

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS
106 Hancock Rd.
Peterborough, New Hampshire**

CONTOOCOOK VALLEY SCHOOL BOARD

Tuesday, December 22, 2020

School Board Meeting

5:30 p.m.

**Physical Location: SAU #1 Board Room
106 Hancock Rd.
Peterborough, NH**

Virtual Location:

<https://us02web.zoom.us/j/89422390387?pwd=WFdCU0dpeHlKS0hZUmJnZXNOWDBWQT09>

Meeting ID: 894 2239 0387

Password: 5w3ryF

Phone: +1 646 558 8656 US

Meeting ID: 894 2239 0387

Password: 436410

MINUTES

BOARD

Rich Cahoon, Richard Dunning,
Alan Edelkind, Jim Fredrickson,
Katherine Heck, Janine Lesser,
Niki McGettigan, Kevin Pobst,
Robert Short, Jr., Tim Theberge,
Stephen Ullman, Jerome Wilson

ADMINISTRATION

Dr. Kimberly Saunders, Supt.
Dr. Ann Forrest, Asst. Supt.
Lori Schmidt, B.A.
Kat Foecking, GBS
Jennifer Kiley, CVHS ATC

1. Call to Order and Pledge of Allegiance

Rich Cahoon called the meeting to order at 5:35 p.m. The Pledge of Allegiance was recited.

2. Right to Know for Public Meeting Emergency Declaration

Rich Cahoon read the “Right to Know for Public Meeting Emergency Declaration”.

3. Middle School Model Discussion

Kimberly Saunders introduced members of the Middle School Committee. She reported that they worked to develop multiple models.

Tim Conway reported a tremendous amount of work being done on this committee.

Michelle Hautanen said that the purpose was three-fold in addressing concerns of middle school teachers. Planning time – curriculum and team planning time is needed. Teaching both remote and in person was a challenge. A committee was created with a makeup of pod members and different teacher types to allow all approaches to be heard. The first steps included a survey of teachers and staff. Major themes were identified. Results were reviewed with staff. Two challenges evolved. First, the dual platform of both remote and in person and second, the teaching of four grade levels. Needs included the need for more planning time and time to work with students individually and in small groups.

Next, parents and students were surveyed. The committee broke into four subcommittees; a survey group, remote group, alternative schedule group, and Flex Friday Group.

Parent/Student Survey Results – Kevin Morneault shared baseline survey data. Demographic Data (Location of Instruction) was shared.

Parent and Student Survey Results – Tim Iwanowicz shared information from survey results that resulted in different themes emerging. Both students and parents felt that there was too much screen time during the

course of a day. Neither wanted longer classes lasting over an hour. Issues included the appreciation of a teacher and students didn't want to change teachers. Quantitative data resulted in parents being comfortable with practicing COVID safety. Having kids in school was popular. Flex Fridays were also popular. Parents did not favor changing a child's teacher, length of screen time, and mixing both remote and in person learning. Students liked Flex Fridays, learning in school, and having a mix of in person and remote learning. Students did not find comfort with longer classes, mixing teachers, screen time, and mixing remote and in person learning.

Remote Only Pod – Maryanne Cullinan spoke about a pod that was only with remote teachers and remote learners. Teachers felt strongly that teaching on two different platforms was challenging. Allowing remote students to create their own culture was important when not physically present. Other considerations included staffing, transportation, special education, among others. Pros and Cons of a Remote Only Pod were shared. It became a non-starter because changing teachers in the middle of the year was seen as more disruptive. It would be a consideration for next year but not this year mid-year.

Plan #2, Alternative Schedule – Riley Beliveau shared proposals for an alternative schedule which included increased advisory time, and increased intervention time among others. This would reduce the daily prep time from four classes to two classes. It would allow increased daily instruction.

Schedules – Sara Norby shared possible schedules. Included in them was the possibility for increased advisory time and increased transition time to allow for sanitization and other needs. Other schedule possibilities were shared. Instructional minutes per class, per week comparisons were shared.

The Alternative Schedule Recommendation – Riley Beliveau reported that after reviewing results, the committee concluded not to recommend an alternative schedule.

Flex Day Highlights – Siobhan Leclerc reported the proposed highlights for the Flex Day and she shared what the proposed schedule would look like.

Flex Day Remote Options would result in students remoting into assigned intervention classes.

Flex Day: Parent Survey Results – Cari Gillespie shared Flex Day: Parent Survey Results. 81.5% of parents reported that reliable supervision was available for their child. With the remaining portion, an alternative that fit for most families was proposed. Parents were more comfortable with a Flex Day with no classes due to the amount of screen time.

The recommendation is that the support of a flex day to allow a reduction in screen time and allow more time for teachers to work individually or in small groups and more planning time.

Committee Work: Summary – Tim Conway reported that areas of concerns were identified. The impact on students and teachers resulted in not moving forward with many of the plans. A full-day flex Friday was supported by both teachers and paras and is recommended to begin the week of January 19, 2021. In addition, the committee recommends that as the district plans for 21/22 it will consider the concerns and needs brought forward by stakeholders.

Questions and Answers – Kat Foecking said that the options seemed to some people, to decrease learning by 20%. The response was that the Flex Friday allows the students to stay current with the progress they should be making.

Kimberly Saunders said that this is a change to the plan which was adopted.

Katherine Heck moved to adopt the revised middle school plan. Dick Dunning second.

Janine Lesser asked if the flex day is part intervention, will students be able to be pulled in for that time. Kat Foecking said that it would have to be made clear that the intervention time on Friday's is not optional and would be based on progress.

Alan Edelkind asked if a student does not require any intervention what would a student do on Friday. Kat Foecking said that there are options for social/emotional support, enrichment activities, among other connections. Alan asked if we are actually hurting students more than they already have been with the

amount of instructional time. Kat Foecking said that small group instructional time will provide more supports for struggling students and allow them to work alongside their peers better.

How does this factor into the number of school days the State requires us to have? Kimberly Saunders said that a total number of instructional hours is required which allows a little more flexibility. This meets the requirements.

Katherine Heck thanked the committee for their work, time and effort. What does it look like for a family with no childcare options?

Anne O'Bryant said that students can come into the building and would be scheduled for interventions in the classroom with a teacher. She reported that 15% of students stay on Friday's and she anticipated that would stay the same. It is a challenge to use this time for teacher planning and intervention for in person learners. Should the percentage increase, additional thought would be required?

Robert Short, Jr. asked the number of instructional minutes recommended per week for this new flex day schedule. Kat Foecking said that the number of direct instructions does not change much. Students will replace time on Fridays with intervention time.

Stephen Ullman said that he is interested in the implications on instructional time as applied to a teacher presenting new information. Can a comparison of instruction time for new material under the alternative and the current plan be made?

Anne O'Bryant said that the minutes are there. It is a shift in contact time and contact time occurs every day.

Michelle Hautanen said that this would allow her to pre-teach material for some students before they see it for the first time in school. It would allow her to get into greater depth.

Dick Dunning said that he believes that it is a great plan and that it is well thought out.

The School Board meeting broke for the public hearing at 6:30 p.m.

4. Break for Posted Public Hearing to Expend Funds – 6:30 p.m.

Kimberly Saunders said that the purpose of the public hearing is to access funds to replace a generator at ConVal High School.

Tim Grossi said that it is not being replaced, it needs repairs. The generator is 13 years old and has received regular service. It needs a fuel pump, a water pump, the block heater is cracked and requires new coolant, thermostat replacement, and a gasket and belt.

The request is to expend up to \$7,500 from Capital Reserve Funds.

The generator runs the refrigerators, freezers, ConVal High School IT, boiler, hot water pumps and lighting when power is lost.

The funds would come from the Equipment Capital Reserve Funds.

Tim Grossi said that there is a five-day lead time for parts. The work would be completed in one day.

If we do not do this work, the lack of diesel going into it will be detrimental. This work is essential.

What is the useful life for this type of generator and what will this work add? It depends on the maintenance. This generator has been maintained since installation. An oil analysis was conducted and it came back very clean; Tim said that he expects it to last 5-7 additional years.

Rich Cahoon asked the public if they had any questions. There were none.

Rich Cahoon closed the public hearing at 6:36 p.m.

Jim Fredrickson moved to approve the expenditure of up to \$7,500.

Katherine Heck second. Unanimous on a roll call vote.

The meeting redirected back to the School Board on the Middle School Model Discussion.

Robert Short, Jr. asked why the intervention time could not take place during the regular school day. Kimberly Saunders said that the changes to teacher's schedules and loads, screen time, simultaneously teaching remote students and in person students at the same time requires more planning time. The need created the request early on in the school year for some sort of relief. We implemented the half flex day on Fridays. We put this team together to look more deeply. If we could put in a separate remote school like the elementary it would be ideal but not mid-year. This is the next best solution.

Kevin Pobst said that the Strategic Planning Committee is thinking about "recovery". He asked the committee, specific to math, if this schedule is likely to reduce, exacerbate, or be neutral with the loss of learning in math. Kimberly said that we are neutral so there may be additional learning loss. At best we are neutral. This model provides the opportunity to understand what type of learning losses students are

experiencing. It would be difficult to guarantee that we would get ahead of the learning loss. We know that there is learning loss that will need time and energy to make up.

Kevin Pobst shared his concern that this might increase learning loss.

Michelle Hautanen said that she sees it helping because of the opportunities it will provide to work with struggling students. In math, it is hard to move on until certain basics are mastered. This approach can only help.

Jim Fredrickson said that he understands that if this is approved it will allow for a full flex day on Friday. Any budget implications? Kimberly said that this model would not go into the 21/22 school year. No additional cost for the current school year.

Tim Theberge said that his child has benefited from flex Friday at the high school for the additional support in math in particular and science.

In favor: Unanimous.

Opposed: None

Motion carried.

5. Dr. Schoel Presentation on COVID-19

Kimberly Saunders introduced Dr. Schoel, Pediatrician, and member of the COVID Monitoring Team.

Dr. Suzanne Schoel, was present to talk about the predictions for COVID 19, mitigation factors in place, her thoughts on new mitigation, and thoughts on how the district may want to move forward.

Dr. Schoel said that she is excited about the vaccine. Concerns of the Monitoring Team are related to the potential of social distancing needed in the fall and that students can be brought back in the fall.

Most experts with the Center for Disease Control anticipate mitigation strategies until the end of 2021 and into 2022. In NH and locally, there are a large number who do not do any immunizations compared to other parts of the country. 80% of our children get all of the required immunizations. When it comes to the flu, we have 50-60% of students who get vaccinated every year. The COVID vaccine is more effective than the flu vaccine. If only 50-60% get the vaccine, it will extend the time where we will see lower numbers.

Rich Cahoon asked Dr. Schoel if she had an idea of when teachers will have vaccines available. Dr. Schoel estimated before the end of the current school year. For students, unsure. Studies are still underway for specific teenage years.

Janine Lesser asked if pods will still be necessary or what might it look like. Dr. Schoel said that it is hard to predict. We had not had a positive case with a student until remote learning was entered into. If the positivity rate gets lower, pods might not be necessary. It is hard to know when developing a budget. It is better to plan for the maximum and return the money.

Kimberly Saunders said that Richard Scheinblum and the County Commissioner are also present.

Richard Scheinblum concurred with Dr. Schoel. He meets every day with the COVID Monitoring Team and proceeds with calls with hospital administration. It is difficult to know what will happen. We do not know the long-term effects of the vaccine. We don't know about different strains. A vaccine doesn't necessarily make it so you don't get the virus, it can make it so that you don't have severe symptoms. The safe thing to do is keep mitigation systems in place through the next holiday season next year.

Chris Coates said that the work that ConVal has done to meet the needs is exceptional. He said that the care and thought is to be proud of.

John Reitnauer said that this is the only district that he is aware that has a group that meets daily to discuss and make decisions on what is best for the community.

Alan Edelkind asked the feeling, knowing the data and progression, on the chances of moving backward or forward in levels. We are currently in the orange phase.

Dr. Schoel said that the hope is that when people get back to normal after Christmas, more will be known.

Rich Cahoon thanked the committee for their report.

Kimberly Saunders said that she will be presenting the next revision of the budget. The costs associated with COVID are considerations. Potential solutions to avoid costs to the budget that would outline to the taxpayers that we do not intend to spend those dollars unless absolutely necessary.

6. Revised Budget

Kimberly Saunders said that administration went back to the drawing board. She revisited the focus of moving from reopening to recovery to resiliency. Policy and long-term planning are needed.

The assumptions of this budget have changed. Rather than continue with the original proposed plan, minimal mitigation assumptions are planned. Financial and programmatic assumptions are in place.

The proposed operating budget is \$50,069,177 which is an increase of \$1,055,610. The operating budget reflects a 2.15% increase. Gross budget reflects a 2.18% increase to \$52,354,177. Revenues reflect a 6% decrease in total estimated revenues. Salaries are up .8% due to additional paraprofessionals, lane changes, and notified retirements as well as 3% increases. Staffing changes were highlighted. Benefits are up near 11% which includes a 4.2% plan increase, NH Retirement increase of 2.9% for non-teaching staff, and a 3.2% increase in NHRS for teachers. Property Services are up \$574,014 or 65.33%. Furniture and equipment are being deferred. Dues and Fees and Debt Service is down 10.9%.

Recommendations for the Use of Trusts were shared. Offsetting the budget through the use of trusts was recommended.

Additionally, articles for unreserved fund balances is a possibility, a non-lapsing article related specifically to COVID, create an expendable trust to raise and appropriate funds specific to emergencies, and create an expendable trust to raise and appropriate specifically for COVID.

Recommendations include additional positions as a result of significant social/emotional needs of students. The recommendations listed are not included in the proposed budget.

Options to create expendable trusts were shared.

Kimberly Saunders asked the board how they would like to proceed.

Rich Cahoon asked about the increases in retirement that are required. They occur every other year? Kimberly confirmed. One of the decisions needed is that we budgeted to maximum exposure. Students might be gained that were lost to home school.

Do we use straight-line projections or assume that we will get the students from the census? The added placeholder positions of a para and teacher were added back into this budget.

Rich Cahoon said that this district has seen much less enrollment decline than other districts around us. Kimberly said that it is related partly due to being in-person. We regularly get requests from families wanting to know more about our dashboard. The outreach in answering questions one-on-one by administrators is great. The Monitoring Team members were able to answer questions in our communities. Positions potentially eliminated are COVID positions hired as one-year positions.

Jim Fredrickson commented that the teachers' contract needs consideration. He shared a tracking tool. 6.16% impact to an 8.6% increase in District Assessment if the contract and budget gets approved. He said that these are hefty numbers.

Kimberly Saunders said that the way that stimulus dollars through CARES was distributed to schools was difficult and very last minute. We had 30 days to pull everything together. We were slated to receive \$150 per student and we continue to go back for more. We see COVID fatigue happening. Planning, whether in the budget or through a warrant article, is the way that we have to go. We cannot chance that we will have to spend money on mitigation strategies without planning relief for that. Otherwise, we will have to step down our program to cover these costs. There is no room in the budget.

Kevin Pobst shared how pleased he is with the progress made in the proposed budget from December 5th to today. Kevin said that he did not see, given that the real money lies in personnel, that class sizes were increased.

Kimberly said that class size guidelines are followed when planning. Multiage opportunities are not always available due to the combined total that would result should classes be combined. We have not had issues with staffing for the most part.

Kevin asked that a harder look at class sizes take place at elementary, middle, and high school.

Stephen Ullman asked about the positions that were listed for reduction. Kimberly said that the positions were one-year hire positions related to COVID 19.

Katherine Heck asked if Preschool for All Phase II is in the budget. Kimberly said that it is not in the budget. The items listed come with their own offsets.

Kimberly Saunders said that it is imperative that we put a fiscally responsible budget forward. In addition, the first responsibility is to the students in the district and to assure we can educate them. A bottom line budget was developed. We are concerned about cutting back on all of the mitigation strategies. In order to reopen in the best interest for students and the school district and look out for years. Offsets were looked for. Without going into personnel, it is difficult.

Kevin Pobst noticed that unless we have a lot of move ins, we are dropping another 150 students as the middle school shifts to the high school in the next four years. He said that this should be kept in mind.

Kimberly said that this budget does not project a remote school. The remote school piece is in the justifications. It assumes if our students move remote that we will move teachers with them.

Robert Short, Jr. asked how we can truly support a remote school if we recognize that there is a loss in learning for remote students. Then, we have to pay additional money for 5th quarter to catch them up.

Kimberly said that this would be for students who remote learning was a good fit and experienced a positive impact. In addition, we could open up this remote school for out of district students. It might be in our best interest to look at this as a Charter School opportunity inside the district.

Rich Cahoon added that we are required to offer a level of remote learning as long as the emergency order is in place.

Rob Short said that a totally separate school would have additional associated costs.

Rich Cahoon brought attention to the priority list of positions.

Katherine Heck said that she sees two schools affected by the school counseling and service provided. Dr. Ann Forrest said that it is not exclusive to the two schools listed.

Katherine Heck further asked if the numbers are similar in other schools. Ann Forrest confirmed.

Additional Elementary School Counselor position –

The assumption on cost is \$85,000.

Rich Cahoon asked the Board if this should be included or not.

Jim Fredrickson said that there are \$1.26M in offsets to keep in mind.

Katherine Heck said that she would need to know what the offsets would impact before she could vote.

Kimberly Saunders said that at the elementary level, there would be \$1K in co-curricular, books \$11K, dues and fees \$14K. At the middle school, field trips and dues and fees would be impacted. At the high school, \$2,300 language lab, \$25K in Block 5 would be impacted. These are things identified by administration that would be let go because what is proposed is more important.

Rich Cahoon shared his concern that this district has directed a lot of resources at the elementary level to the detriment of the middle and high school. This proposal continues in this vein. He asked that she speak to this request.

Ann Forrest said that without this position, there would only be three counselors at the elementary level. With increasing concerns in mental health, having people work across so many buildings, we do not feel the support needed is there.

Kevin Pobst asked if the items in the right column can be given up, regardless of whether a position is added or not, why don't we eliminate them.

Jim Fredrickson asked that the rationale for the requests being made be explained. Kimberly Saunders said that a position is not added to the budget without a specific justification.

Rob Short, Jr. asked at what point do we not talk again about consolidating buildings. Dick Dunning said that it brings the point home that this board has not been driven to do this. It is becoming a reality.

Rich Cahoon said that we cannot do anything about it before March so we need to develop a budget.

Rich said that what he hears from the Board is that we are adding an Elementary School Counselor.

Middle School Student Support Counselor position -

Welding was discussed as an offset. It is a popular program. Students feel success in it which contributes to positive mental health. Concern about taking away this opportunity was shared. It would reduce from 12 to 9 seats. Right now, we don't have students in the program because of the present situation.

Rich Cahoon said that he hears that adding this position is favorable so far. May be revisited.

Tim Theberge moved to enter into non-public for personnel at 8:20 p.m. Kevin Pobst second. Unanimous on a roll call vote.

Tim Theberge moved to exit non-public session at 8:36 p.m. Janine Lesser second. Unanimous on a roll call vote.

Tim Theberge moved to seal the minutes of non-public session for a period of five (5) years. Second. Unanimous on a roll call vote.

K-8 Remote School – Trust offsets were listed totaling \$551,000. The use of these would allow it to leverage the dollars into these positions. We did consider not decreasing the trusts past a certain point. Anticipated revenue was not proposed to be placed in these trusts.

Stephen Ullman asked if we would be establishing this or is this a permanent enterprise. Kimberly Saunders said that it would be a permanent enterprise.

Kevin Pobst said that he does not see how this is sustainable if we need the funds to start it up to the level that is anticipated. What do we do the following year when one-year offsets are used to create?

We have over 200 students remote now with other remote options available to them.

Kevin said that when he looks at our down revenue, he also looked at previous years. Two or three years ago, we got a bump in money from the State that has since disappeared. It appears that the bump in revenue became part of the budget process rather than look at it in terms of one year or two-year piece.

Kevin said that he is unsure we should imagine that we should go forward.

Rich Cahoon said that we currently have 200 students remote that we receive full adequacy for. If we do not offer a remote option, those students could leave along with the associated funding.

Dick Dunning said that the State wants to mandate remote learning therefore, should they not fund it. Rich spoke to State mandates and the increase in them absent constitutional language.

Robert Short, Jr. asked the dollar amount that we would receive from the State. The response was \$814,000.

How much are we expecting this program to cost? The \$780K are the new costs associated with the program.

Stephen Ullman asked how this school would operate for special education students. Discussion took place.

Katherine Heck said that she is unsure how she feels about paying for something for one year. Kimberly Saunders shared a list of items that might be recurring. The Trust Fund Summary and Expenditure Plan were referenced as associated documents.

Katherine Heck asked for data to support that 200+ students would remain remote. It could be more or it could be less. Kimberly said that some parents have indicated that their students have been more successful with remote learning. It also depends on what the fall looks like. There is also the potential to attract homeschool students.

Tim Theberge shared his appreciation for the option to enter and remain remote during this time of uncertainty. This gives the district relief for the option to remote.

Rich asked if we did not do the K-8 competency-based model, what would we do. Kimberly said that we would do what we did this year and extend it to the middle school. Associated costs with this would be less than \$780K.

The meeting broke for a break at 9:00 p.m. and resumed at 9:07 p.m.

What is the feeling about the K-8 Remote School?

Kevin Pobst said that personnel should not be paid with temporary money. Next year, we will have to find it somewhere else. We don't want to make an obligation without knowing where the money is coming.

Tim Theberge said that if we go back to "normal minimal transmission school", there is nothing that gives a circuit breaker. It is a potential draw for students as well.

What is meant by circuit breaker? We would still find ourselves with moderate transmission and a recommendation not to be in school, we would not have the funding for what we would have needed to prepare for. This provides an option for families, K-8, and stay enrolled in the district.

Jim Fredrickson said that this could be set up as a separate warrant article. Thoughts?

Kimberly Saunders said that we have done that before and the board said they would not do it again. Either the board supports it enough to put it in the budget or you do not. If the board does not feel strongly enough, it should not be pursued.

Rich Cahoon said that Charter Law contains a provision for District based Charter Schools. That model does represent a future sustainable source. It is at least an 18-month process and involves a consultant to do so. We would need to start that process immediately.

Kimberly said that this concept has already been floated with Kim Carter. We would put money in a grant application to work with her to develop the charter piece.

Rich Cahoon asked if administration has the bandwidth to take this on? It is a big project.

Kimberly said that this is work she is planning and noted platforms out there that might make this an attractive program.

Katherine Heck said that the legislative body has to approve a charter. This board would not be in charge of the charter, it would have its own board. There are a lot of steps to do before we can even talk about this.

Kimberly Saunders said that the process is a two-year one. Rich agreed that this could not be done for March.

Are we putting this remote school in the budget or not?

Dick Dunning said that he worries where the money would be found. He is more in favor of Preschool Phase 2.

Niki McGettigan said she supported the K-8 Remote Model, the world is a different place, we would be remiss in not looking forward. It can be refined.

Jerry Wilson shared concerns on the impact on enrollment at smaller schools. Down the line, we may have to reevaluate the viability of the smaller schools.

Janine Lesser said that she wants to see Preschool for All. She supports the proposal but worries about paying for it going forward. She does not think she could support it.

Jim Fredrickson said that at this point, he is in favor.

Kevin Pobst said that he was not.

Kimberly Saunders reminded the board of the plan for reopening toward resiliency. If we do not open and retain our student population and provide opportunities that people can get elsewhere, then we are not going through the steps. The administration saw this as a way to adapt in a way that would attract students who might not be willing to come back to the building or those not interested in a traditional public school.

Robert Short said that 5th Quarter is proposed to get our kids caught up. He would place this higher up on the priority list to get them what they need as a result of their sacrifices.

Alan Edelkind said that he supports the concept but has concerns as to how it would be paid for.

Katherine Heck said that she supports it but is concerned. She said that she looks at the list and is making justifications as to what is in and out. She supports the idea but is concerned about funding it in future years.

Stephen Ullman asked if 5th Quarter is a one-year item. Kimberly said that this is looking at where we are as a long-term solution for students who want to go through school more quickly, for students who want to recover, for those that need an extended day or year. We have to be willing to try things to be adaptable.

Tim Theberge said that providing a product that people will show up for is important to stay in business as a public education system.

Rich Cahoon proposed a vote on recommendation up or down or go to the bottom of list and put this discussion off until later in the meeting.

Vote now or go down list? Go down the list was decided.

Elementary Technology Integration Specialist – This is a trade. We will repurpose a position to do this.

Katherine Heck was in favor of this request. Stephen Ullman agreed.

All in favor.

Additional Special Educator for ESP Program – ESP is a specialized program designed for students who struggle with behavioral and emotional issues that get in the way of them accessing education. This helps retain students in our district. It is a middle school position.

Stephen Ullman asked if there are other staff working at this level in their school. Confirmed.

Kimberly Saunders said that this program has one case manager and this would expand it to a second.

Stephen Ullman said that the documentation was received late tonight which left him unavailable to read the information.

Is this position necessary to prevent out of district positions or bring people back in?

Ben Moenter said that this will help support keeping kids in our programs without having to go out of district. It expands the program to allow focus on the instructional pieces.

Dick Dunning said that this is a good utilization of resources.

5th Quarter – This is a summer recovery program. Kimberly Saunders said that the goal is to pre-teach or intervene at the beginning of how we meet the schedule and the needs of students. We would be bound by learning and not by time.

Katherine Heck asked if administration have an idea of how this would be delivered. Summer, afterschool, optional or mandated, open to all students or tier one students, etc.

Kimberly said that this would be a summer program. Grant dollars might allow an extended day program. The first part would be for those students that are determined to be behind.

Rich Cahoon said that the math intervention is realizing a 20% participation rate. If this held true for the proposed summer program, it would be problematic for 20% to show up at a cost of \$1 million.

Katherine Heck asked if this is K-12. Confirmed.

Rich asked if in person, this summer, is possible with current transmission rates.

Kevin Pobst said that he has seen this tried before and has never seen compelling evidence that it accomplishes what was hoped. We would be better to intensify instruction during the day.

The number of students attending would directly impact the actual cost.

Rich echoed everything that Rob Short said earlier in that students have made a sacrifice to protect the community. He questioned if this was the way and if it could be done this summer. He would not want to bet the farm that this could be done this summer. What would we do then if we were unable to do it in the summer? Extensions during the following school year.

Kimberly said that two- and three-week interventions do not get the bang for the buck.

Janine Lesser said that the math intervention response rate stopped her dead in her tracks. She said that she can leave this one behind.

Rich Cahoon asked to what extent we can require students to come to a summer program. Kimberly said that competencies would have to be met while leaning away from the grading model.

Katherine Heck asked if kids had to repeat classes if they got a COVID grade. Kimberly said that we already do this at the high school. We want to define the set of learning progressions that have to be gone through. Students will travel through the progressions at different rates.

Ann Forrest spoke about the different ways that learning loss can be addressed.

Dick Dunning said that he would rather see Phase Two of preschool than 5th Quarter. It has the greatest long-term impact on learning.

Kevin Pobst said that he is a fan of closing gaps and catching kids up. He has not heard Ann or Kimberly share a particular program that has been practiced, implemented, and proven a success. He said that it is difficult to sit here and imagine how this would go.

Katherine Heck asked what amount of money, if provided, would be asked for this purpose outside of \$1M.

Rich said that is we said that it unlikely that there be an in-person summer program this year. Kimberly said that she would look at grant monies for work to take place during the school year.

Jerry Wilson said that the \$1M is likely impossible to run a program this summer. He is in favor of preschool but agreed that remediation monies were needed. He suggested \$100K.

Kimberly said that she would rather thoughtfully go through grant dollars for something like this.

Niki McGettigan said that the \$1M would require 44 teaching staff and she listed others. She said that she is not confident that this could happen this summer. She said the combination of lots of different interventions is what works for kids. She doesn't see 44 teaching staff in the schools this summer. She does not know that we could get our population to attend. Interventions are important, but she was unsure she was in favor of a summer catch-up.

Alan Edelkind said that he does not think that there are enough specifics on this to make sound judgements. Looking at it from a grant standpoint is favorable.

Kimberly said that thought did go into the proposal and students were identified. She has no problem with the direction that this moves in.

Robert Short, Jr. shared his understanding of the number of hours that would be required to work with students in need of intense instruction.

Kevin Pobst said that this argument could be made yearly regardless of COVID or not. He would want to see a program that had shown results.

Rich Cahoon said that he is skeptical that we would be able to implement this July 1st. He asked what would help to do something during the school year. Several years ago, interventionists were eliminated.

Kimberly said that it would depend on what interventionists would look like.

Preschool for All Phase 2A – Dick Dunning said that this is critical. He would like administration to find the funds to offset this to address the student needs to find success.

Kimberly said that this is \$144K. Offsets are trust offsets.

Robert Short, Jr. supported this program and asked if there is associated revenue. Kimberly said that there is a sliding scale fee that will never cover the cost of the program. This will help more students access preschool. The target for the program is for students who might not have access to high quality program due to financial reasons.

Rich Cahoon said that this is targeted at a specific population that might not otherwise be able to afford these types of program.

Stephen Ullman said that there is demand for this programming.

Katherine Heck asked questions; if this was approved, this allows 60 slots across five classrooms. Katherine further asked about transportation. Cari Christian-Coates said that a phased approach every year was proposed. The original proposal was to provide transportation to all. This proposal does not include any transportation.

Argument against? None.

2nd Middle School Support Counselor (trust offset) –

Jim Fredrickson said that he is uncomfortable depleting Capital Reserve to the amount proposed.

Anyone who would place these positions higher than K-8 remote school or other?

This was put off as a result.

Back to K-8 Remote –

Tim Theberge moved to adopt the K-8 Remote option as presented. Janine Lesser second.

Katherine Heck shared concern with when people can return to work, would remote be as popular.

Janine Heck said that we are considering attracting a new population for which this would be attractive.

Katherine added concern with the screen dependency and the homeschoolers.

In favor: Dick Dunning, Jim Fredrickson, Tim Theberge, Stephen Ullman, Janine Lesser, Alan Edelkind, Niki McGettigan, Jerry Wilson

Opposed: Robert Short, Jr., Katherine Heck, Kevin Pobst

Motion carried.

Extended School Year –

Stephen Ullman moved to adopt as presented. Katherine Heck second.

In favor: Robert Short, Jr., Tim Theberge, Janine Lesser, Katherine Heck, Niki McGettigan

Opposed: Dick Dunning, Jim Fredrickson, Stephen Ullman, Alan Edelkind, Kevin Pobst, Jerry Wilson

Motion failed.

Rich Cahoon asked if we are not doing that, will we request that Kimberly explore grant-based options or is this just out.

Exploring grant options was suggested.

Kimberly said that she would rather sit with Ann Forrest and have a mindful discussion.

Two positions on the list – Middle School Student Support Counselor and Elementary School Counselor

Katherine Heck said that she is generally concerned about affordability but was unsure the need would go away. She said that our student's mental health is critical and we may need to support this now and in the future.

Robert Short, Jr. said that he was in support.

No one argued against.

Elementary School Counselor – this would allow five counselors at the elementary level.

Katherine Heck asked what the net justification is.

Kimberly Saunders said that it is about the number of students who are having social/emotional learning needs.

Student: Counselor ratios were touched on. Consideration for some of the ratios was seen as an equity issue.

Dick Dunning moved to support the elementary school counselor position. Janine Lesser second.

In favor: Dick Dunning, Tim Theberge, Niki McGettigan

Opposed: Robert Short, Jr., Jim Fredrickson, Stephen Ullman, Janine Lesser, Alan Edelkind, Katherine Heck, Kevin Pobst, Jerry Wilson

Motion failed.

Kimberly Saunders said that she would like to take the items added and return on January 5th with a clear picture of costs, associated offsets and then have the board go through the trusts.

Jim Fredrickson said that we agreed to adding two items with a budget impact totaling \$229K. Others added have an impact on budget offsets of \$518,090 leaving \$601K to take out of trusts. \$1.261M is in the proposal.

Rich Cahoon said that not everything was adopted and they were based on priority listing.

Kimberly Saunders asked if they want her to find offsets for everything.

Robert Short, Jr. said that \$660K was offset to 5th Quarter and he suggested taking some of that to give administrator benefits back.

Kimberly Saunders said that she will go back and realign the offsets.

Jim Fredrickson said that relative to default, assuming the budget doesn't get approved but the CVEA Contract does, it is \$650K higher.

Rich Cahoon said that we budgeted to maximum exposure. Do we want to consider not budgeting to maximum exposure knowing we could back fill from Health Trust? Kimberly Saunders noted the potential to take money out of trusts to offset.

7. Unreserved Fund Balance Warrant Article

Rich Cahoon said that we need to do something in this area. It would cause us to align with what the monitoring team suggests.

Kimberly Saunders said that if the money is not used, it would go back to the taxpayer.

Tim Theberge asked about the "no means no rule".

Kimberly said that with an expendable trust, they are voting to create the trust and not on expending money. If it was voted down, we don't have any money but we could still spend money on COVID related expenses. Kimberly further said that there are several creative ideas on the table.

Rich Cahoon said that he doubts option three would pass. The idea of retaining a fund balance is an option.

Katherine Heck said that she could send out what a warrant article could look like and associated information.

Kimberly Saunders suggested pulling out larger COVID costs to determine a number to insert. Between \$1M and \$1.2M in COVID costs was determined between March to November.

Katherine Heck spoke about compensatory services and the ability not to have pushback. \$750K was a number floated for purposes of example.

Does the board believe we need to put one of these numbers on the ballot?

Katherine Heck said that we can encumber. Kimberly said that only if we have funds.

Rich Cahoon said that the reality might be something between "back to normal" and "some form of remote."

Rich Cahoon said that if legal says that we can't encumber, he would want to know why.

8. Non-Public Session (if needed)

None.

Janine Lesser motioned to adjourn at 11:30 p.m. Robert Short, Jr. second. Unanimous on a roll call vote.

Respectfully submitted,

Brenda Marschok