

**Inter-Lakes School Board Regular Meeting  
Humiston Building Conference Room  
103 Main Street – Suite 2, Meredith NH  
August 13, 2024 @ 6:00 p.m.  
*Additional Access via Google Meet***

**MINUTES**

CALL TO ORDER

Chair Hanson called the meeting to order at 6:00 p.m.

RECORD ROLL

**Members Present:**

Mr. Charles Hanson, Chair  
Mr. Mark Billings, Vice-Chair  
Ms. Siobhán Connell  
Mr. Edward Twaddell II

**Members Absent:**

Mr. Jim Locke (with notice)  
Mr. Duncan Porter-Zuckerman (with notice)  
Mrs. Nancy Starmer (with notice)

**Administrators Present:**

Mrs. Mary Moriarty, Superintendent  
Mrs. Ashley Dolloff, Business Administrator  
Mr. Rick Biche, ILES Principal  
Mr. Charles Femia, ILMHS Dean of Students and Operations  
Mr. Jeremy Hillger, SCS Principal  
Mrs. Lisa Holiday, Director of Student Services  
Mrs. Erica Pappalardo, Curriculum Director  
Mr. Mark Parsons, Technology Director

**Others Present:**

Mr. Leo Green, Inter-Lakes Athletics Boosters  
Mr. Jones, Grandfathers Group

PLEDGE OF ALLEGIANCE

PUBLIC COMMENT – *Opened at 6:01 p.m.*

MINUTES

**A. June 6th, June 11th, and June 17th, 2024 Regular School Board Meeting Minutes**

Mr. Locke moved, seconded by Mr. Twaddell III, to approve the minutes of the June 6<sup>th</sup>, 11<sup>th</sup> and 17<sup>th</sup> meetings.

The motion carried 4-0.

CURRENT BILLS PAYABLE

**A. General Operating Expenses**

Ms. Connelly moved, seconded by Mr. Billings to approve the payment of bills, manifests #3002 and #3003.

The motion carried 4-0.

OLD BUSINESS

**A. Grandfather's Group – Charles G. Burrows Memorial Athletic Field Lights – Donations**

Mr. Jones introduced Leo Green from the Inter-Lakes Athletic Boosters Club, a nonprofit that is working with the school to accept funds and manage the 501(C)(3).

Mrs. Moriarty asked the Board to commit to following through with the purchase and installation of the field lights if enough money is raised.

Mr. Hanson noted that the district has discussed adding lights to the field for several years and feels strongly that the Board should commit to this project if community organizations are willing to work to raise the money.

Mr. Billings moved, seconded by Ms. Connelly, to approve the Inter-Lakes School Board confirming that if the full amount needed to purchase and install field lights for the Charles G. Burrows Memorial Athletic Field is donated to the Inter-Lakes School District, the School district will follow through with the purchase and installation of lights.

The motion carried 4-0.

## **B. Grandfather's Group – Charles G. Burrows Memorial Athletic Field – Field Lights**

Mr. Jones noted that at a previous meeting, the Board asked the group to work on fundraising for this project. He explained that Inter-Lakes Athletics Boosters club is raising funds for field lights through donations deposited into a designated account, which will be used to pay the School District for purchasing and installing the lights.

The club will manage a banner program to fund field lights and future athletic infrastructure. Banners cost \$1,000 per year, \$5,000 for 5 years, or \$10,000 for 10 years. Sponsorships must come from individuals, businesses, or organizations connected to the Inter-Lakes community and align with district policies.

- **Donations of \$50,000:** Recognized on the scoreboard for 25 years and with event announcements for 2 years.
- **Donations of \$25,000:** Recognized on a plaque for 25 years and with event announcements for 2 years.
- **All Donations:** Recognized on a public sign for 25 years.

Mrs. Moriarty noted her appreciation for Athletics Boosters taking on the printing, installation, and replacement as needed of the banners.

Mrs. Moriarty noted that Mr. Burrows, for whom the field was named, was a School Board member and was instrumental in supporting the athletics department at Inter-Lakes during his time on the Board. The district would like to add sign above the scoreboard to honor his time and hard work. Some of the funds that were reserved for the Middle High School sign have gone unused, so those funds can be used to pay for this addition.

Mrs. Moriarty shared a conceptual image of the field lights with the Board and asked them to consider the proposal as presented.

Mr. Billings moved, seconded by Ms. Connelly, to approve the proposed fundraising by the Inter-Lakes Athletics Boosters Club for field lights.

The motion carried 4-0.

Mr. Jones noted that Jeff Burrows will be providing more biographical information about his father to help honor his legacy.

## REPORTS

### **A. Bus Reductions**

Mrs. Moriarty reminded the Board that the district has gone from 13 to 11 buses during the budget process. Previously, due to low staff numbers, the district often was only running 11 buses anyway. This year, the goal is to stabilize bus routes.

The SAU has asked our families to sign up for bus routes and over 100 families have responded already. Mrs. Moriarty and Mrs. Dolloff will meet with the bus company tomorrow. They hope to provide a bus stop at the Meredith Public Library. Students would use passes for an additional stop at the library. This would be a great opportunity for kids to access the library.

The bus company noted they are still short of two drivers, but they have four in training. Mrs. Moriarty said that she would advocate for the bus company to bring in substitutes if needed to keep bus routes stable. Reducing bus routes is a change and can be a painful one, so Mrs. Moriarty expressed her gratitude in advance to families and students for their patience.

### **B. Staffing Update**

Mrs. Moriarty shared that the district is still looking for an elementary school teacher at ILES, an art teacher for SCS, and a speech pathologist.

For the speech pathologist position, the district is considering a remote contracted service model and a speech assistant or a paraeducator to work with them. Mrs. Moriarty noted that based on the current salary schedule, she feels that the district will be able to attract high-quality candidates. Mrs. Holiday is working on setting up this new model for the speech pathologist role.

Additionally, there are still twelve paraeducator openings. The district has received 35 applications for paraeducator positions since May. Mrs. Moriarty noted that the district will be doing some additional advertising to promote the salary and benefits. Although it feels late, she noted that people often make the decision to enter the paraeducator role toward the end of the summer.

The district is also looking for five custodians. Right now, in ILMHS and SCS there is substantial ventilation work going on. Finding custodians will be invaluable for the beginning of the school year.

Discussion ensued. Mr. Twaddell III asked at what point the staffing issue leads to problems in terms of day-to-day school operations.

Mrs. Moriarty said that the district is well-staffed in terms of employees to work with students with high needs. She expressed her concern that some services that are listed in certain IEPs are services that the paraeducators in the district cannot provide. That leads to a need to provide compensatory services, or to rework schedules of special education teachers or others who can provide the needed services.

Mr. Twaddell III asked for clarification regarding the term "compensatory."

Mrs. Holiday explained that in special education, if the district is not able to provide a particular service, it will make sure that the service is made up at another time within the school year. For example, if students do not have a paraprofessional at a given time, they will look at what services the students are missing because of this, and they will offer things like extended school year, summer program, increasing services once the school is fully staffed, or other ways of making up services that were missing.

Mr. Twaddell asked what the effect on the child is if they receive compensatory services.

Mrs. Holiday said that it depends on the individual student, but generally, the team will look at what is missing and where they would expect a student to be at that point. The special education team often knows where a student's learning expectations are based on past learning and will look at what to do once services are available to get them caught up, so they do not miss out on services they are entitled to.

Mr. Twaddell noted that it is important to understand the risk the district is assuming so that the Board can provide support in whatever way possible.

Mrs. Moriarty noted that there is still time for people to apply for the open positions. She emphasized the need to spread the word about open positions. She noted that last week the administrative retreat (or "huddle") the group spent a lot of time discussing safety and special education, and the team is making deliberate efforts to start the year off on the right foot.

### **C. Summer Learning Update/Extended School Year**

Mrs. Moriarty introduced Jeremy Hillger, SCS Principal; Rick Biche, ILES Principal; and Charles Femia, ILMHS Dean of Students and Operations. Each principal presented an update regarding summer learning.

Mr. Hillger told the Board that summer learning at SCS was a small group of eight students who enjoyed a wonderful three weeks of literacy and mathematics through the lens of summer Olympics. There were many medals handed out, and the kids had a great experience.

Mr. Femia informed the Board that sixteen high school students were invited to attend summer learning. Twelve attended, and all of them were able to complete credit. At the middle school level, fifteen students were in attendance each day, with the minimum being eleven students and the maximum being seventeen students. Seven students had perfect attendance. Their theme was also the summer Olympics.

Mr. Hanson asked about the four students who were invited but did not attend, and whether they would start the school year behind. Mr. Femia said yes, they will be, and he noted that out of the students who attended, eight will be fully caught up. Mrs. Moriarty noted that it is a team approach to work on solutions for students who are at risk of not graduating, and sometimes other pathways, such as HiSet or adult education, are better options.

Mr. Biche expressed gratitude to the staff who helped set up and run the summer learning program at ILES. 150 students were invited, and about 75 attended. The goal was to reach a lot of personalized goals for the students. The students participated in a wide variety of activities related to the summer Olympics theme.

Mrs. Holiday explained to the Board that there is also an Extended School Year program for students with IEPs. The team looks at the goals of an IEP and designs a summer program based on those needs. She noted that these students can join in for the regular summer learning program, as well as getting their own services. Boothby Services provided speech language services over the summer, and everybody had their needs fully met over the summer. Life Skills is a little different. It is more focused on community engagement. Students had an opportunity to participate in biking, library, shopping, and cooking. The theme was the summer Olympics as well.

CORRESPONDENCE – Superintendent, Board Secretary, Board Members  
None.

#### NEW BUSINESS

**A. Donation in the amount of \$34,000 for an electronic message center for Inter-Lakes Middle High School from Bill Athanas, former Middle High School Assistant Principal**

Mrs. Moriarty acknowledged Mr. Athanas' gracious donation. Mr. Athanas has over 51 years of education experience, and during his time as the ILMHS Assistant Principal, every student in the school knew his name and he knew theirs. He was the first to greet students at the beginning of the day and wish them well at the end of the day. He attended every athletic event in the school year and started a floor hockey league and built many strong relationships with students. Mr. Athanas has served his community well and continues to do so. Mrs. Moriarty humbly asked the Board to accept the gracious donation, with gratitude.

Mr. Twaddell III moved, seconded by Ms. Connelly, to accept the donation as presented, with gratitude.

The motion carried 4-0.

The Board and Superintendent Moriarty expressed their gratitude toward Mr. Athanas for his exceptional generosity.

**B. Donations**

Mr. Billings moved, seconded by Mr. Twaddell III, to accept the following donations as presented, with gratitude:

- Donation from Revel White Mountain Race Series in the amount of \$840, to be used for the Alpine Ski Student Activities Account, specifically for opportunities for the student athletes.
- Donation from Revel White Mountain Race Series in the amount of \$840, to be used for the Nordic Ski Student Activities Account, specifically for opportunities for the student athletes.

The motion carried 4-0.

### **C. State Assessment Monitoring Results**

Mrs. Moriarty shared that according to the State Assessment Monitoring Results, Inter-Lakes is in full compliance. Mrs. Pappalardo shared that there is a manual for each school in NH to assure compliance with state assessments. The state now has a monitoring process that the district must comply with. There are many staff members who collaborate in this process to ensure that the manual is adhered to. She expressed gratitude to all educators, administrators, and guidance counselors. Mrs. Moriarty noted her appreciation for Mrs. Pappalardo for her attention to the details and overseeing this process.

Discussion ensued. Mrs. Pappalardo detailed for the Board how the data is collected, reviewed, and published. She noted that by mid to late October she hopes to return to the Board and share some updates from last year's performance.

### **D. Grant Awards**

Mrs. Moriarty shared information regarding recent grants that the district has received, including:

- Farm to School (F2S) School Gardens Grant - Inter-Lakes Elementary School - \$6,000, to support the greenhouse
- Inter-Lakes Transportation Aid Grant - \$160,000, to support transportation to Huot
- Security Action for Education (SAFE) Grants:
  - Inter-Lakes Middle/High School - \$100,000
  - Inter-Lakes Elementary School - \$92,500
  - Sandwich Central School - \$89,500

## **POLICY**

### **A. Procedures**

Mrs. Moriarty presented a series of new procedural documents based on updated to Title IX. She informed the Board that these documents will be compiled as part of a new document, the Inter-Lakes School District Procedural Manual, which will include all procedural documents which may have formerly been included as addenda to policies. The new Title IX is broader, and there is more potential of us to be reviewing whether something falls under Title IX. Mrs. Holiday is the Human Rights Officer/Title IX Coordinator for the district. Each school will now have deputy Human Rights/Title IX officers, to take some of the responsibilities from Mrs. Holiday.

The procedures discussed included:

- AC-1 - Plan to Prevent Discrimination
- ACAA-R1 – Procedure for Student Discrimination and Harassment Complaints
- ACAA-R2 – Procedure for Student Sex Discrimination/Harassment Complaints
- ACAB-R1 – Procedure for Employee Discrimination and Harassment Complaints
- ACAB-R2 – Procedure for Employee Sex Discrimination/Harassment Complaints

#### **B. First and Final Readings**

Ms. Connelly moved, seconded by Mr. Billings, to approve the first and final readings of the following policies as presented:

- AC - Non-Discrimination Policy Statement
- ACAA - Harassment of Students
- ACAB/GBAA - Harassment of Employees
- JIE - Pregnant Students

The motion carried 4-0.

#### **C. First Readings**

Mr. Billings moved, seconded by Mr. Twaddell III, to approve the first readings of the following policies as presented:

- EEA - Student Transportation Services
- 6152 - Transporting Students

The motion carried 4-0.

#### **D. Second Readings**

The Board reviewed policy ECAF and reached consensus to return it to the policy review committee for further review and edits.

Mr. Billings moved, seconded by Mr. Twaddell III, to approve the second readings of the following policies as presented:

- ACE - Procedural Safeguards: Non-Discrimination on the Basis of Handicap/Disability
- ACF - Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints
- ADB/GBEC - Drug-Free Workplace & Drug-Free Schools
- ADC/GBED/JICG - Prohibitions Regarding Use and Possession of Tobacco Products, E-Cigarettes and E-Liquids in and on School Facilities and Grounds
- BGAA - Policy Development, Adoption and Review
- EEAA - Video Surveillance on School Property
- ECAF - Audio and Video Surveillance on School Buses
- GBEA - Ethics
- IHBA - Programs for Pupils with Disabilities
- IHBA-R - Programs for Pupils with Disabilities - Section 504 - Notice of Parent and Student Rights

- JI - Student Rights and Responsibilities

The motion carried 4-0.

#### **E. Rescind**

Mr. Billings moved, seconded by Ms. Connelly, to approve rescinding the following policies:

- AC-1 - Plan to Prevent Discrimination (rescind as policy; retain as procedure/plan)
- GBAA-R - Employee Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedure (replaced with new procedures)
- 5151-R - Student Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedure (replaced with new procedures)

The motion carried 4-0.

PUBLIC COMMENT – *Closed at 7:20 p.m.*

#### NONPUBLIC SESSION

**RSA 91-A:3(c)** – This includes matters which, if discussed in public, would likely affect adversely the reputation of any person other than a member of this Board.

Mr. Twaddell III moved, seconded by Mr. Billings, to enter Nonpublic Session at 7:22 p.m. Mr. Hanson called the roll.

YES: Ms. Connelly, Mr. Billings, Mr. Hanson, Mr. Twaddell

NO: --

The motion passed unanimously.

Mr. Twaddell III moved, seconded by Mr. Billings, to return to public session at 7:45 p.m. Mr. Hanson called the roll.

YES: Ms. Connelly, Mr. Billings, Mr. Hanson, Mr. Twaddell

NO: --

The motion passed unanimously.

#### NEW BUSINESS (CONT.)

##### **A. Teacher Nomination**

Mr. Billings moved, seconded by Ms. Connelly, to approve the hiring of Melissa Manville as an elementary teacher at the presented off-step salary which has also been agreed to by the ILEA.

The motion carried 4-0.



ANNOUNCEMENTS

**A. Friday, August 30, 2024**

Inter-Lakes School Board @ Humiston Building – Conference Room

- Policy Review Committee Meeting – **8:30 a.m.**

**B. Tuesday, September 10, 2023**

Inter-Lakes School Board @ Humiston Building – Conference Room

- Inter-Lakes School Board Regular Meeting – **6:00 p.m.**

ADJOURNMENT

Mr. Twaddell III moved, seconded by Mr. Billings, to adjourn the meeting at 7:53 p.m.

The motion carried 4-0.

The meeting adjourned at 7:53 p.m.

*Respectfully submitted,*

*Heather Bullimore, Recording Secretary*