

TIMBERLANE REGIONAL SCHOOL BOARD
Atkinson, Danville, Plaistow, Sandown
New Hampshire

SAU 55 Office
30 Greenough Road
Plaistow, NH

Regular Meeting
December 3, 2009
7:30 PM

Call to Order

Madam Chair Kosta called this December 3, 2009 Timberlane Regional School Board meeting to order at 7:30 pm. Roll call was taken.

Board Members Present

Lori Aubrey, Arlene Champey, Robert Collins, Elizabeth Kosta, Michael Mascola, John Paone, Louis Porcelli, and Lisa Withee.

Not in attendance

William Baldwin and student representative Holly Ange.

Administrators Present

Richard La Salle, Superintendent of Schools
Winfried Feneberg, Assistant Superintendent
George Stokinger, Business Administrator
Kathleen Smith, Assistant Business Administrator
Scott Strainge, Interim Director of Secondary Education
Angelo Fantasia, Director of Athletics
Donald Woodworth, Timberlane Regional High School Principal
Kathleen Dayotis, Atkinson Academy Principal

Pledge

Madam Chair Kosta led the assembly in the Pledge of Allegiance.

Minutes

The board reviewed the minutes of the November 19, 2009 Timberlane Regional School Board meeting.

Motion: Mrs. Aubrey motioned to approve the minutes of November 19, 2009 school board meeting as presented. Mrs. Withee seconded. With no further discussion, the motion passed unanimously (8-0).

Delegations and Individuals

None

Current Business

TTA Contract

Mr. La Salle announced the Timberlane Teachers' Association (TTA) ratified the agreement between the union and the school board yesterday (December 2nd) and now the agreement is before the board for ratification. Once done, the agreement will be presented to the voters in March and will go immediately into effect upon voter approval, as the last contract expired June 30, 2009 and the District and teachers have been operating under that expired contract. He then proceeded to review the significant changes between the old contract and the newly proposed noting many of those changes were housekeeping-type and language clarification changes. Copies of the changes as well as a draft copy of the agreement were provided to board members for review.

Noted changes included posting of the minutes and agendas on line (currently practiced but not in agreement), renaming early retirement incentive to retirement incentive, course reimbursement language changed but money did not (still at \$95k per year), workshop monies are the same for 2009 in year 1 then increase \$2,500 in year 2 and increase \$4,500 for year 3, and language change to comply with RSA 100-AL16 III-a relative to NHRS and protecting the District from subsequent payouts after a teacher retires. Mr. La Salle stated he was very appreciative of coming to terms with this item this year.

He continued to highlight changes noting the salary schedule is identical to the 2006 schedule with the exception that

teachers who earn doctorates will be paid an additional \$1,000 per year. The 2009-10 school year provides for no raises nor retroactive increases. Teachers on step will receive a one step increase in 2010-11 and a two step increase in 2011-12, which will put them back to par. This applies to nurses as well. Other changes include posting stipend positions at the request of the union and pay increases of 2.5% for teachers on or above step 14 for 2010-11 school year only. He went on to explain that the two-step advance in 2011-12 is to bring veteran staff in line with new staff (awarding credible years of service) and keeping equated with hiring practices.

Other changes to the agreement include allowing for three personal days without reason as opposed to the current practice of one with and two without reason. Family sick days were increased from 10 to 15 days and insurance benefits changed by increasing co-payments from \$10/\$50 to \$20/\$100 and dropping the Blue Cross New England plan. These changes provide for significant savings to the employee and the District (\$173k). Teachers will also contribute more to the premium.

Longevity payouts will change to award teachers with 15 years of service or more \$100 for each year in an annual payment. He noted that the negotiation committee was concerned with using the same pay scale for veteran and incoming teachers and will need to review teacher salaries with surrounding districts at the next negotiation period. He then reviewed the cost effective sheet that highlighted both cost increases and decreases over the lifetime of the agreement. The 3-year average equated to a 1.52% increase. The cost of this contract is equivalent to the cost of one year of the last contract. This is a fair agreement and he commends the teachers who worked on it and ratified it.

Motion: Mrs. Champey motioned to ratify the Agreement between the Timberlane Regional School Board and the Timberlane Teachers' Association for the years 2009-2012 as presented. Mrs. Aubrey seconded. With no further discussion, the motion passed unanimously (8-0).

Mr. La Salle stated a warrant article will be developed and reviewed by legal counsel for presentation on the March ballot. He added that he was working with the TTA to put out a press release on Monday. Mr. Mascola requested the press release be posted to TEN and the District website as well.

Strategic Plan Update

Mr. Feneberg reported that he and Steering Committee members Don Woodworth, Kathie Dayotis, and Scott Strainge will present the updates to the Strategic Plan and answer any questions if needed. He stated the 2009-2015 Strategic Plan was adopted by the board on April 9, 2009 and is posted in its entirety on the District website as well as hard copies available at the SAU office. Once approval was given the role of the Steering Committee shifted to one of monitoring the implementation of the plan. The Committee met in June and August and established seven teams to breakdown the seven goals into manageable tasks and to document and encourage each team's progress and effort.

Mr. Woodworth thanked the members of the committee and the goals teams for their work. He then presented each goal's update by identifying members serving on each goal's team and summarizing their work to date (see attached).

A period for questions and comments was provided after each summary presentation in which clarification was given to PBIS (Positive Behavior Intervention System), and Goal #5's team participants identified as Kate Delfino, Nancy Hart, and Laura Lipfert. Board members commended the work of the teams and thanked the presenters. Mr. Feneberg announced that they will be back in 6-8 month for another update and will encourage the teams to continue with their work in the meantime.

Department Report - Athletics

Madam Chair announced that as a means to keep the Board apprised of department activities and happenings, the Board established a department reporting segment to be added to the agenda on a monthly basis. December's department report will be provided by the District Athletic Director, Mr. Angelo Fantasia.

Mr. Fantasia began his presentation with thanks and appreciation for his PE and health teachers, noting that the fall has been an exciting time in his department. They are currently assessing and analyzing their curriculum and are working with curriculum templates with the assistance of Mr. Strainge. He (Fantasia) is looking to create more elective opportunities for students in PE and health emphasizing that it's not just about athletics. He is very pleased with the new health teacher. He stated he (Fantasia) makes ongoing visits to the elementary schools to which he noted he is amazed at the energy and excitement he sees in their programs.

From an athletic standpoint he noted there are a lot of positives, with obvious ones being the accomplishments of the girls' field hockey and boys' volleyball teams. Accolades to the girls' soccer team for recognition by the NHIA for sportsmanship in

raising money for a competing team player. The football and cheerleading teams participate in a reading buddy program with elementary students and it is his impression the teams are getting more out of the experience than the smaller kids. Academically there are 360 students enrolled in fall sports with 244 of them ranking with honors or honors with distinction. He is very pleased with this statistic. He continued to report that the NHIA is implementing a Student Ambassador Program where each school nominates an ambassador to attend leadership functions at NHIA to give students a wider overview of how the association functions. Upcoming community and sporting activities include Hoops for Hunger to replenish food pantries and Respecting Officials Week in January.

In addressing Mr. Collins questions on implementing the new changes to the athletic policies regarding academic support, Mr. Fantasia stated he only has statistical data from the fall where both he and Sean Kiley created a template that addresses attendance, behavior and grades of students that also allows for teacher comment. Currently there are 32 students on academic support in which 24 of them had improvement – no failing grades, with some even making the honor roll. These are very impressive results. Those improving students will remain on academic support until the second quarter report card comes out. They want to encourage long-term improvements as the changes made are working.

Mr. Mascola asked if there were any changes Mr. Fantasia wanted to see. Mr. Fantasia responded that right now, at the start of his second year with the District, he is working hard to build up communication with coaches and students; this trust building will result in natural changes to the program. He is working diligently to improve sportsmanship noting Timberlane ranks 4 out of 20 in the class L sportsmanship race, which schools are voted by other schools. He then noted that the divisional classes are currently being revamped thus next year's divisional schedule has not yet been developed.

He rounded out his presentation by noting good sportsmanship is important to not just the players, but everyone attending the games, including the parents.

TRHS Computer Science Curriculum

Madam Chair Kosta noted the TRHS Computer Science Curriculum is before the board for a first reading only with the consideration of approval to be given in one month.

Presenting for Barbara Hopkins, Mr. Strainge noted that the very large curriculum document before the board is the product of the diligent work of Lynn Lewis. He then stated that students enter the high school computer programming courses at many different levels with the most common pathway leading from Visual Basic I to game programming before taking AP computer science courses. They are working on improving the number of females taking computer programming classes by adjusting the game programming course and using the FLASH programming language. They hope that animation languages will be used at the middle school level to further encourage young women into computer programming as a career choice. The computer documents before the board are reflective of the many courses offered. He then asked that any questions be directed to Barbara Hopkins or Lynn Lewis at the high school.

Policies

Mr. Feneberg presented the following policies for first reading:

- BEDB Agenda Preparation and Dissemination – this policy was presented previously but was sent back to the Policy Committee for further review. Proposed changes were noted relative to other business and posting policies on the District website.
- DKA Payroll Procedures – changes made in response to the recent Department of Labor citing. Mr. Porcelli suggested including the word “hourly” for clarification.
- JECF Student Withdrawal From School – updated to comply with NH statutes. Mr. Collins requested the legal reference be added.
- JICI-R Modification of a Weapons Expulsion – change made to include the word “parent.”
- JKD-R Student Expulsion – no changes, just reaffirmation as last time policy was reviewed was 1991.
- JKE-R Student Expulsion – changes made to the number of days a hearing is to be held as well as removal of paragraph regarding under oath to reflect bi-weekly board meetings and remove misrepresentations to an official hearing.

Board members accepted the first readings with the changes noted above. Second readings of the policies will be placed on the December 17th agenda.

2010-2011 Proposed Budget

Mr. Stokinger noted that at the last board meeting, board members had their first look at the entire budget which totaled

\$62.8 million. The proposed 2010-11 budget has been to the Budget Committee for cuts to the second draft which reduced the budget to \$62 million reflecting an overall increase of 2.12%. He noted that any area fluctuating more than \$20k was noted on the budget worksheet and items with little or no discretion were marked with an asterisk. The proposed budget is pretty much a flat budget except for those items they don't have control over (insurance, retirement, transportation, out-of-district SPED tuition).

He then noted that the Facilities Committee met on Tuesday and went through the project list making significant cuts bringing the budget back to the 2010 level. Mr. La Salle noted the \$173k teachers' contract savings is not reflected in this budget as the savings is dependent on the passage of the warrant article in March. There is, however, a \$107k savings from the increase of non-union co-payments. A memo will go out to staff members tomorrow informing them of the insurance and co-payment changes.

Mr. Stokinger stated that cuts were made to utilities as well and that a more detailed report is available to board members upon their request. The budget goes back to the Budget Committee next Thursday. Responding to board inquiry, Mr. La Salle stated the elimination of two elementary teaching positions is due to them adhering to District policy relative to class size – they make a point to only hire what they need. Salaries are up \$21k despite the staff reduction, however, it is this staff reduction that helps mitigate the budget impact.

Administrators Report

- Race to the Top: Mr. La Salle apprised the board of a pool of stimulus money called "Race to the Top." He has been to a few meetings that discuss what this program might look like. Thus far, it appears Timberlane will not qualify for these funds as the qualifiers seem to be targeting Title I schools and schools in need of improvement – in which Timberlane is neither. Additionally, to receive the monies the school must meet four assurances set by the federal government with a three-way sign off. It is suspected this program is being developed to reward good teachers and eliminating bad ones; all tied to student achievement. A district will have to sign on to tenants of a specific reform in order to qualify for the monies. This is still in its early stages so he will wait and see how this program eventually pans out.

He noted much of the state's federal stabilizing stimulus money went to fund the state's obligation in the cost of the Claremont court case; however, Timberlane did get a generous share of the IDEA money.

- Suspension of Building Aid: Mr. La Salle informed the board that the state is planning on temporarily suspending building aid which has been supporting school districts since 1954. The state will review how the program is structured. He hopes the program will come back again, however, he is not confident it will be at the same level of funding if it does. Suspension may begin in 2010 or 2011. He stated that instead of being discouraged, the District needs to double its efforts in planning; should the state develop a backlog of projects, Timberlane needs to be shovel-ready so that they are not stuck at the bottom of the state's list.

Mr. Porcelli stated he attended the CIP meeting in Sandown and noted that if the District had to renovate all the buildings at the same time, they'd be looking at a \$100 million bond. He stated he thinks the voters need to be confronted with this information. Mr. La Salle responded the voters need to be educated; the state's timing is not good.

Personnel

Mr. La Salle recommended accepting with regret the retirement request of

- Catherine Gingras, Speech Language Pathologist (7 years with the District)

Motion: Mr. Mascola motioned to accept with regret and appreciation the retirement request of Catherine Gingras, seconded by Mrs. Withee. With no further discussion, the motion passed unanimously (8-0).

Committee and Reports of the School Board

Mr. Porcelli reported he attended technology meetings were three subcommittees were established to review the District's technology plan.

Mrs. Withee attended a Facilities Committee meeting on Tuesday where the committee made some painful cuts to the renovations and improvement budget. They reduced a \$900k bottom line down to \$600k.

Mrs. Aubrey attended both Facilities and Safety Committee meetings but will defer her report to Mrs. Withee and Mrs.

Champey.

Mr. Mascola attended a Budget Committee meeting last week and noted the committee is struggling to get their hands around the entire budget. He stated he was feeling a bit frustrated in the level of analyzing the committee wants to do in the limited timeframe available to them. Mr. Stokinger suggested they hold work sessions with the administration team to help them in the process. Mr. Mascola noted both Sandown Budget Committee positions have been filled and they now only have a Plaistow seat vacancy.

Mrs. Champey reported on the December 1st Safety Committee meeting. Items addressed were H1N1 updates, EEE, phone system at the high school, joint loss committee, classroom locks, first aid training, and policies and procedures. Kudos were extended to the nursing team who continues to offer training to District employees.

Mr. Collins distributed copies of the latest edition of School Board Notes with hopes of receiving the board's blessing to send out. The newsletter included updates on Energy Star awards, district technology, summer construction projects, science NECAP summary, and curriculum. Madam Chair Kosta directed the board to review and address at the next school board meeting on December 17th. Mr. Collins noted the next policy meeting is scheduled for January 21st.

Madam Chair Kosta noted the next curriculum meeting is scheduled for December 9th at 6:30 pm.

Correspondence

None

Vendor and Payroll

Completed

Other

Madam Chair Kosta requested the board go into non-public session citing RSA 91-A:3 II (c) – Matters which if discussed in public would likely adversely affect the reputation of any person, other than a member of the body of agency itself, unless such person requests an open meeting. Time: 9:44 pm.

Motion: Mrs. Aubrey motioned to go into non-public session under RSA91-A:3 II (c), seconded by Mr. Mascola. The board was polled with the following results:

Aubrey – Yes	Mascola – Yes
Champey – Yes	Paone – Yes
Collins – Yes	Porcelli – Yes
Kosta – Yes	Withee – Yes

Motion: Mrs. Aubrey motioned to exit non-public session at 11:17 pm, seconded by Mr. Mascola. The board was polled with the following results:

Aubrey – Yes	Mascola – Yes
Champey – Yes	Paone – Yes
Collins – Yes	Porcelli – Yes
Kosta – Yes	Withee – Yes

No action was taken in non-public session.

With no further business, Madam Chair Kosta adjourned the meeting at 11:17 PM.

Respectfully submitted,



Catherine Belcher
Secretary Pro Tem