

OFFICE OF THE SUPERINTENDENT OF SCHOOLS
Peterborough, New Hampshire

CONTOOCOOK VALLEY SCHOOL BOARD

Tuesday, March 4, 2014

Non-Public Session

6:00 P.M.

a. Negotiations

School Board Meeting

7:00 P.M.

SAU #1 Board Room

BOARD

Stewart Brock, Rich Cahoon,
Matthew Craig, Butch Estey,
Joel Green, David Martz,
Pierce Rigrod, Crista Salamy,
Myron Steere, Erik Thibault,
Fiona Tibbetts

Gil Morris, CVEA

ADMINISTRATION

Dr. Brendan Minnihan, Supt.
Kimberly Saunders, Asst. Supt.
Marian Alese, B.A.
Tim Markley, H.R.
Dr. Rick Matte, Student Services
Jim Elder, GBS
Brian Pickering, CVHS
Dr. Noreen McAloon, FES/GES/HES
Anne O'Bryant, SMS
Ann Allwarden, AES/Pierce
Mark Swasey, CVHS
May Clark, DCS

1. Call to Order and Pledge of Allegiance

Butch Estey called the meeting to order at 7:01 p.m. The Pledge of Allegiance was recited.

2. Minutes (Board Vote Required)

a. February 4, 2014

Myron Steere moved to accept the minutes of February 4, 2014. Joel Green second. Unanimous.

3. Chairman's Recognition Award

Butch Estey shared that three members of the School Board will be leaving. Stewart Brock has been a member of the Board for nine years. Much time, both on and off the job, is put in. These individuals care about the children and what the schools provide for them.

Dr. Brendan Minnihan said that Erik Thibault, Matthew Craig, and Stewart Brock have each given up something personally to participate on the Board. They have families and jobs that they have been taken away from. Dr. Minnihan shared his appreciation as a new Superintendent, for the knowledge they have provided.

4. Points of Pride

CVHS

On Saturday, February 8, 2014 Zach Letourneau competed with 5 of his peers, from around the state, at an Oratorical Contest at St Anselm College, Manchester, NH. After an 8 minute speech on the Constitution and a 5 minute challenge to speak (ad lib) on the 4th Amendment, he took home First Place: a \$1000 scholarship and a spot in the National Oratorical Contest April 4-6, 2014 in Indianapolis, IN.

Special Olympic's

Conval had middle school and high school athletes compete in the Special Olympic Winter Games on March 2, 3, and 4th.

MISSION STATEMENT

The ConVal Regional School District, in partnership with its member communities, will inspire all learners to achieve academically, contribute to the global community, and thrive as independent and productive citizens.

Students competed in Alpine Skiing, Snowboarding, Snowshoeing, and Cross Country Skiing. Closing ceremonies were today at 4:00 p.m. A medal count will be shared at the next Board meeting! Congratulations to our Special Olympians!!

5. Public Comment

None.

6. Consent Agenda

a. Personnel

1) Notice of Co-Curricular Positions

Tim Markley referenced a Notice of Co-Curricular Positions included with the agenda distribution as informational.

2) Job Descriptions – Director of School Counseling (1st Read)

Mr. Markley reported that this job description has been redone since September as a result of the ASCA model.

School Counselor Elementary (1st Read)

Tim Markley referenced this job description as a first read.

School Counselor Middle School (1st Read)

Tim Markley referenced this job description as a first read.

Assistant Director of Student Services (1st Read)

Tim Markley referenced this job description as a first read.

This title has changed to be in line with Student Services rather than Special Education.

Enrollment numbers for March 1st were shared. There has been absolutely no change in total numbers of students.

7. Superintendent's Report and Presentation of Business

a. Monthly Events Calendar

Budget & Property Committee will meet on Monday, March 10th at 5:30 p.m.

The March 18th School Board meeting was moved to Thursday, March 20th at Pierce Elementary School.

b. Accept Gift/Donation (Board Vote Required)

1) ConVal High School requests the authorization to accept a gift/donation totaling \$15,000.00 from the Arthur and Dolores Daniels Foundation for the purpose of updates to the stage lighting system in the Lucy Hurlin Theatre.

Myron Steere moved to accept the donation as read. Matthew Craig second. Unanimous with sincere gratitude.

c. Middle School Football – Mark Swasey/Brian Pickering

Mark Swasey, CVHS Athletic Director, and Brian Pickering, CVHS Principal was present to speak about the possibility of middle school football.

Brian Pickering reported that Mr. Swasey has spent some time assessing our programs and formulate a plan on where we want to go on improving our athletics. Middle school football is not a new question. Mark Swasey said that there are areas identified to become competitive. One area is the readiness in K-8 in terms of our feeder programs. Are we preparing our youth to be ready for the competitive nature in athletics? Many districts have middle school football except for ConVal. Our numbers are down and we won't have a freshmen football program. Connecting our young kids with our older kids is necessary. When kids connect, they engage. One way to do this is to introduce middle school football to our community. We have the support of our middle schools and our football boosters. The boosters will fund middle school football for three years. The cost is expected to be \$8,000 total each year for three years. There is an expected interest of approximately 40 students. The schedule would be eight games; four home and four away. Mr. Swasey asked for approval or a blessing of the board to make this a go. Butch Estey asked how the kids would get from two schools to practice. Mr. Swasey said that a bus would transport and those costs have been factored in. Practice would take place at ConVal High School.

Mr. Estey asked about the Pop Warner League in the area. Mr. Swasey said that 27 kids at GBS expressed an interest in middle school football. Of the 27, three play Pop Warner Football. Mr. Swasey said that a football program at ConVal will provide consistency in the way they are taught. Crista Salamy said that the district has not come to speak with the Monadnock Mountaineers. If ConVal pulls out our own team, it will affect other high schools. Ms. Salamy said that before this was approved she would like discussion with these groups. Mr. Swasey said that this program is for seventh and eighth grade students.

Stewart Brock said that it is a great idea. We have lacked feeder programs for many years. It is hard to watch our kids work so hard for a 0 and 14 record. We need to do what we can to feed football and basketball just to be competitive so students feel some pride.

David Martz asked how this affects Title IX. Kimberly Saunders said that Title IX is measured on opportunity and participation. This would not affect Title IX; ladies would be allowed to play.

Rich Cahoon said that Mountaineers affects cheerleaders as well.

Brian Pickering said that football and basketball hasn't seen a winning season in 14 years. Mr. Pickering said that we have had really good coaches but have not had a good curriculum program. We have to do more than what we have done to establish programs. What can we do to support this as a school? There is no disrespect to the outside programs. There is a cost to outside programs and required travel. There would be no cost or travel involved with this program. More students might participate.

The intent would be to fund this for three years and then become a ConVal funded program.

Matthew Craig asked what sports are offered in the middle school that funnels up to the varsity level. What is the thought process?

Mr. Pickering shared one district that dropped the varsity program and built a middle school program, then a JV program, and then a varsity program for success.

Pierce Rigrod said that there is definite work to be done with some of our sports that could be part of this discussion.

Rich Cahoon asked if funding was not available would Mr. Pickering begin with football. He cited lacrosse as a possibility. Mr. Pickering said that they are not overlooking anyone. They want programs to grow.

Butch Estey asked Brian Pickering and Mark Swasey to return on March 20th to discuss further.

8. Assistant Superintendent's Report

a. NECAP Results

Kimberly Saunders reported that this is the last NECAP. Students will now move to take the Smarter Balanced. Ms. Saunders shared NECAP test results in reading, math, and writing. Statistical significance was detailed.

Elementary students tested 80% proficient or above in reading.

Middle school students tested 80% proficient or above in reading. 5% substantially below proficient.

High school students tested 75% proficient or above in reading. 8% substantially below proficient.

Elementary students tested 67% proficient or above in math. 14% substantially below proficient.

High school students tested 31% proficient or above in math. 37% substantially below proficient.

Fifth grade students tested 50% proficient or above in writing. 14% substantially below proficient.

Eighth and eleventh grade results were shared.

Next steps include looking at specific areas of concern, looking at the potential of the reallocation of resources, and continuing to develop effective intervention strategies as well as continued support of professional development.

Discussion took place about the need for students to have taken Algebra II to be successful on NECAP in high school. Further discussion took place about math credits.

9. Reports

a. Student Representative – Zach Letourneau

Zach Letourneau, CVHS student rep, reported that the transition from February break into regular routines has gone seamlessly. Things are back to normal counting down to April vacation. GBS conducted testing and SMS participated in the winter slam. Voting is next week.

b. Teacher Representative – Gil Morris

Gil Morris reported that on February 16th, Sean Campbell, was inducted as an Eagle Scout.

c. District Study Committee – Rich Cahoon

Rich Cahoon reported that the committee met and developed year end recommendations. The first was to review school consolidation options on a scheduled basis and the second was to review the Articles of Agreement and seek efficiencies. Mr. Cahoon's full report is attached.

d. Education Committee – Crista Salamy

Stewart Brock reported that NECAP scores were discussed at the last Education Committee meeting. Self Regulated Strategies Development was discussed as well. It profoundly impacts students.

e. Selectmen's Advisory Committee – Rich Cahoon

Rich Cahoon reported that the conversation was largely about what might constitute or not constitute politicking. A motion was made at SAC to ask the Attorney General about our use of Alert Now to encourage voting. Mr. Cahoon asked that a motion of the board not use Alert Now.

Butch Estey asked what the background was on this; voters were asked to do their civic duty.

Rich Cahoon shared his recollection that voters were encouraged to support the bond and budget two years ago; last year they were simply encouraged to vote.

Butch Estey reported that Alert Now was not intended for emergency purposes only. It is a rapid notification system of communication.

Pierce Rigrod asked Rich Cahoon what he was suggesting for communication.

Pierce Rigrod reported that communication from budget happens on various fronts in his town.

Rich Cahoon suggested that if we are going to use it for that purpose it should be made clear. Mr. Cahoon said that he also felt that the communication from Selectmen was inappropriate.

Matthew Craig said that the appropriateness was discussed at the time. The Board came to a consensus that it would be used for specific purpose.

Dr. Minnihan said that the appropriateness could be debated. He shared that the high school sends out non-emergency messages about FAFSA meetings and other messages that are targeted messages. Open House reminders are sent as well. It is a rapid notification system. The idea is to use it mindfully.

Stewart Brock disagreed because we have a responsibility to communicate in any way that we can. He said that any means should be used to communicate.

Mr. Cahoon tried to make connections about postage vs. text or voice messages as well as drafts to be placed on town websites.

Erik Thibault said that the district has not communicated well when the vote is. Any communication should be utilized. Alert Now does just that; it can remind people to vote.

Rich Cahoon moved to not send out an email, text message or recorded message with Alert Now. Second.

Pierce Rigrod asked why not study this more. He is comfortable with an email message saying that it is time to vote. Would Selectmen prefer we spend money on postage to do the same? If it is a generic message, he has no problem.

Matthew Craig said that the Board should leave this to the best judgment of the Superintendent.

Rich Cahoon said that he wants to be in a strong position to push back against inappropriate electioneering. Not using district resources puts us in a better position.

In favor of not using Alert Now: Fiona Tibbetts, Myron Steere, David Martz, Rich Cahoon

Opposed: Stewart Brock, Erik Thibault, Crista Salamy, Joel Green, Pierce Rigrod, Matthew Craig
Motion defeated.

10. Old Business

a. 2nd Read/Adoption (School Board Vote Required)

EBCC: Bomb Threats

Myron Steere moved to accept this policy as written. Stewart Brock second. Unanimous.

ECAC: Vandalism (Rescind ECAB upon adoption)

Myron Steere moved to accept this policy as written. Stewart Brock second. Unanimous.

Myron Steere moved to rescind policy ECAB. Stewart Brock second. Unanimous.

EFA: Availability and Distribution of Healthy Foods

Myron Steere moved to accept this policy as written. Stewart Brock second. Unanimous.

IJK: Supplemental Materials Selection and Adoption (Rescind IIAA upon adoption)

Myron Steere moved to approve as written. Stewart Brock second. Unanimous.

Myron Steere moved to rescind policy IIAA which is replaced by IJK. Stewart Brock second. Unanimous.

IJL: Library Collection Development

Myron Steere moved to approve as written. Stewart Brock second. Unanimous.

Rich Cahoon amended the word "shareholders" to read "stakeholders".

Myron Steere moved as amended. Stewart Brock second. Unanimous.

JEB: Entrance Age

Myron Steere moved to approve as written. Stewart Brock second.

David Martz amended paragraph four to read K-8. Second. Unanimous.

Myron Steere moved to approve as amended. Stewart Brock approved the amendment. Unanimous.

JJF: Student Activities Management and Fundraising

Myron Steere moved to approve as written. Stewart Brock second. Unanimous.

Myron Steere reported approximately 50 more policies to review.

b. Calendar Committee School Board Representative

Crista Salamy has agreed to be the Calendar Committee School Board representative.

c. Board Officer(s) Presentations

Myron Steere reported that he ran on the School Board to assure a quality education for kids. He is running for Chair to create an atmosphere of respect and decorum within the Board. He cited having discussions and listening to all sides as important factors in moving forward. Mr. Steere shared his background in many areas including finance, human resources, Chief Operating Officer and Financial Officer as well as public service positions and education. Mr. Steere identified areas that need to be addressed to include defining a "High Performing District", consider "out of the box" thinking, and to define measures of success for all new programs and technology. Mr. Steere also cited enthusiasm and spirit of students and teachers, professionalism of staff and administration, and facilities and related future improvement plans as positives for the board to draw from.

Butch Estey reported that he believes in giving back to the community and paying it forward. He is running to provide the best possible education that is cost effective. He has the time to serve as School Board Chairman. Mr. Estey has state and local level experience. He has experience and history on the job. Mr. Estey said that the Board will have 1.6 years experience on the Board if he is taken out of the equation. He understands the time commitment and the work that goes into the job. Mr. Estey reported that he has experience negotiating contracts. He has served on every committee with the exception of SAC. He feels that any Board can improve. We hold administrators accountable. We have the best administration. We need to work together and stay away from private agendas. Our responsibilities lie with the students and he looks forward to the challenge.

Pierce Rigrod asked Myron Steere what number is acceptable in terms of an overall increase to the budget since he supported a flat budget.

Mr. Steere said that if program and facilities are defined and can be measured in terms of success than he is in favor. He is not in favor of just throwing things out there; citing the iPad initiative as an example.

Mr. Craig asked Myron Steere about his motion to reduce budgets and his second to reduce the bond in the past. Given the role of what a school board member is as a promoter of education; would Mr. Steere reconsider either of the motions. Mr. Steere said that he would not reconsider unless presented better. He seconds motions solely to allow discussion.

Rich Cahoon asked Myron Steere and Butch Estey about Board Chairs serving on subcommittees other than negotiations. He wondered if they would address stepping aside from committee assignments.

Butch Estey said that he had no issue stepping aside.

Myron Steere reported that he had no issue not serving on any committee.

Pierce Rigrod shared that he is interested in the Vice-Chair position because he has gained opinions and expertise from other Board members in the past year. He is interested because he considers the Board as stewards to the district. High performing districts are a question that he thinks need refinement and definition. Student achievement is an important topic that needs more discussion. Science is an area that our schools could excel. He is interested in the resources that support science.

He would like to talk about philosophical styles of management. Communication needs work and development. Mr. Rigrod looks forward to Strategic Plan development.

d. Expenditure Report – Marian Alese

Marian Alese reported that there have been no significant changes other than transfers from salary lines into paraprofessional lines.

e. +/- Report – Marian Alese

Marian Alese reported no significant changes to this report.

f. Grant Report – Marian Alese

Marian Alese reported that we have received full allocation for IDEA. The next report will reflect the revised allocation.

11. Approval of Manifests (Board Vote Required)

Marian certified that manifests 62-66 and 23f14031 and 23f14032 totaling \$315,572.03 and manifests 37-69 and 23f14033 and 23f14034 totaling \$344,049.82 and payroll 16 and 200 totaling \$875,430.74 and payroll 17 totaling \$1,816,769.19 have been reviewed by her and found to be proper charges against the Contoocook Valley School District for goods and/or services received and have been properly processed prior to their submittal to the School Board.

Stewart Brock moved to approve the manifests as read. Myron Steere second. Unanimous.

12. Non-Public Session: RSA 91-A:3,II (If Required)

Erik Thibault moved in accordance with RSA 91-A:3,II to enter into non-public session at 9:18 p.m. for matters of negotiations and personnel. Unanimous on a roll call vote.

Matthew Craig moved to exit non-public session at 10:16 p.m. Second. Unanimous.

David Martz moved to seal the minutes of the first non-public session item for two years and second non-public session item for seven years. Rich Cahoon second.

Rich Cahoon said that there was nothing discussed in the second half of non-public that would adversely affect reputation. Butch Estey said that he did not believe that to be true.

Rich Cahoon opposed. All else in favor. Motion carried.

Motion to adjourn at 10:19 p.m. Second. Unanimous.

Respectfully submitted,

Brenda Marschok

District Study Committee - Year End Recommendations

Recommendation One: Review School Consolidation Options on a Scheduled Basis

The initial charge of the District Study Committee was to determine whether there was a school consolidation option that could gain broad support within the ConVal community, the individual towns, the School Board and the Selectmen's Advisory Committee. We investigated this possibility by means of multiple meetings with community groups and town officials, surveys, columns in town newsletters soliciting input, and countless individual conversations with community members. What we have found is that at this time, none of the consolidation options that have been suggested in the past could gain the sort of broad support we are looking for. Perhaps the most common response to the question was a variation of the phrase, "That question has been asked ...and answered."

We recognize that there are those in the community who disagree. We also recognize that if the recent stabilization of our enrollments should reverse itself, and enrollments once again decline precipitously, opinions in the wider community may change. For these reasons, we do not consider the question of school consolidation to be resolved forever. We propose that the question of school consolidation, which would in any case require a change to the District's Articles of Agreement, be re-examined on the same schedule as those Articles, every third year.

Recommendation Two: Review Articles of Agreement and Seek Efficiencies

The District Study Committee is an ad hoc committee, and does not necessarily continue into the new Board year. It is our recommendation that the committee continue, with focus on two areas, the review of the ConVal Articles of Agreement, and the application of focused attention on specific possible efficiencies.

First, Article 16 of the ConVal Articles of Agreement states that the Articles are to be reviewed and if necessary amended at least once every three years. In the past, an Articles of Agreement subcommittee has been formed for this purpose. That subcommittee last met on January 5th, 2010, and recommended changes to the Articles that were adopted by the voters in March of that year. So we are overdue for another review, and the District Study Committee recommends that it continue in some form and serve as the Articles of Agreement subcommittee.

Second, the District Study Committee believes that there is a role for a subcommittee able to give dedicated time and specific focus to potential efficiencies identified by the administration, other Board subcommittees, the Selectmen's Advisory Committee and members of the community. This work could include subjects that have in the past been looked at by other subcommittees or ad hoc committees, for example the Energy Committee that existed for several years. This would free other committees for their primary tasks.