

*NOTE: When feasible, TRSB meetings are videotaped. These meeting minutes reflect only a basic summary of the meeting topics, discussion, and action. The Vimeo recording of this meeting can be viewed at: <https://vimeo.com/trsd>
Materials presented at the board meeting may be viewed at:
<https://public.timberlane.net/sau/trsb/Shared%20Documents/SCHOOL%20BOARD%20MEETING%20AGENDA%20MATERIALS/2020-21/12%2017%202020%20Meeting/Agenda%20Packet%2012%2017%2020.pdf>*

TIMBERLANE REGIONAL SCHOOL BOARD MEETING MINUTES

Regular Business Meeting
December 17, 2020
7:00PM

Teleconference via Webinar Link
<http://www.timberlane.net/zoomtrsb>
Technology Assistance: 603-382-6541, x3955

Call to Order (00:00:00)

Chairman Farah called the December 17, 2020 Regular Business Meeting of the Timberlane Regional School Board to order at 7:00pm at which time she read a prepared statement explaining the Governor's orders regarding the Covid-19 Pandemic that allows this meeting to take place electronically. This type of meeting also requires that roll call votes be taken on all motions and all meeting members must also state whether anyone is with them in the room where they are participating in the meeting electronically as required by the Right to Know Law.

Board Members Present (00:1:24)

Accordingly, the following roll call was taken:

Mr. Boyle was present. He was alone in the room with other family members in the residence.
Mr. Dubé was present. He was alone in the room with other family members in the residence.
Dr. Farah was present. She was alone in the room with other family members in the residence.
Mrs. Kiszka was present. She was alone in the residence but expected others to return during the meeting.
Ms. Lowes was present. She was alone in the residence.
Mrs. Machemer was present. She was alone in her office with other family members in the residence.
Mr. O'Neil was present. He was alone in the room with other family members in the residence.
Mrs. Savage was present. She was alone in the room with other family members in the residence.
Mrs. Silva was present. She was alone in the office with other family members in the residence.

Others Present via Videoconference

Dr. Brian Cochrane, Superintendent of Schools, was alone in his office with other family members in the residence.
Jenna Horan, Student Representative, arrived at 8pm.

Others Present via Teleconference

Sandy Allaire, Director of Curriculum, Assessment and Professional Learning
Lucy Canotas, Director of Elementary Curriculum (K-5)
Geoff Dowd, CFO/Business Administrator
Ken Henderson, Director of Technology
Nancy Louiselle, Director of Human Resources
Mark Pedersen, Director of Secondary Curriculum (6-12)

The Pledge of Allegiance followed roll call.

APPROVAL OF MINUTES (00:04:01)

The board reviewed the minutes from the December 3, 2020 meeting:

MOTION: Ms. Lowes motioned to accept the TRSB public meeting minutes December 3, 2020; seconded by Mrs. Kiszka. The motion passed 8-0-1. (Mr. Dubé abstained.)

DELEGATES & INDIVIDUALS (00:05:14)

Coral Hampe, Danville, TTA President: It was my intention tonight to finish my poem about the good that is happening throughout the District. However, now I must address the serious issues. I've heard from many of my

members lately who needed to share concerns. Tonight, I am their voice.

Let's start with the global pandemic. As numbers rise all around us, the District is hell bent on returning more and more kids to school. Yes, the data, for now, shows that children don't get a severely sick as adults do. Thankfully, but they are not the only people in schools. Why is that not remembered? More people in the schools increase the danger of contracting and spreading the virus. Having a fully functioning HVAC system is essential to remaining healthy. How long do we need to wait for an update on the systems in each school? The more people we add to the buildings, the more concerned staff members are about the air system. We have not yet received a report on the testing or retesting of the rooms. Are all rooms safe to be in? There are children in those rooms too, you know.

The other side of this pandemic is the need to quarantine. There have been so many people out in the last few weeks, both students and staff members, and let's understand that many staff absences are due to being told to quarantine due to possible exposure at school. Both the Middle and High schools needed to close down this week because of COVID concerns. As this starts to get out of hand, I guess it's time to ask the question, what's the number? How many of our school community members need to get severely sick, or heaven forbid, die for us to go remote?

Now we're also facing a budget cut. The District is going to cut \$1.5 to \$2 million from next year's budget. Therefore, a week before Christmas, we are going to discuss who will be losing their job, or what programs will be cut to come June. In fact, the Superintendent and Administration have already begun to clear cut the way. They met with the Spanish elementary teachers this morning to tell them that the FLES program will be one of the proposed cuts tonight. Sounds to me like they've already made a decision. Where's the transparency? There should be a comprehensive review of all programs before decisions are made.

We have heard over many school board meetings that there was a long list of vacant positions. We have heard it said that they should just cut those positions and move on. The TTA asked for a copy of this list in August, and again in October. We finally received it last week. Do you know how many Special Ed positions are on that list? There should be a careful review of these vacant positions before they are summarily dismissed. But the District is making last minute changes to the budget which puts us on edge. One consistent theme demonstrated time and again through this District is the lack of respect for staff. We pour our heart and souls in educating our students, remote teachers have said they are working so much harder from home to keep up the rigor of their classes. Staff members and buildings are giving it their all to keep the schools open, but we will have to pay the price in the budget cuts. Again.

In closing, I want to say thank you to all staff members in our schools. I respect what you do each and every day and I am proud to say that I work at Timberlane and know there is a majority of parents out there who also respect the staff. Please, I implore you, to reach out with a few kind words. Happy Holidays everyone. Stay safe.

DELIBERATIVE SESSION UPDATE (00:09:12)

Dr. Farah noted that the next item on the agenda was Budget Development. She brought the Board's attention to the fact that Attorney Harb was also on the call and was prepared to speak in his role as District Moderator. Dr. Farah asked him to join he call to discuss the upcoming Deliberative Session as the Board will need to take action after this discussion.

Attorney Harb spoke about HB 1129 that was passed last year. It allows for a remote Deliberative Session for SB2 towns and school districts. Attorney Harb reviewed the New Hampshire Municipal Association guidance as well as notes were distributed at a seminar by Drummond Woodsum and said that if you read the law, there is a possibility that if the electorate does not agree with the remote process, all the warrant articles would become void and could not be voted on. Also, the process by which a remote could happen is cumbersome, resulting in several meetings. The first session would explain the process and to go over the warrant articles. Between the

first and second session, voters would submit comments and questions using email, regular mail, snail mail, FedEx, etc. During the second session, all comments from the voters would need to be read aloud, and the supervisors of the checklist would have to validate that the name on the comment/question is a registered voter.

So, then the question becomes, is there a safe way to hold an in person Deliberative Session. Mr. Harb stated that 170 voters could fit safely into the gym at the High School. However, that area could not also safely accommodate nonvoters who are observing the meeting. Another plan would have to be made for those people. Attorney Harb also believes there is a plan available to accommodate a secret ballot.

There was a fair amount of discussion and questions back and forth between the Board and Attorney Harb.

MOTION: Mrs. Silva motioned for the School District to hold Deliberative Session live; seconded by Mr. Dubé. The motion passed 9-0-0.

Towns are welcome to use the schools for voting purposes but there will be a fee of \$1000 for the cleaning of the site. Dr. Farah requested that Board members have this discussion with their respective towns.

BUDGET DEVELOPMENT (00:35:55)

Before discussing the Administration’s recommendations or budget reductions, Dr. Farah stated that this Board has the utmost respect for the staff. They know that these decisions are going to affect individuals and may further affect people already struggling with other issues. These are valuable members of the Timberlane District. The Board has responsibilities not only to the District but to the taxpayers of the District. Not only is the District looking at a 4% increase in the budget, but also a revenue loss of about \$1.5 million dollars. These are difficult decisions for the Board, for everyone involved and no one is taking this lightly. This is an extremely unfortunate situation in an extremely difficult time.

The Superintendent proposed the following:

Open and vacant Positions	\$683,614	11 FTE
FLES	\$563,851	6 FTE
Elementary & MS Specialists	\$580,000	4-6 FTE
Technology Education/Support	\$219,656	2 FTE
TRHS Administration	\$100,000	1 FTE*
TRHS Teachers	\$210,000	3 FTE
Total	\$2,357,121	27-29 FTE

Cost Increases:

Asst Director \$140,000	\$2,217,121
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* RIF 3 Dean Positions and Add 1 additional TRHS Assistant Principal + 1 Curriculum/Instructional Improvement Position

Dr. Cochrane positioned this dollar amount of over \$2M as providing options for the Board, per their request. The Board had a lot of questions and comments on each side of the issue. Some felt the entire proposed amount was a fair amount. Others felt it was too high. Some expressed concern about what programs were chosen for removal and what the impact would be to students and other staff. Dr. Cochrane also said that while positions may go away, the persons who are currently in those positions may not because of reorganization and attrition. Board members also inquired as to who exactly was involved in making these decisions. The discussion was lengthy and impassioned on all sides. Ultimately, this amount is a guide and if the budget needs to be adjusted higher, that can be done up until Deliberative.

MOTION: Ms. Lowes motioned to reduce the budget by \$2M based on the recommendation by the Superintendent on the document presented on 12/17/2020; seconded by Mr. O’Neil. The motion passed 7-2-0. (Mrs. Machemer and Mrs. Savage opposed.)

SCHOOL RE-OPENING UPDATE (01:21:20)

Mr. Pederson spoke to the truth table saying “it really is a lot more complicated than just that single number that makes us go remote. A lot of it does depend upon the staffing at the building level. To the credit of all the staff, in all the buildings, they are doing whatever it takes to keep these schools open and to do what's right for kids. They are covering each other's classes; they are giving up prep time to make sure that the classrooms are covered. One of the lines in the table is about staff capacity, and it is not just a black and white number. It's not like staff capacity hits a certain number, and suddenly, you're fully remote. It's about does the building have capacity to stay open, and between the Proctors that we have, and the fine work of all our educators to cover each other's classes and just get the job done. We have been able to stay open, even though there are several staff who are out to either quarantine or could be sick themselves. Most cases are believed to be coming from the outside. There has been no transmission in the buildings that we know of. “

The Transportation Coordinator is proposing some route changes. The Board felt that no motion was necessary for the changes to take place, as necessary.

STUDENT REPRESENTATIVE, JENNA HORAN (01:35:01)

I got a wonderful report from Mrs. Stafford, who is the principal at Sandown North. She discussed Monday morning meetings that have been happening remotely and she just gave wonderful reviews to all the kids that have participated and hosted it even though it's very different from how it used to be. The last meeting this year is on the 21st of December. They are having holiday and special events at schools such as Fa La La Flannel day, PJ days, Don't be a Grinch day where they're encouraged to do random acts of kindness. On Wednesdays, when they are fully remote, they have their favorite holiday headwear day. Danville, Pollard, Atkinson Academy, Sandown North as well as Sandown TLC are all enjoying celebrations, creativity, and holiday cheer this month. They wished everyone a very happy holiday and wonderful new year.

As for the Middle School: they're wrapping up their holiday hat and mitten drive to support any community members that are in need. They also collected poinsettias in lieu of their usual Senior Tea. They're hoping that in 2021, the Senior Tea will go on better than ever. They're also having holiday spirit days, such as the ugliest sweater competition, and festive gear days, and the eighth graders are going to get the chance to see A Christmas Carol at the PAC performed by our wonderful staff members... socially distanced, of course.

As for the High School: The Mealy's meals fundraiser is going on, and anyone in the district is welcomed and encouraged to participate in that. The holiday lights festival put on by the student council was a wonderful success. I heard amazing things from kids of all ages. Even kids outside of the District said that it was just a wonderful way to spread Christmas cheer and they're looking forward to making that a usual tradition in future years. The mask fundraiser went very well also. It was put on by the student council, and every month, different monthly madness events are happening, and students are encouraged to participate.

I have been reading a lot of the Facebook groups, as I'm sure many of you on the Board have, and many of you listening have. There's been a lot of discussion of snow days, and what other districts are doing to prepare for this, so I just wanted to bring the student perspective, since most Facebook groups are from parents, teachers and you, the Board. I put a poll out just as an easy way for students to say yes or no, to snow days, and as expected, many students that responded said that they would thoroughly enjoy the day off from school, as they used to have. They said it was a wonderful way to refresh, to help their parents, families, and neighbors shovel and it also took away the burden of worrying about power outages.

I also did a follow up question and asked students if they would rather have a blizzard bag day, as we've had previously that doesn't add days on to our June calendar, or if they would rather just have a day off of school. That was almost exactly split 50/50 between students but the consensus, not from Facebook groups, not from parents, but from students, was that they really would appreciate a day, that is not just centered around zoom and that doesn't really feel like the normal days of school that seemed to draw on endlessly.

I just wanted to wish everyone a Happy Eighth Candle, Happy/Merry Christmas, and wonderful holiday season. Thank you all very much for this opportunity.

Dr. Cochrane explained that a memo was sent out on November 23, 2020 saying exactly how snow days would be treated. They sent out a reminder email with the storm approaching and the emails started coming through. Maybe it can be considered when more notice is available for parents.

PROGRAM OF STUDIES (01:41:59)

MOTION:	Ms. Lowes motioned to accept the 2021-2022 Program of Studies for second read; seconded by Mr. Dubé. The motion passed 9-0-0.
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No changes were made between last meeting and this one with the exception of work done on the cover.

POLICIES (01:45:31)

MOTION:	Ms. Lowes motioned to waive the first read and adopt Policy JLDDB (Suicide Prevention and Response); seconded by Mr. O'Neil. The motion passed 9-0-0.
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MOTION:	Ms. Lowes motioned to adopt policies DKD (Compensatory Time), BEDG (Minutes), BEDH (Public Participation at Board Meetings) and BFE (Administration in Policy Absence) as a first read; seconded by Mr. Boyle. The motion passed 9-0-0.
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There is a forty-page document on the Superintendent's Evaluation. NHSBA has a couple of tools available, CBI-1 & CBI-F2 would be the procedure to go with the policy. Dr. Farah said she would like to decide on a procedure during the next meeting.

WARRANT ARTICLES (02:01:48)

The solar panel warrant cannot go out unless we have a Purchase Power agreement so that is off the table for this year. Mr. O'Neil will work with Mrs. Kiszka on bringing this back.

Dr. Farah recommended leaving the Capital Reserve fund on the warrant.

ADMINISTRATORS REPORT (02:07:48)

Dr. Cochrane had nothing further to report.

Mr. Dowd stated that the Budget Committee is leaning toward having a remote public hearing.

The Transportation contract is up with an already locked in rate for two years. Mr. Dowd will move forward with that extension with the Board's blessing.

The Board will be looking for a Trane update at the next meeting given the work is being done between Christmas and New Year's.

PERSONNEL REPORT (02:12:06)

MOTION: Ms. Lowes motioned to accept the resignation of Julie Opgenorth, (TRMS Math teacher, 10 years) and the retirement of Susan Inzenga (TRMS English Teacher, 36 years) with gratitude, appreciation, and thanks for their service; seconded by Mrs. Savage. The motion passed 9-0-0.

MOTION: Mrs. Silva motioned to accept the resignation/retirement of HS Principal Donald Woodworth after 41 years of service to Timberlane with gratitude, appreciation, many thanks, and many good wishes; seconded by Mrs. Savage. The motion passed 9-0-0.

COMMITTEE REPORTS/REPORTS OF THE SCHOOL BOARD (02:19:00)

Mrs. Savage announced the passing of former teacher Roxanne O'Connor. She was a great teacher and a great mentor. The Board's condolences go out to the family.

Mrs. Savage stated that the Superintendent Search Committee met informally to meet everyone. They have another meeting next Wednesday to set some parameters and goals. The application period will close at the end of December.

With no other business before the board, Chairman Farah adjourned the meeting at 9:24PM.

Respectfully submitted,

Kat Lancaster
Recording Secretary

Approved by the Board on January 7, 2021.