

*NOTE: When feasible, TRSB meetings are videotaped. These meeting minutes reflect only a basic summary of the meeting topics, discussion and action. Details of this meeting may be viewed by accessing the online Vimeo at: <https://vimeo.com/album/255898/video/246486583>
Materials presented at the board meeting may be viewed at:
<https://public.timberlane.net/sau/trsb/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2fsau%2ftrsb%2fShared%20Documents%2fSCH%20OOL%20BOARD%20MEETING%20AGENDA%20MATERIALS%2f2017%2d18%2f12%2007%202017&FolderCTID=&View=%7b8B0F59BE%2dD93D%2d4E49%2d9509%2dA6F7531FCCAB%7d>*

TIMBERLANE REGIONAL SCHOOL BOARD MEETING MINUTES

Regular Board Meeting
December 7, 2017
7:30PM

Superintendent's Office
30 Greenough Road
Plaistow, NH

Call to Order (00:00:14)

Chairman Boyle opened this November 16, 2017 Timberlane Regional School Board meeting at 7:30pm with the roll call followed by a moment of silence in honor of Pearl Harbor Day and then the Pledge of Allegiance. He also noted that student representative Bryan Lavoie would not be in attendance as he was performing at the PAC this evening.

Board Members Present

Peter Bealo, Brian Boyle, Stefanie Dube (7:34pm), Kimberly Farah, Donna Green, Dan Guide, Susan Sherman, Gregory Spero and Kelly Ward.

Seated at the Board Table

Dr. Earl Metzler Superintendent of Schools

Administrators Present

See list at end of minutes

Others Present

Ryan Richman, Timberlane Teachers' Association President
Laurie Herchenroder, Timberlane Support Staff Union President
Jennifer Raymond, Timberlane Support Staff Union Vice President

DELEGATES AND INDIVIDUALS (00:01:53)

TSSU President Laurie Herchenroder provided a statement on behalf of union membership regarding the union's respect for the taxpayer, typical paraeducator wages and their impact on providing quality education to students, that no empire is being built by them, and that they will continue to stand for the community and educational excellence. (Mrs. Dube entered the meeting at 7:34pm.)

TTA President Ryan Richman provided a statement on behalf of union membership regarding defending public education, and on comments made at the November 16th joint board/budget committee meeting relative to drastic budget cuts, staffing needs, reduction of staff, and accusations of scare tactics, potential consequences associated with the drastic budget cuts (substandard education and diminished property values), and on the board's obligation to provide quality education to the communities.

Sandown resident Arthur Green spoke to his work of the past four to five years of protecting Timberlane from itself as it relates to developing a responsible budget for the taxpayer, on enrollment decreases, per pupil costs, and the district being severely overstaffed in comparison to surrounding and similarly-sized school districts to which a staff cut of 40-50 staff could easily be attained without impacting educational offerings.

Danville resident, parent and TMA President Christine Collins spoke to Timberlane Music Association's mission to support the students and staff in the music program, the students' accomplishments relating to All States, SAT test scores, the opportunities afforded to graduating Timberlane students because of Timberlane's outstanding programs, and concern about the need to mitigate the sound at the PAC that may be causing

hearing damage.

CURRENT BUSINESS

RECOGNITION OF FIELD HOCKEY STATE CHAMPIONS (00:20:20)

Angelo Fantasia announced the Timberlane Varsity Field Hockey team won the NHIAA Division I Field Hockey Championship and was voted number one in sportsmanship based on school climate, fan behavior, and team behavior. He then introduced, for recognition and presentation of a certificate of acknowledgement, team members and coaches.

ATKINSON GRANGE PLAQUE (00:27:03)

Kathie Dayotis, on behalf of the Atkinson Grange, requested the board accept a plaque honoring the grange and its original site (Atkinson Academy property) to be displayed on one of the larger stones in the Academy parking lot. It was noted the Academy property was once owned by the Town of Atkinson and that the plaque would preserve the grange's original location for historical purposes.

MOTION: Mr. Spero motioned to accept the plaque as requested; seconded by Mr. Ward.

Discussion ensued on the history of the grange (farmers' exchange).

VOTE: The motion passed 9-0-0.

PROGRAM OF STUDIES (00:30:25)

Mary Widman and Don Woodworth presented the 2018-19 Program of Studies noting minor changes from last year's version, and the program's vetting by C&A and SLT.

MOTION: Mrs. Sherman motioned to accept the Program of Studies for school year 2018-19; seconded by Mr. Guide.

Discussion ensued on the official version being posted online, math intensive courses, the diploma planning worksheet and the intent to waive second read and adopt due to time restraints in getting the program to the printers.

MOTION TO AMEND: Mrs. Sherman motioned to amend the motion by adding to waive second read; seconded by Mr. Guide. The motion passed 7-2-0 (Mrs. Green and Mrs. Dube opposed).

Discussion ensued on the master class list to rationalize the program of studies offerings, the need to undergo the class selection process first, that classes be dictated by enrollment and the inclusion of language indicating such.

VOTE: The motion as amended passed 8-1-0 (Mrs. Green opposed).

PAC SIDING (00:43:55)

Tom Geary provided an update on the PAC siding project noting the original date of installation (2001), the materials used (cement panel system with seams), area affected (17k square feet), CIP estimated cost to repair (\$70k), consultation with two architectural firms, possible warranty coverage, actual estimated cost to repair (\$425k) and his recommendation to use the CIP estimated funds (\$70k) for the design work (will need a design in order to get an architect seal on the project). Chairman Boyle offered to review the project with Mr. Geary to consider any action moving forward.

PAC SOUND STUDY (00:51:480)

Tom Geary and Tony DiBartolomeo provided an update on the PAC sound study issue regarding potential

occupational hazards in some of the PAC rooms. They gave an overview of the process thus far (board directive to conduct a sound study in 2016, board directive to retain an architect for specs in 2017, posting of those specs in September, opening of bids in November) and then sought the board's approval to move forward and have the three rooms addressed as outlined in the specs at a cost of \$64k using \$30k from the tennis court project with remaining funds to come from aggressive pricing of other district projects.

Discussion ensued on completing the project in the 2017-18 school year on the basis of students and staff safety.

MOTION: Mr. Guide motioned to move ahead with the PAC Sound Study project at the cost of \$64k; seconded by Mr. Bealo.

Discussion ensued on going back out to bid based as they only received one bid, install carpeting to mitigate the noise level, the bidding process, the experts used in the study (acousticians), using the PAC stage for band classes and the impact on the use of the building by other classes, timeframe to have the work completed (school break, nights and weekend), budget line items to fund the project (4600-430), possibility of funding in April after the capital reserve fund is voted on, drafting a warrant article and the no means no provision, addressing only some of the rooms now and waiting on the rest, reverberation, and the importance of addressing sooner rather than later because band and music classes have increased to 90 minute sessions with the block schedule.

VOTE: The motion passed 9-0-0.

MOTION TO AMEND: Mr. Sherman motioned to transfer up to \$35k from the 4200 budget line to the 4600 budget line; seconded by Mr. Guide.

Discussion ensued on amending the motion to specifically naming the tennis court project line item.

VOTE: The motion as amended passed 8-1-0 (Mrs. Green opposed).

BUDGET UPDATE/DEFAULT BUDGET (01:28:55)

Chairman Boyle provided an overview of the budget process as transpired over the past few meetings (two drafts with one of those drafts depicting what a \$5million cut would look like, and the board's recommendation to increase that cut by \$1million). He noted the board's recognition of the dedicated staff at Timberlane and their need to be fiscally responsible to the taxpayer while maintaining the best quality education, the need to honor budget obligations (approximately \$1.8million), to present an equitable budget that affects students the least, and the focus of cuts to be centered around administration, specifically the assistant principal and dean positions added over the past three to four years. He stated there would be no cuts to the music or athletic programs, but expects there be less teachers to which he trusts the superintendent to maintain appropriate staffing levels. He intends the board to take action this evening on proposed administrative cuts to offset costs needed to address building needs and underpaid teachers.

Discussion ensued on the 11.5 administrative positions cited in the \$5million cut.

MOTION: Dr. Farah motioned to cut those 11.5 FTE administrator positions from the budget; seconded by Mrs. Green.

Discussion ensued on there being two budgets (school board and budget committee), informing the budget committee of the school board's position on administrator cuts, the need to focus on drafting warrant articles and a default budget well as consulting with the superintendent on the administrative structure before making such cuts, the budget committee's directive to the superintendent to provide a prioritized budget list, keeping as

many teachers as possible, the collective need to support teachers, contradictory statements made about how people matter then directing the first cut to the budget be of staff, and the lack of budget committee authority as it relates to staffing.

Chairman Boyle then addressed the attendees at the meeting stating they are not all teachers and are not compensated as such, that he wants to cut seven administrator positions to go along with the three positions that will not be filled, as they need to offset the \$1.8million increase of contractual obligations, and they need to represent their constituents to the best of their ability.

MOTION TO AMEND: Dr. Farah motioned to amend the motion by adding for the 2018-19 school year budget; seconded by Mrs. Green.

Discussion ensued on the administrative cuts being irresponsible, home construction and sales reflective of the area's ability to afford living in the Timberlane community, reorganization of staff, the board's responsibility to make recommendations to the budget committee and allowing the superintendent to organize staff as appropriate, staffing decisions made in April of each year, the increase in per pupil costs, unsustainable budget increases, the need for better management, over staffing and a desire to eliminate the dean structure, community representation as evidenced by the election of two Danville and one of the Sandown reps, and how staffing cuts effect the climate and culture of the school district.

VOTE: The motion to amend passed 5-3-1 (Mrs. Sherman, Mr. Ward and Mr. Bealo opposed and Mr. Guide abstained).

MOTION TO AMEND: Chairman Boyle motioned to amend the amended motion by cutting nine FTE administrators from the 2018-19 school year budget; seconded by Mr. Bealo.

Discussion ensued on this motion representing a net of three to four people, specifically those who were not administrators three to four years ago.

VOTE: The motion to amend failed 2-7-0 (Chairman Boyle and Mrs. Dube in favor).

MOTION TO AMEND: Mr. Spero motioned to amend the amended motion by cutting five FTE administrators from the 2018-19 school year budget; seconded by Mrs. Sherman. The motion failed 3-6-0 (Mr. Spero, Mrs. Sherman and Mr. Boyle in favor).

MOTION TO AMEND: Mr. Bealo motioned to amend the amended motion by cutting three FTE administrators from the 2018-19 school year budget; seconded by Mrs. Sherman. The motion failed 2-7-0 (Mr. Bealo and Mrs. Sherman in favor).

It was suggested the board hold off on taking a vote on cutting administrators until the budget committee has developed draft three of the proposed budget; however, there was still a motion on the floor to which Chairman Boyle called a vote.

VOTE: The motion as amended (cut 11.5 FTE admin from 2018-19 budget) failed 3-6-0 (Mrs. Green, Mrs. Dube and Dr. Farah in favor).

Chairman Boyle recessed the meeting from 10:31-10:43pm.
Due to the time, Chairman Boyle modified the agenda by tabling a number of items.

POLICIES (03:03:15)

Board members reviewed policy IMBCA CCSNH Dual and Concurrent Enrollment Program for first read and waive of second read in order the meet adoption deadlines.

MOTION: Mr. Bealo motioned to waive second read and accept policy IMBCA at first read; seconded by Mr. Guide.

Discussion ensued on the urgency to adopt the policy (that will allow students who are currently enrolled in dual enrollment classes to be reimburse for those courses), it be a standalone policy specific to the state's program, and will apply to courses listed in the program of studies.

VOTE: The motion passed 8-1-0 (Mrs. Green opposed).

BOARD CORRESPONDENCE PROCESS (03:12:10)

Board members discussed options to ensure board members are provided access to incoming school board correspondence with the understanding that official school board responses shall come from the school board chairman.

MOTION: Dr. Farah motioned to add Cathy Belcher to the TRSB email serve with the request she forward incoming email correspondence to the entire school board; seconded by Mr. Bealo. The motion passed 9-0-0.

ADMINISTRATOR'S REPORT (03:14:56)

Dr. Metzler reported the receipt of two donations: \$500 from RMON Technologies for the Mealey's Meals fundraiser, and \$500 worth of coding kits from Jeanmarie Ward in recognition of Computer Science Education Week. Mr. Bealo offered to match Ms. Ward's donation and will purchase kits using his school board stipend.

Dr. Metzler requested board approval for students to attend the annual LEAD Conference in Washington, DC and excuse student from school on January 25 and 26, 2018.

MOTION: Mr. Guide motioned to approve the student trip and excuse students from school for two days as presented; seconded by Mr. Ward. The motion passed 8-0-1 (Mrs. Green abstained).

Dr. Metzler requested the board move the January 1st retirement notification for administrators to April 1st the this school year only for the purpose of incentivizing more administrators to retire to align with the board's position to reduce the number of district administrators.

MOTION: Mr. Ward motioned to move the retirement notification for administrators to April 1st for the 17-18 school year; seconded by Mr. Guide.

Discussion ensued on the budgeting process and unfunded liabilities.

VOTE: The motion passed 6-3-0 (Mrs. Green, Mrs. Dube and Dr. Farah opposed).

PERSONNEL REPORT (03:25:10)

Dr. Metzler presented the retirement requests of Nancy Gervino (13 years with district), Judith Graichen (12 years) and Miriam Trisdale (21 years).

MOTION: Mr. Ward motioned to accept with regret the retirements of Nancy Gervino, Judith Graichen, and Miriam Trisdale; seconded by Mrs. Sherman. The motion passed 9-0-0.

COMMITTEE REPORTS (03:26:40)

Updates were provided on the strategic planning and policy committees as well as the budget committee. Discussion ensued on the school board liaison to the budget committee's obligation to represent the majority of the board on voting matters relative to the development of the proposed budget.

MOTION: Dr. Farah motioned the school board rep not vote in favor of a proposed budget above \$70,599,955; seconded by Mrs. Dube.

MOTION TO AMEND: Mr. Bealo motioned to amend the motion to \$72,850,000; seconded by Mrs. Sherman.

Discussion ensued on allowing for a range not to exceed number.

VOTE: The motion to amend failed 4-4-1 (Mr. Bealo, Mr. Guide, Mrs. Sherman and Mr. Ward in favor and Mr. Spero abstained).

VOTE: The original motion (\$70,599,955) failed 4-4-1 (Mr. Bealo, Mr. Guide, Mrs. Sherman and Mr. Ward opposed and Mr. Spero abstained).

MOTION: Dr. Farah motioned the school board rep not vote in favor of a proposed budget above \$71,000,000; seconded by Mrs. Sherman.

MOTION TO AMEND: Mr. Bealo motioned to amend the motion to \$72,500,000; seconded by Mr. Ward. The motion failed 4-5-0 (Mr. Bealo, Mrs. Sherman, Mr. Guide and Mr. Ward in favor).

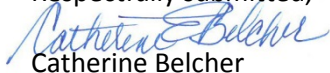
VOTE: The original motion (\$71,000,000) passed 5-4-0 (Mr. Bealo, Mr. Guide, Mrs. Green and Mr. Ward opposed).

VENDOR AND PAYROLL REGISTERS

Board members were reminded to review and sign the registers.

Chairman Boyle adjourned the meeting at 11:36pm.

Respectfully submitted,


Catherine Belcher

Recording Secretary

Approved by the Board on December 21, 2017.

Administrators Present at the Meeting:

Mrs. Sandra Allaire, Academic Dean of World Language

Ms. Michelle Auger, Principal at Pollard School

Mrs. Nancy Barcelos, Principal at Danville Elementary

Mr. Doug Blay, Assistant Principal at Pollard School

Ms. Lorin Caffelle, Special Education Administrator at TRMS

Ms. Rebecca Carlson, Dean of Math

Mr. Barry Chooljian, Director of Guidance

Mrs. Lucy Canotas, Assistant Principal at Danville Elementary

Mrs. Kathie Dayotis, Principal of Atkinson Academy

Mrs. Christine Desrochers, Curriculum Coordinator at TRMS

Mr. Anthony DiBartolomeo, Director of Performing Arts

Atty. Geoff Dowd, Business Administrator
Mr. Angelo Fantasia, Director of Athletics
Mr. Michael Flynn, Principal of TRMS
Mr. Tom Geary, III, Business Operations Coordinator
Mrs. JoAnn Georgian, Principal of Sandown North Elementary
Mr. Ken Henderson, Director of Technology
Mrs. Patrice Liff, Assistant Principal at Atkinson Academy
Ms. Nancy Louiselle, Director of Human Resources
Ms. Melissa MacDonald, Elementary Literacy Coordinator
Mrs. Kathy McKechnie, Director of Preschool
Mr. Mitchell Mencis, Assistant Principal for Grade 8 at TRMS
Mrs. Christi Michaud, Director of Data, Assessment and Accountability
Mrs. Jennifer Michitson, Academic Dean of Enrichment, Freshman Academy, Reading and RTI
Mrs. Carol Mrowka, Assistant Principal for Grade 7 at TRMS
Mrs. Lois Paul, Coordinator of Technology Integration
Mr. Mark Pedersen, Academic Dean of Science
Mrs. Jennifer Puchlopek, Academic Dean of English and Language Arts
Mrs. Susan Rasicot, Director of Student Services
Mrs. Beth Rincon, Director of Special Education
Ms. Heather Roy, Assistant Principal of Student Services and Facilities
Mr. Brian Shawley, Assistant Principal at Pollard School
Mrs. Nancy Stafford, Assistant Principal at Sandown North Elementary
Mr. Scott Strainge, Assistant Principal of Operations at TRHS
Mrs. Mary Widman, Assistant Principal of Academics at TRHS
Mr. Don Woodworth, Principal of TRHS