriculum, etc. The Board’s oversight is that of the Superintendent and his staff. She stated her support of the resolution and of looking forward to addressing it at the Hollis School Board meeting.

Member Deurloo Babcock remarked since the boards have not yet seen the resolution, to expect comment on it at this point would be unfair.

Member Haag thanked the public speakers for the testimony provided, and commented on looking forward to further discussion at the Brookline School Board meeting.

Chairman Sarris spoke of being eager to review the language of the resolution, and stated appreciation for the public input provided.

DELIBERATIONS

- To see what action the Board will take regarding the updated rating scale of CBI-F1 to match the rating scale of [CBI-F2](#) that was previously approved ([October 3, 2019 meeting](#)).

Member VanCoughnett indicated the need to adopt CBI-F1, which has been amended to match the rating scale of CBI-F2 (adopted in October of 2019; short form). Each year, the Board will decide which form will be utilized for the evaluation.

MOTION BY MEMBER SOLON TO ADOPT CBI-F1, AS AMENDED
MOTION SECONDED BY MEMBER HOWIE

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Rebecca Howie, Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rob Mann, Tom Solon, Carryl Roy

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Nay:

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MOTION CARRIED

- To see what action the Board will take to comply with policy ([CBI – Superintendent Evaluation](#)) in selecting CBI-F1 or CBI-F2 for the Superintendent Evaluation for the upcoming 20-21 school year.

**MOTION BY MEMBER SOLON THAT THE BOARD UTILIZE CBI-F2 FOR THE SUPERINTENDENT EVALUATION FOR THE UPCOMING 20-21 SCHOOL YEAR
MOTION SECONDED BY MEMBER WILLIAMS**

ON THE QUESTION

Member Solon commented once we have a Superintendent that is well into their contract, and we are looking to do refinement through the review process, it is appropriate to use the more condensed version.

Member Fareed reiterated the Board will determine which form will be utilized on a yearly basis.

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rebecca Howie, Rob Mann, Tom Solon, Carryl Roy

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Nay:

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MOTION CARRIED

- To see what action the Board will take regarding the acceptance of the votes cast on the SAU41 FY21 Budget Warrant Articles

Superintendent Corey stated The SAU Budget Petition Warrant Article passed with a collective vote of the three districts; **1,552** in favor and **842** against.

**MOTION BY MEMBER DEURLOO BABCOCK TO ACCEPT THE RESULTS OF THE VOTES CAST ON THE SAU 41 FY21 BUDGET WARRANT ARTICLE, AS STATED
MOTION SECONDED BY MEMBER WILLIAMS**

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rebecca Howie, Rob Mann, Tom Solon, Carryl Roy

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Nay:

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MOTION CARRIED

- To see what action the Board will take regarding recommended SAU Board meeting dates for the 2020-2021 school year

The following dates were proposed by the Administration:

<u>Date</u>	<u>Location</u>	<u>Major Purpose</u>
October 15, 2020	CSDA	Budget Preparation / Goals for 2020-2021
December 10, 2020	HBMS	Budget Public Hearing
February 18, 2021	HBMS	Superintendent Evaluation
May 13, 2021	CSDA	Organizational Meeting

MOTION BY MEMBER DEURLOO BABCOCK TO APPROVE THE MEETING DATES, AS STATED

MOTION SECONDED BY MEMBER VANCOUGHNETT

ON THE QUESTION

Member Roy questioned the date of the February meeting noting it is only a few days away from February vacation and during a time when snow is likely. She questioned if the Board wished to add a snow/alternate date, and whether there is a specified timeframe by which the evaluation must occur.

Vice Chairman VanCoughnett responded the deadline is the end of February. Last year, in order to accommodate the statutory requirements associated with the scheduling of annual meetings, the February meeting date had to be changed. She suggested the Board could discuss the possibility of an earlier date at its October meeting understanding it could once again be moved as a result of requirements associated with the setting of the annual meeting dates.

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rebecca Howie, Rob Mann, Tom Solon, Carryl Roy

15

Nay:

0

MOTION CARRIED

NON-PUBLIC SESSION

**MOTION BY MEMBER ROY THAT THE BOARD, BY ROLL CALL, GO INTO NON-PUBLIC SESSION PURSUANT TO RSA 91-A:3 II (a) THE DISMISSAL, PROMOTION OR COMPENSATION OF ANY PUBLIC EMPLOYEE AND RSA 91-A:3 II (c) TO DISCUSS A MATTER, WHICH IF DISCUSSED IN PUBLIC, WOULD LIKELY AFFECT ADVERSELY THE REPUTATION OF A PERSON, OTHER THAN A MEMBER OF THE BODY OR AGENCY ITSELF
MOTION SECONDED BY MEMBER WILLIAMS**

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rebecca Howie, Rob Mann, Tom Solon, Carryl Roy

15

Nay: 0

MOTION CARRIED

*The Board entered non-public session at 7:12 p.m.
The Board came out of non-public session at 8:43 p.m.*

**MOTION BY MEMBER FAREED THAT THE BOARD SEAL THE MINUTES OF THE NON-PUBLIC SESSION UNTIL SUCH TIME AS THE MAJORITY OF THE BOARD VOTES THAT THE PURPOSE OF THE CONFIDENTIALITY WOULD NO LONGER BE SERVED
MOTION SECONDED BY MEMBER MANN**

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett, Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rebecca Howie, Rob Mann, Tom Solon, Carryl Roy

15

Nay: 0

MOTION CARRIED

DELIBERATIONS

- To see what action the Board will take regarding the Superintendent’s recommendation regarding compensation for SAU employees

**MOTION BY MEMBER MANN TO APPROVE THE SUPERINTENDENT’S RECOMMENDATION REGARDING CONTRACT/COMPENSATION FOR SAU EMPLOYEES
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett,
Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rebecca Howie, Rob Mann,
Tom Solon, Carryl Roy

15

Nay:

0

MOTION CARRIED

REPORT OUT BY PROCESS OBSERVER

Member Deurloo Babcock remarked the meeting ran about an hour longer than anticipated; however, noted the amount of public comment the Board was able to receive.

ADJOURNMENT

MOTION BY MEMBER MANN TO ADJOURN

MOTION SECONDED BY MEMBER ROY

A Viva Voce Roll Call Vote was taken, which resulted as follows:

Yea: Erin Sarris, Holly Deurloo Babcock, Brooke Arthur, Tammy Fareed, Kate Stoll, Cindy VanCoughnett,
Ken Haag, Beth Williams, Karen Jew, Amy Kellner, Krista Whalen, Rebecca Howie, Rob Mann,
Tom Solon, Carryl Roy

15

Nay:

0

MOTION CARRIED

The June 23, 2020 Organizational meeting of the SAU41 Governing Board was adjourned at 8:48 p.m.

Date _____

Signed _____