

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

**106 Hancock Road
Peterborough, New Hampshire**

CONTOOCOOK VALLEY SCHOOL BOARD

Tuesday, June 18, 2019

School Board Meeting

7:00 p.m.

SAU Office

AGENDA

- 1. Call to Order and Pledge of Allegiance**
- 2. Acceptance of School Board Meeting Minutes (Board Vote Required)**
 - a. June 4, 2019 (pg. 1-4)**
- 3. Approval of Manifests (Board Vote Required)**
- 4. Points of Pride**
- 5. Public Comment**
- 6. Consent Agenda**
 - a. Personnel (pg. 5-7)**
 - 1) Nominations- July 2019
 - 2) Resignations- June 2019
- 7. Superintendent's Report and Presentation of Business**
 - a. Monthly Events Calendar (pg. 8-9)**
 - b. Tec Plan**
 - c. Data Governance Plan**
- 8. Reports**
 - a. Student Representative** – Molly Janoch/Marina McMahon
 - b. Teacher Representative** – Asher MacLeod
 - c. Education Committee-** Jerome Wilson
 - d. Budget & Property Committee** – Jim Fredrickson
- 9. Old Business**
 - a. Food Service Bid Award (Board Vote Required)** – David Jack
 - b. Budget Transfers** – David Jack
 - c. 2nd Read/Adoption Policy (Board Vote Required) (pg. 10-11)**
 - IKF: High School Graduation
- 10. New Business**
 - a. 1st Read Policy (pg. 12-17)**
 - DFA: Investment
 - GBA: Equal Opportunity Employment
 - IGE: Parental Objection to Specific Course Material
 - IMBD: High School Credit for 7th/8th Grade Coursework
 - b. Superintendent Authorization to Hire (Board Vote Required)**
- 11. Public Comment**
- 12. Non-Public Session: RSA 91-A:3,II (If Required)**
 - a. Personnel**
 - b. Negotiations**
 - c. Legal**

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.

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

**106 Hancock Road
Peterborough, New Hampshire**

CONTOOCOOK VALLEY SCHOOL BOARD

Tuesday, June 4, 2019

**School Board Meeting
Immediately Following Public Hearing
SAU Office**

MINUTES

BOARD

Rich Cahoon, Jim Fredrickson,
Janine Lesser, Stephan Morrissey,
Linda Quintanilha, Kristen Reilly,
Crista Salamy, Myron Steere,
Jerry Wilson

Molly Janoch/Marina McMahon, Student Reps.

ADMINISTRATION

Dr. Kimberly Saunders, Supt.
Tim Markley, H.R.
David Jack, B.A.
Fabi Woods, TES
Ben Moenter, Special Ed.
Cari Christian-Coates, Student Serv.

1. Call to Order and Pledge of Allegiance

Myron Steere called the meeting to order at 7:12 p.m. The Pledge of Allegiance was recited at the start of the Public Hearing.

2. Acceptance of School Board Meeting Minutes (Board Vote Required)

a. May 21, 2019

Stephan Morrissey moved to accept the minutes of May 21, 2019. Rich Cahoon second. Linda Quintanilha and Crista Salamy abstained. All others in favor. Motion carried.

3. Approval of Manifests (Board Vote Required)

David Jack certified that two manifests totaling \$323,168.19 and \$368,32.89 and Payroll totaling \$1,968,512.03 has been reviewed by him 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.

Stephan Morrissey moved to approve the manifests as read. Janine Lesser second. Unanimous.

4. Points of Pride

Dr. Kimberly Saunders reported out on various Points of Pride as reported to her by administrators.

5. Public Comment

None.

6. Consent Agenda

a. Personnel

1) Nominations- July 2019

Tim Markley referenced an addendum to the personnel agenda which included the nominations of Bethany Cooper, Ashley Riendeau and Dallis Austin.

Stephan Morrissey approved the nominations as read. Janine Lesser second. Unanimous.

2) Resignations- June 2019

Stephan Morrissey approved the resignations of Rebecca Picard-Snow, Randy Manni, and David Springfield as read. Janine Lesser second. Unanimous.

3) Nominations – Supplemental- July 2019

Stipend positions were noted for notification purposes.

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.

June 1st enrollment information was shared both current and projected.

7. Superintendent's Report and Presentation of Business

a. Monthly Events Calendar

No changes were made to the monthly calendars for June and July.

b. Expenditure Report – David Jack

Dave Jack reported that \$1.7M looks to be available in the current budget. Salaries still need to be encumbered. A balance of \$1.2-\$1.4M is hoped to give back. \$281,000 was committed to give back due to additional salaries.

Tim Grossi has a request in; \$55,000 in two lines is being requested for transfer to pave a section of PES and install curbing to prevent water runoff. In addition, resetting a curbing and basins was requested at GBS.

Stephan Morrissey moved to authorize the transfer of those funds \$50,327 for the purposes outlined. Janine Lesser second.

Mr. Jack qualified that this does not impact the anticipated year-end balance.

Jim Fredrickson confirmed that this has not been discussed during capital improvement and budget discussion.

Rich Cahoon asked if we are not authorizing Mr. Grossi to get these quotes.

Dave said that he is asking to get authorization to get the transfers from snow plowing (Line 422) to (Line 430) Repairs at both PES and GBS.

When will work be done; it will result in an encumbrance that will carry forward to 19/20.

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

Dr. Saunders asked that general assurances be signed to assure that the district receives \$1.2M dollars in federal grant dollars for programs that we participate in.

Stephan Morrissey moved to authorize the chairman, Myron Steere, to sign the general assurances. Jerry Wilson second. Unanimous.

Rich Cahoon said that he is interested in three numbers; how much we spend at SMS on electricity, water at CVHS, sewer at CVHS.

Kimberly Saunders asked that the board sign the public school infrastructure document.

8. Reports

a. Student Representative – Molly Janoch/Marina McMahon

Kimberly reported that Molly Janoch has been one of the school board student representative this year and presented her with a gift of thanks for her volunteerism.

Marina McMahon reported that school records were made this past week in athletics. Finals and marching practice are underway. Celebration of Learning was a success, Class elections, Pops Concert, and graduation this Saturday.

b. Teacher Representative – Asher MacLeod

None.

c. Selectmen's Advisory Committee- Bernd Foecking

John Jordan reported discussion on broad band in the area and the potential for a collaboration of purchase. School funding was discussed; he said towns are reaching the crisis point with taxes. The study on consolidation was discussed.

d. Food Service Committee – Linda Quintanilha

Linda Quintanilha reported that one response to the Food Service RFP was submitted.

9. Old Business

a. Food Service Bid Award (Board Vote Required) – David Jack

David Jack said that we received one response to the bid process; Café Services. Bid is for a five-year period; a series of five one year bids. Only obligated for one year at a time. Mr. Jack proposed to the board that allows him to move forward with the formulation of contract. Concord will review. Conditions have all been spelled out. A vote of the Board on June 18th on the signed contract will be asked.

Motion for district to negotiate contract. Financials are approximately \$10K more. Nice report from Michael Onorato was received at the Food Service Committee meeting. Focus on breakfast is moving forward to increase revenues. Cost cutting measures are under discussion.

Linda Quintanilha moved to allow administration to negotiate a contract. Stephan Morrissey second. Contract will come forward for a vote on June 18th. Unanimous.

b. Universal Preschool Discussion – Cari Christian-Coates/Ben Moenter

Preschool for all would mean students in the district, through a sliding scale, would have access to a full-day preschool program of quality. Leveraging preschool to help develop more equitable access to preschool is the goal. Scaling up

what we presently have in addition to adding a social worker is part of the proposal. Total costs are about \$500K; scaling up current program would increase it by \$228K. This does not include the sliding scale; this is if it were provided for free. Phase II, total cost would be \$1.3M. Cost savings and additions were discussed. Need for speech pathologist and COTA are potential costs that would be added. Reimbursement from the State might be possible but unknown at this time.

Myron Steere asked in the current program, requirements are required for typical and non-typical students would remain? Kimberly did not see a problem meeting thresholds.

Kimberly said that work with present preschool staff to look at program would take place, transportation would be investigated. This could not be implemented this fall. An additional year of planning would be needed should this move forward.

How many hours a week would students be at school? Kimberly said that this report is to provide implications. A program has not been developed yet.

Looking at the length of the day, and potential extension of daycare was cited.

Rich Cahoon said that a narrow scope of what preschool is offered here. The board is being asked if they approve the scope. Rich said that this is being done in a lot of places. One of the costs of the small schools is not doing things that we would have done. This is going to cost money. We would be doing this if our cost per pupil was less.

What is the number of 3 and 4 year olds associated with current program?

Is the social worker certified for case management? No, they would not be certified for case management. It is about home visits to help families enroll in preschool.

Kimberly said that she is looking for a sense of the board to continue work looking at programming. A solid scope of proposal for November would be the goal. Rough income data was asked.

Stephan Morrissey moved for administration to further develop this proposal. Jerry second. Unanimous.

There will not be a proposal for a preschool in every building.

Cari Christian-Coates asked that board members send exact questions they might have to Cari, Ben, and Kimberly.

c. Policy EEAG Discussion and Potential Waiver

Kimberly reported that PRIMEX felt confident enough with the relationship between Peterborough and the district, an insurance certificate has been provided. No waiver needed.

d. 2nd Read/Adoption Policy (Board Vote Required)

- ADB/GBEC: Drug-Free Workplace & Drug-Free Schools

- JLD: School Guidance and Counseling Program

Rich Cahoon moved to adopt the policies as presented. Linda Quintanilha second. Unanimous.

10. New Business

a. 1st Read Policy

- IKF: High School Graduation

Rich Cahoon reported this for a first read which incorporates changes regarding math at the high school. Direct questions to board.

11. Public Comment

Universal preschool was brought up at regional committee to bring in families and avoid consolidation.

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

a. Personnel

b. Negotiations

c. Legal

Stephan Morrissey moved at 7:53 p.m. to enter into non-public session for matters of personnel and negotiations. Unanimous on a roll call vote.

Linda Quintanilha moved to exit non-public session at 8:54 p.m. Stephan Morrissey second. Unanimous.

Stephan Morrissey moved to seal the minutes of non-public session for a period of ten years. Unanimous.

Linda Quintanilha motioned to adjourn at 8:54 p.m. Jerry Wilson second. Unanimous.

Respectfully submitted

Brenda Marschok

OFFICE OF THE SUPERINTENDENT OF SCHOOLS
Peterborough, New Hampshire

CONTOOCCOOK VALLEY SCHOOL DISTRICT

June 18, 2019
Personnel Agenda

Resignations June 2019:

SMS

Cassandra Goodell

Gr. 7 Math Teacher

Nominations July 2019:

BES

Laura Carvalho

Gr. 2 Teacher

\$46,669

Notification 2019:

GBS

Alexandra Heatley

Assistant Principal

\$75,000

Co-Curricular Nominations 2019-20:

See Attached

| Name | DAC | Position | Stipend Amt | FTE | Start/End Date or Season |
|-----------------------|------|--------------------------------|-------------|-----|--------------------------|
| Supplemental | | | | | |
| Sara Norby | SMS | Summer Adventures | 44.48/hr | 1 | Summer |
| Meredith Lyons | SMS | Summer Adventures | 36.51/hr | 1 | Summer |
| Sandra Murray | SMS | Summer Adventures | 50.98/hr | 1 | Summer |
| Elizabeth Ring-Fortin | SMS | Summer Adventures | 56.28/hr | 1 | Summer |
| Jahna Moncrief | GBS | Summer Adventures | 54.69/hr | 1 | Summer |
| Riley Beliveau | GBS | Summer Adventures | 28.99/hr | 1 | Summer |
| Patrick Cogan | GBS | Summer Adventures | 49.07/hr | 1 | Summer |
| Sarah Hale | GBS | Summer Adventures | 51.08/hr | 1 | Summer |
| Non-Athletic | | | | | |
| Marcel Fontaine | CVHS | Anime | \$1,200.00 | 1 | all year |
| Dana Wood | CVHS | Chem Club | \$2,000.00 | 1 | all year |
| Gretchen Shippee | CVHS | Class Advisor - Junior | \$1,000.00 | 0.5 | all year |
| Kristin Ingram | CVHS | Class Advisor - Junior | \$1,000.00 | 0.5 | all year |
| Jim Wickham | CVHS | Class Advisor - Senior | \$1,325.00 | 0.5 | all year |
| Amy Duderewicz | CVHS | Class Advisor - Sophomore | \$512.50 | 0.5 | all year |
| Deb Coyne | CVHS | Class Advisor - Sophomore | \$512.50 | 0.5 | all year |
| Ben Putnam | CVHS | Club - Art | \$800.00 | 1 | all year |
| Cynthia Hodgdon | CVHS | Club - German | \$600.00 | 0.5 | all year |
| Elizabeth Concannon | CVHS | Club - German | \$600.00 | 0.5 | all year |
| Robin Kennedy | CVHS | Club - Spanish | \$960.00 | 0.8 | all year |
| Velka Pecheco-McMahon | CVHS | Club - Spanish | \$240.00 | 0.2 | all year |
| Jason Lambert | CVHS | Drama - Festival Director | \$2,000.00 | 1 | Spring |
| Elizabeth Moore | CVHS | Drama - Musical Director | \$2,992.15 | 1 | Spring |
| Brian Moore | CVHS | Drama - Musical Music Director | \$2,650.19 | 1 | Spring |
| Bruce Dodge | CVHS | Drama - Musical Tech Director | \$1,275.51 | 1 | Fall |
| Elizabeth Moore | CVHS | Drama - Play Director | \$2,000.00 | 1 | Fall |
| Bruce Dodge | CVHS | Drama - Play Tech Director | \$1,275.51 | 1 | Fall |
| Elizabeth Moore | CVHS | Drama - Program Producer | \$1,624.31 | 1 | Fall |
| Dana Wood | CVHS | Envirothon | \$2,000.00 | 1 | all year |
| Brandi Litts | CVHS | Equestrian | \$2,564.70 | 1 | all year |
| Deb Coyne | CVHS | Graduation Advisor | \$456.00 | 0.6 | all year |
| Judy Heddy | CVHS | Graduation Advisor | \$232.00 | 0.3 | all year |
| Lisa Pelkey | CVHS | Graduation Advisor | \$112.00 | 0.1 | all year |
| Dana Wood | CVHS | GSA | \$1,025.88 | 1 | all year |
| Chris Heider | CVHS | History Club | \$812.16 | 0.5 | all year |
| Eric Bowman | CVHS | History Club | \$812.16 | 0.5 | all year |
| JoAnn Fletcher | CVHS | Interact | \$812.15 | 0.5 | all year |
| Lance Levesque | CVHS | The Link | \$1,496.08 | 0.5 | all year |
| Ben Conant | CVHS | The Link | \$1,496.08 | 0.5 | all year |
| Griffen Fletcher | CVHS | Math Team | \$1,624.31 | 1 | all year |
| Jim Wickham | CVHS | Music - All State Band | \$800.00 | 1 | all year |
| Jahna Moncreif | CVHS | Music - All State Strings | \$800.00 | 1 | all year |
| Jim Wickham | CVHS | Music - Jazz Band | \$2,000.00 | 1 | all year |
| Jim Wickham | CVHS | Music - Memorial Day Parade | \$499.26 | 1 | all year |

| | | | | | |
|------------------------|------|-----------------------------------|------------|-----|----------|
| Jim Wickham | CVHS | Music - Monadnock Valley Festival | \$800.00 | 1 | all year |
| Jahna Moncreif | CVHS | Music - NE Festival Strings | \$800.00 | 1 | all year |
| Jim Wickham | CVHS | Music - NE Festival Band | \$800.00 | 1 | all year |
| Jim Wickham | CVHS | Music - Pep Band | \$800.00 | 1 | all year |
| Nancy Gagnon | CVHS | National Honor Society | \$812.15 | 0.5 | all year |
| Amy Duderewicz | CVHS | National Honor Society | \$812.15 | 0.5 | all year |
| Griffen Fletcher | CVHS | Ocean Bowl | \$1,000.00 | 0.5 | all year |
| Anna Muncy | CVHS | Ocean Bowl | \$1,000.00 | 0.5 | all year |
| Lance Levesque | CVHS | Yearbook | \$4,359.99 | 1 | all year |
| Nancy Gagnon | CVHS | Youth and Government | \$1,000.00 | 0.5 | all year |
| Chris Heider | CVHS | Youth and Government | \$1,000.00 | 0.5 | all year |
| Athletic | | | | | |
| Phil Mathewson | CVHS | Bass Fishing | \$2,790.39 | 1 | Fall |
| Mary Goldthwaite-Gagne | CVHS | Cross Country Coed - Assistant | \$2,790.39 | 1 | Fall |
| Lance Flamino | CVHS | Cross Country Varsity Coed | \$3,487.99 | 1 | Fall |
| Bradley Miller | CVHS | Football - Assistant | \$2,790.39 | 1 | Fall |
| John Laflame | CVHS | Football - Assistant | \$2,790.39 | 1 | Fall |
| Shawn Decost | CVHS | Football - JV | \$3,487.99 | 1 | Fall |
| Chris Brown | CVHS | Golf - JV | \$2,790.39 | 1 | Fall |
| Michael Young | CVHS | Golf - Varsity | \$3,487.99 | 1 | Fall |
| Brian Whittemore | CVHS | Hockey Field - Assistant | \$2,790.39 | 1 | Fall |
| Cindi Hodgdon | CVHS | Hockey Field - JV | \$2,790.39 | 1 | Fall |
| Carrie Whittemore | CVHS | Hockey Field - Varsity | \$3,487.99 | 1 | Fall |
| John Szep | CVHS | Soccer - Boys Assistant | \$2,790.39 | 1 | Fall |
| Kevin Moreault | CVHS | Soccer - Boys JV | \$3,487.99 | 1 | Fall |
| Joshua Smith | CVHS | Soccer - Boys Varsity | \$4,290.23 | 1 | Fall |
| Curt Martens | CVHS | Soccer - Girls Varsity | \$4,290.23 | 1 | Fall |
| Leah Fiasconaro-Conway | CVHS | Spirit Team - Football | \$2,790.39 | 1 | Fall |
| Richard Ellingwood | CVHS | Unified Soccer | \$1,050.60 | 1 | Fall |
| Tracey bean | CVHS | Unified Soccer | \$1,050.60 | 1 | Fall |
| Robin Kennedy | CVHS | Volleyball - JV | \$2,790.39 | 1 | Fall |
| Amanda Hinton | CVHS | Volleyball Varsity | \$3,487.99 | 1 | Fall |

June 2019

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------|--|--|-----------|---|-----------|---|
| | | | | | | 1 |
| 2 | 3 | 4 Policy Committee @ 6:00 pm @ SAU Public Hearing @ 7:00 p.m. @ SAU School Board Mtg. @ 7:00 pm @ SAU | 5 | 6 | 7 | 8 CVHS Graduation @ 10:00 a.m. |
| 9 | 10 Education Committee @ 5:30 pm @ SAU | 11 Budget & Property Committee @ 6:00 pm @ SAU | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 Policy Committee @ 6:00 pm @ SAU School Board Mtg. @ 7:00 pm @ SAU | 19 | 20 Selectmen's Advisory Committee Mtg. @ 7:00 pm @ SAU | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

July 2019

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|---|-----------|----------|--------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| | | Policy Committee @ 6:00 pm @ SAU School Board Mtg. @ 7:00 pm @ SAU | | | | |
| 28 | 29 | 30 | 31 | | | |

IKF – High School Graduation

To qualify for high school graduation, students must complete a course of study that includes the following:

Successful completion of 26 subject credits and/or related competencies, as outlined below. Effective starting with the class of 2023.

| | |
|---|-------------|
| a. English | 4 credits |
| b. Social Studies (including 1 in US History, .5 in US/NH Gov., .5 in Economics, 1 in Global Studies) | 3 credits |
| c. Science (1 in Living, 1 in Physical) | 3 credits |
| d. Mathematics (including Algebra I) | 4 credits |
| e. Physical Education | 1 credit |
| f. Health | 1 credit |
| g. Digital Literacy/ITC | .5 credit |
| h. Arts Education | .5 credit |
| i. Service Learning/Community Service | .5 credit |
| j. Elective Offerings | 8.5 credits |

- Students must complete 4 credits of Math, including Algebra I.
- Students must be enrolled in a math class every semester until the Algebra I requirement is met.
- Students who have successfully completed the Algebra I credit prior to entering high school will be deemed to have met the Algebra I requirement.
- The Algebra I requirement may be waived by the Special Education Director through the IEP process.

All students with disabilities in the ConVal School District shall have an equal opportunity to complete a course of studies leading to a regular high school diploma. A regular diploma shall be issued to all students who:

- Have successfully achieved of 26 credits
- Have met specific course requirements as described in the ConVal High School Program of Studies
- Have met all attendance requirements as stated in the ConVal High School Program of Studies (or/and local district policy)

The term “regular high school diploma” does not include an alternative degree that is not fully aligned with the State’s academic standards, such as a certificate or a general educational development credential (GED).

Legal Reference:

NH Code of Administrative Rules, Section Ed. 306.04(a)(14), Policy Development
NH Code of Administrative Rules, Section Ed. 306.14(f), Basic Instructional Standards

IKF – High School Graduation

NH Code of Administrative Rules, Section Ed. 306.27(i, d, m), Required Subjects and Unit of Credit for High School Graduation

Category: R

See also ILBAA, IMBC

1st Reading: June 4, 2019

2nd Reading: June 18, 2019

Adoption:

DFA – Investment

The School Board authorizes the School District Treasurer working in conjunction with the Superintendent and his/her designee and pursuant to RSA 197:23-a to invest the funds of the District subject to the following objectives and standards or care.

Objectives

The three objectives of investment activities shall be safety, liquidity, and yield.

1. Safety of principal is the foremost objective in this policy. Investments shall be undertaken in a manner that seeks to ensure the preservation of capital by mitigating credit and interest rate risk. This will be accomplished by limiting the type of the investments and institutions to those stipulated by statute and fully covered by FDIC insurance or collateral approved pursuant to applicable law.
2. Liquidity of the investment portfolio shall remain sufficient to meet all operating requirements that may be reasonably anticipated.
3. The investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk constraints and liquidity needs. Return on investment is of secondary importance compared to the safety and liquidity objectives described above.

Investment Instruments

Funds shall be invested in accord with the standards set forth in RSA 197:23-a. Investment maturities for operating funds shall be scheduled to coincide with projected cash flow needs, taking into account large routine expenditures (payroll and accounts payable) as well as anticipated revenues.

Competitive Selection of Investment Instruments

Before investing any excess funds in investment instruments, with the exception of United States Treasury securities maturing in less than one year, a competitive bid process shall be conducted by the District Treasurer, the Superintendent, or his/her designee.

Bids shall be requested from qualified financial institutions for various options with regard to terms and instrument. The District Treasurer, Superintendent, his/her designee shall accept the bid(s) that provide(s) the highest rate of return, within the maturity required, and within the parameters of this policy, taking into consideration all associated costs, requirements, and capabilities.

DFA – Investment

Standards of Care

1. Prudence: The standard of prudence to be used by the District Treasurer and Superintendent or his/her designee involved in the investment process shall be the “prudent person” standard and shall be applied in the context of managing an overall

portfolio. They are directed to use the GFOA (Government Financial Officers Association). Recommended

2. Practices and Policy Statements Related to Cash Management as a guide to the prudent investment of public funds.

Ethics and Conflicts of Interest: The School District Treasurer and Superintendent or his/her designee involved in the investment process shall refrain from personal business activity that could conflict with the proper execution and management of the investment program or that could impair their ability to make impartial decisions. Employees and Investment officials shall disclose any material interests in financial institutions with which they conduct business. They shall further disclose any personal financial institutions with which they conduct business.

They shall further disclose any personal financial/investment positions that could be related to the performance of the investment portfolio. Employees and officials shall subordinate their personal investment transactions to those of the School District, particularly with regard to the timing of purchases and sales.

3. **Internal Controls:** The District Treasurer and Superintendent or his/her designee shall establish a system of internal controls that shall be documented in writing. The internal controls shall be reviewed by the School Board and an independent auditor.

The investment of funds will be left to the discretion of the Superintendent or his/her designee without prior approval of the Board.

Legal Reference:

Per the District’s Financial Advisors/Auditors, this policy must be readopted annually.
RSA 197:23-a, IV

Category: P

1st Read: ~~September 2, 2014~~ June 18, 2019

2nd Read:

Adoption:

GBA – Equal Opportunity Employment

~~The District is an equal opportunity employer. It is the policy of the District to prohibit discrimination of any type and to conform to the spirit as well as the letter of all applicable laws and regulations.~~

~~The District will employ individuals who meet the physical and mental requirements, and whom have the education, training and experience established as necessary for the performance of the job. The policy of equal employment opportunity and anti-discrimination applies to all aspects of the relationship between the District and its employees, including but not limited to: recruitment, employment, promotion, transfer, training, working conditions, wages and salary administration, and employee benefits and application of policies.~~

~~This policy of non-discrimination is applicable to all persons employed by the District. Any complaints or alleged infractions of the policy, law, or applicable regulations regarding compliance with Title IX, may be directed to the Human Resources Director in the Office of the Superintendent of Schools.~~

~~This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.~~

~~Legal Reference:~~

~~——— RSA 354-A:7, Unlawful Discrimination Practices~~

~~——— Appendix: AC-R~~

The District will recruit and consider candidates without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability. ~~When there are opportunities for promotions and qualifications are equal, consideration will be given first to employees.~~ The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability, except for reasons related to ability to perform the requirements of the job.

Inquires, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

This policy of non-discrimination is applicable to all persons employed or served by the district. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

NHSBA Note, September 2014: Addition of new sentence in first paragraph prohibiting discrimination in employment matters against victims of domestic violence, harassment, sexual assault, or stalking, per RSA 275:71 (effective July 2014). Legal References contains numerous additions.

GBA – Equal Opportunity Employment

Legal References:

RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right

RSA 354-A:7, Unlawful Discriminatory Practices

The Age Discrimination in Employment Act of 1967

Title II of The Americans with Disabilities Act of 1990

Title VII of The Civil Rights Act of 1964 (15 or more employees)

RSA 186:11, XXXIII, Discrimination

RSA 275:71, Prohibited Conduct by Employer

Appendix: AC-R

1st Reading: ~~October 28, 2008~~ June 18, 2019

2nd Reading: ~~November 18, 2008~~

Adopted: ~~November 18, 2008~~

IGE – Parental Objections to Specific Course Material

The ConVal School Board recognizes that there may be specific course materials that some parents/guardians find objectionable.

Notice shall be provided by the School District via US mail prior to the presentation of the course materials. Notification will include how and where a parent can review the course materials. In the event a parent/guardian finds specific course material objectionable, the parent/guardian may notify the building principal of the specific material to which they object and request that the student receive alternative instruction, sufficient to enable the child to meet state requirements for education in the particular subject area. This notification and request shall be in writing.

The building principal and the parent must mutually agree to the alternative instruction. The alternative instruction agreed upon must meet state minimum standards.

School district staff will make reasonable efforts, within the scope of existing time, schedules, resources and other duties, to accommodate alternative instruction for the student. Alternative instruction may be provided by the school, through approved independent study, or through other method agreed to by the parent/guardian and the building principal. Any cost associated with the alternative instruction shall be borne by the parent.

~~Nothing in this policy shall be construed as giving parents/guardians the right to appeal to the school board.~~

Parents who wish for particular instructional material be reviewed for appropriateness may submit a request for review in accordance with Board Policy KEC.

Legal References:

RSA 186:11, IX-c, State Board of Education; Duties.

See also KEC

~~1st Read: October 15, 2013~~ June 18, 2019

~~2nd Read: November 5, 2013~~

~~Adopted: November 5, 2013~~

IMBD – High School Credit for 7th/8th Grade Coursework

Students in 7th or 8th grade may take advanced courses and apply the credit of those courses toward high school graduation, provided the course demonstrates content requirements consistent with related high school courses and the student achieves satisfactory standards of performance. School Board policies relative to assessment, mastery and competency shall apply.

The Assistant Superintendent and High School Principal shall approve such course work and credit prior to the student enrolling in the class in order for such credit to be applied toward high school graduation.

Legal References:

Ed 306.26(f), Granting High School Credit for 7th/8th Grade Coursework (until July 1, 2017)

Ed 306.261(e), Granting High School Credit for 7th/8th Grade Coursework (after July 1, 2017)

1st Read: June 18, 2019

2nd Read:

Adopted: