

**LINCOLN-WOODSTOCK COOPERATIVE SCHOOL BOARD**

**SAU #68**

**DATE: March 11, 2026**

**SCHOOL BOARD MEETING MINUTES**

**SCHOOL BOARD PRESENT:**

Jay Duguay, Chairperson  
Mandi Avery  
Kevin Bell  
Tamra Ham  
Joe Bossie  
Jasmine Weeden

**SCHOOL BOARD ABSENT:**

Casey Caulder

**ADMINISTRATION/STAFF/STUDENT PRESENT:**

Dr. Mary Steady, Superintendent of Schools  
Peter Stivali, Principal  
Debbie O'Connor, Financial Manager  
Sharon Holt, SAU#68 Administrative Assistant  
Trey Aldridge, Technology Director

**PUBLIC PRESENT:**

Robert Wetherell, School District Moderator

Paul Schirduan

The School Board meeting was held in the Elementary School Multipurpose Room.

School Board Chairperson, Jay Duguay called the School Board meeting to order at 6:36 PM.

**Continuing Business:**

2026 Warrant Article Assignments:

Jay Duguay welcomed Robert Wetherell and explained that Mr. Wetherell was present to plan who will introduce each warrant article and answer questions as necessary at the Annual School District Meeting on Tuesday, March 17, 2026.

- Mr. Wetherell noted he generally gives up to 10 minutes for a Warrant Article to be introduced.
  - Regarding Article 3-Reports, Tamra Ham will plan to make a motion to accept the School Reports as written.
  - Regarding Article 5-Budget, Jay Duguay will introduce the article outlining what Administration has done to try to keep costs down such as the utilization of grants as well as the major drivers in the budget increase including the rising cost of health insurance.
  - Regarding Article 6-Support Staff CBA, Jasmine Weeden will introduce this article.
    - Debbie O'Connor will provide information to help facilitate the introduction of the budget and CBA Warrant Articles.
  - Regarding Article 7-Special Meeting for CBA, Tamra Ham will plan to make a motion to table this article should Article 6 be approved.
  - Regarding Articles 8 through 11-Capital Reserve/Trust Funds, Jay Duguay will plan to answer any questions regarding these articles.
  - Regarding Article 12-Open Enrollment, Jay Duguay will introduce this article but may ask for support from Dr. Steady. This article is being placed in solidarity with other North Country School Districts to try to prevent Open Enrollment having a devastating financial impact to each-other's Districts.
    - Jasmine Weeden noted there was a good discussion regarding Open Enrollment at the Budget Hearing.
    - Tamra Ham mentioned that she had received questions regarding limiting the number students that are allowed to enroll in Lin-Wood under Open Enrollment. There needs to be a better understanding of the financial implications for the Districts.
    - Dr. Steady noted the most recent legislative update indicates this bill has gone to conference of committee for exploration and further study as Open Enrollment can impact sports, special education, and more. However, this does not mean it is going away as these types of issues are often tacked onto other legislation.
      - Jay Duguay inquired as to responsibility for special education costs for students under open enrollment?
        - Dr. Steady noted the sending District would be responsible for these costs.
    - Dr. Steady mentioned information on open enrollment will be available in a pamphlet hand-out at the Annual Meeting.
  - Regarding Article 13-Advisory Committee, Jay Duguay will introduce this Article.

- Debbie O'Connor noted the FAQs regarding multi-age/multi-grade classrooms will be cleaned-up and available as a handout at the Annual Meeting.
- The Board discussed utilizing the protective mats or other solutions to cover the gym floor during the Annual Meeting due to the amount of sand being tracked into the gym.
  - Debbie O'Connor noted the mats can be a trip hazard because of the Velcro.
  - Dr. Steady noted she would speak with Mark Houde on this topic.

#### **Minutes:**

**Jasmine Weeden made a motion to approve the Annual School District Budget Hearing minutes of February 11, 2026 as presented. Joe Bossie seconded the motion.** Discussion: None. **Jay Duguay called a vote to approve the motion. Jay Duguay abstained. All other Board members present were in favor and the motion carried.**

**Tamra Ham made a motion to approve the School Board meeting minutes of February 11, 2026 as presented. Joe Bossie seconded the motion.** Discussion: Jay Duguay mentioned the header on the minutes also references the Budget Hearing and needs to be adjusted. **Jay Duguay called a vote to approve the motion with change as noted. Jay Duguay abstained. All other Board members present were in favor and the motion carried.**

#### **Educational Focus:**

##### **Student Assessments:**

- Peter Stivali and Dr. Steady presented and the Board discussed the spring 2025 student assessments including the State NH SAS data, and local MAP/NWEA data as well as SAT and AP data.
- Data on NH SAS testing can be pulled from the NH DOE website in a multiple of ways.
- Grades 3-8 take NH SAS ELA and Math assessments. Grades 5, 8 and 11 take NH SAS science testing. Acadience testing was added at the Elementary school level this year (2025-2026) to provide a third data set. SATs are given at grade 11. The State converts the grade 11 SAT data to report high school proficiency.
  - Highlights include; Elementary grades 3-5's 57% overall growth in ELA which surpasses the State average and science proficiency outperformed the state average. Middle School NH SAS testing results continue to remain strong with a significant jump in science. The majority of faculty members at the Elementary school have completed the LETRS literacy training program and the results are becoming evident. Students learning to encode and decode are a literacy focus. Additionally, an Elementary faculty team has worked on researching literacy curriculum and the Elementary School will be utilizing Wit & Wisdom as the curriculum moving forward. Wit & Wisdom provides focus on comprehension.
  - The High School scores, based solely on 11<sup>th</sup> grade SATs for ELA and Math and NH SAS science testing, need work. With smaller class sizes one or two students' scores can skew results in one direction or the other. Additionally, SATs are no longer needed for many colleges so students may not take the test seriously. These scenarios have an effect on the School's overall scores but the District must still own the scores as presented and strive for improvement. In that regard, this year's Juniors will have a mandatory SAT prep course with Mrs. Parent during second period with students that attend CTE having SAT prep help available after school a couple of days per week. Additionally, High School science teachers have been encouraged to utilize more practice testing on NH SAS. Moving forward there will also be more collaboration between Middle and High School on science curriculum. SAT prep will begin during Sophomore year next year. Currently MAP/NWEA testing is done three times a year in Elementary and Middle School and two times a year in the High School (fall and spring). The plan is to work on getting NWEA testing done three times a year in High School to help identify those students needing additional supports sooner. The District also wants to make sure the Elementary and Middle Schools provide a good foundation.
- The District utilizes Branching Minds which takes a number of data sets including NH SAS, Acadience, and NWEA and allows the District to drill down on individual student data to identify needed supports.

#### **Communication:**

- Dr. Steady noted the North Country Education Services (NCES) newsletter was included in the Board packet.

#### **Reports:**

##### **Business Administrator's Report:**

Debbie O'Connor reported:

- The year to date financials were provided to the Board members in their packets. The financial information includes known items such as salary and benefits which have been encumbered. There should be enough money left at the end of the fiscal year to fund the trust funds as well as provide a small amount that could be retained. There has been some savings in salaries and benefits. This savings has allowed the District to fund a curriculum consultant to help with curriculums and the NEASC process. Budget increases include additional costs for

Vocational Ed tuition as more students enrolled this year in CTE programs as well as increases in special education costs for instance, BCBA costs which were previously covered in the IDEA grant. Oil costs may come in over budget because of the cold winter. There is an Energy Trust Fund established a number of years ago which could be used for any Oil cost overages. Some facilities costs are higher than budgeted primarily due to an Elementary School pipe leak and lighting repairs in both buildings. The facilities repair budget has been flat over the last few years and it may need to be increased in the future as the school buildings age and things begin to break down. Historically the Facilities Trust Fund has been used for larger, unexpected repairs which should continue but usage of the Trust Fund may need to be discussed further as the District tries to save for projects identified on the CIP.

- Jay Duguay inquired as to the ability to add monies to the Energy Trust Fund based on raising fuel costs?
  - Debbie O'Connor noted it was too late for this year but could be looked at for future years.

### **Superintendent's Report:**

Dr. Steady reported:

- A Trust Fund Hearing will need to be scheduled immediately following the first School Board meeting in April for the flooring project and stage curtains.
- Megan Houle will be taking a group of 4<sup>th</sup> grade students to a Robotics competition in April.
- A non-public session will be needed at this meeting.
- The March 10<sup>th</sup> in-service day went well. Staff worked on curriculum development: completed training such as LETRS and Acadience; and worked with Dr. Tolman on vocabulary, sentence structure, and comprehension.

### **Principal's Report:**

Peter Stivali gave a report on recent school activities:

- Winter Carnival took place the week before vacation. The High School theme for Winter Carnival was cities including London (Freshmen), Paris (Sophomores), NYC (Juniors), and Las Vegas (Seniors). The snow sculptures and hallways were a highlight. All schools were able to spend some time at the Kanc Recreation Center for skiing and games.
  - Kevin Bell expressed concerns with dress like a tourist day as we live in a tourist community.
    - Peter Stivali noted he believes the students had good intentions when they developed the dress-up days as they were to dress like a tourist in their theme city. These themes need to be looked at from multiple views in the future.
- Random Acts of Kindness week was also held the week before vacation.
- There were a number of ski races recently including the Roland Peabody Memorial race which is the oldest ski race in America; the Whitcomb race; the Meet of Champions; and the High School Easterns. Lin-Wood was represented well in these races with Lin-Wood students taking spots on the podium in a number of the races. The New Hampshire boys team took first place overall at Easterns and the girls team, second place overall. Additionally, Greta Krill took first in the girls GS.
  - Dr. Steady noted two Lin-Wood students, Whitney Bell and Mia Scambio, would be heading west to compete in a national snowboarding race.
- Read Across America Week was March 2<sup>nd</sup> – 6<sup>th</sup>. The Elementary School had guest readers drop in and students participated in DEAR (Drop Everything And Read). Additionally the School participated in "Read" Across America with 10 minutes of reading equaling 10 miles across America. "Read" Across America continues as the students want to make it across the U.S.
  - Dr. Steady noted that partnerships have formed with reading buddies now becoming writing buddies. Additionally, the Kindergarten class has made drawings related to Harold and the Purple Crayon and the Middle Schoolers are working on bringing these drawings to life using the 3D printer.

### **Committees:**

Facilities Committee:

- Kevin Bell noted the school camera security system is in need of updating as it has reached its capacity and no additional cameras can be added. Blind spots were found when the NH Department of Homeland Security did a walkthrough of the School buildings and grounds. The plan would be to update the system over three phases. The quote received for the first phase was just over \$80,000. The system quoted would also require yearly licensing fees. Additionally, the system quoted would allow incidents to be more easily found within the footage and environmental/vape detection would be included. The current system's video footage is all stored locally where the quoted system would have cloud storage. A second quote was received electronically. The committee has asked that another vendor come to do a walkthrough of the property and provide a third quote.
  - Tamra Ham asked about possible grant funding for security cameras?
    - Kevin Bell noted the District did not get the SAFE grant because they had previously gotten the grant.

- Dr. Steady noted the District will apply for the grant again next year.
- Dr. Steady noted the security system was a focus of the NH Department of Homeland Security's walkthrough. Administration will work on finding another vendor to walkthrough the property and provide a quote on each of the three planned phases.
- Debbie O'Connor mentioned the first phase of the flooring replacement at the Elementary school was identified as a project to be completed utilizing Trust Fund monies. Additionally the stage curtains are 22 years old and need to be replaced. A Trust Fund Public Hearing will need to be held regarding these projects. For the flooring project in particular, a Trust Fund Public Hearing is time sensitive in order for the District to get on the flooring company's schedule.
  - Jay Duguay noted a Trust Fund hearing will be held immediately following the first School Board meeting in April and asked that the notices for the Public Hearing be done, as necessary.

**Business Requiring Board Action:**

Staff Nominations, Recommendations and Resignations: None.

**New Business:** None.

**Continuing Business:** None.

**Recognition of Visitors/Public Participation:**

Student: None.

Staff: None.

Community: Jay Duguay recognized Paul Schirduan.

- Paul Schirduan mentioned he is a parent with three children in Lin-Wood schools. Mr. Schirduan expressed concerns that the student assessment data is not presented in the same way each year making it difficult to track. He suggested that the reporting be in a consistent format year over year. He appreciated that SAT and AP scores were included in the presentation.
- Mr. Schirduan asked if the Schools are required to be monitored by the State based on the latest assessment scores and inquired about staff training through WestEd?
  - Dr. Steady indicated the Schools are not required to be monitored by the State. Staff has been training through the LETRS program and the program's author, Dr. Tolman has been under a three year contract to provide direct professional development and training to the staff as well. The District has not contracted with WestEd for training. The District utilized the services of Demonstrated Success in the past to work with the Elementary School staff on reading student data. Demonstrated Success works with data and are not experts in instructional programs.
- Paul Schirduan inquired about the AP agreement with other schools and if AP classes begin at grade 9?
  - Dr. Steady noted that AP class could begin at grade 9 and the freshmen and sophomores had some of the highest scores on their AP exams last year. Additionally, the District has a MOU with the other North Country Districts that allows Lin-Wood students to remotely attend AP classes not offered here at another District where the class is offered. Lin-Wood also opens an AP class to students from other North Country Districts. This year students from Lin-Wood attended AP Pre-Calculus offered from Gorham while students from other Districts attended an AP class taught by Mr. Hagan. This arrangement allows students a larger catalog of AP classes that are available to them. Additionally State law allows for the creation of individualized plans for students. Lin-Wood has one student taking five AP classes; another student is beginning an independent study on rocketry; and last year, a student worked on an independent study to develop an underwater robot and gave a presentation to the Board.
  - Dr. Steady expressed her willingness to meet with Mr. Schirduan on District and/or his children's assessment data.

**Jay Duguay took a poll vote to enter non-public session based on RSA 91-A:3 II (a) the promotion of a public employee. Joe Bossie, YES; Mandi Avery, YES; Jasmine Weeden, YES; Tamra Ham, YES; Jay Duguay, YES; and Kevin Bell, YES. The Board entered non-public session at 8:21 PM.**

Respectfully submitted,  
Sharon Holt, SAU#68 Administrative Assistant

The Board members returned to the public meeting at 8:44 PM. There was no further discussion.

**Tamra Ham made a motion to adjourn the School Board Meeting. Joe Bossie seconded the motion. Discussion: None. Jay Duguay called a vote to approve the motion. All Board members present were in favor and the meeting adjourned at 8:44 PM.**

Respectfully submitted,  
Jasmine Weeded, School Board Secretary