

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

CONTOOCCOOK VALLEY SCHOOL BOARD

School Board Meeting

**Tuesday, August 3, 2021
7:00 p.m.**

Physical Location: SAU #1 Board Room

Minutes

BOARD

Rich Cahoon, Keira Christian,
Richard Dunning, Alan Edelkind,
Jim Fredrickson, Katherine Heck,
Greg Kriebel, Kevin Pobst,
Liz Swan, Tim Theberge,
Stephen Ullman, Jerome Wilson

ADMINISTRATION

Dr. Kimberly Saunders, Supt.
Dr. Ann Forrest, Asst. Supt.
Lori Schmidt, B.A.
Tim Grossi, Facilities
Carrie James, H.R.
Cari Christian-Coates, Student Serv.
Heather McKillop, CVHS
Amy Janoch, Student Recovery

1. Call to Order and Pledge of Allegiance

Tim Theberge called the meeting to order at 7:03 p.m. The Pledge of Allegiance was recited.

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

a. Legal

Keira Christian moved to enter into Non-Public session in accordance with RSA 91-A:3,II for negotiations at 7:04 p.m. Dick Dunning second. Unanimous.

Dick Dunning moved to exit Non-Public Session at 7:29 p.m. Katherine Heck second. Unanimous.

Dick Dunning motioned to seal the minutes of Non-Public session for a period of five years. Jerry Wilson second. Unanimous.

3. Points of Pride

Kimberly Saunders shared that new hire professional development began on Monday with an orientation. Helping staff become members of the ConVal Community has begun.

4. Public Comment

None.

5. Consent Agenda

a. Acceptance of School Board Meeting Minutes

- 1) July 13, 2021
- 2) July 20, 2021

b. Personnel

- 1) Nominations
- 2) Co-Curricular Notifications

Rich Cahoon congratulated Liam Baldwin on his position as football assistant.
The Consent Agenda was adopted.

6. Superintendent's Report and Presentation of Business

a. Feedback on Administration Goals

Kimberly Saunders reported that feedback was received on administration's goals. There were consistencies. Feedback was sent to appropriate people. A larger discussion on goals will take place with the board.

7. Reports

Policy Committee Meeting – Katherine Heck reported that the committee met tonight and worked toward making sure all policies required by law are reviewed.

Several policies will be coming before the board for adoption and also others will be brought forward to rescind.

8. Old Business

a. Legislative Update

Guidance issued by the Attorney General on divisive content was noted. The NHDOE has not issued guidance.

b. NESDEC Cost Information

Kimberly Saunders reported that the New England School Development Council (NESDEC) cost is \$1585.00 is price for one year. This board made a specific motion and decision not to belong to NESDEC in a prior year. The only way to rejoin would be by board vote. NESDEC can conduct demographic studies, special education studies, and can be hired to conduct searches for executive positions. It was noted that the use of NESDEC for searches did not go well.

Katherine Heck moved that NESDEC membership go forward. Dick Dunning second. Unanimous.

9. New Business

a. Budget Transfers

None.

b. Monthly Events Calendar

Calendar updates were noted.

Roles between the COVID Monitoring Team, School Board, and Administration will be shared with the public for clarity on how those responsibilities work.

c. Special Education Teacher Justification (Board Vote Required)

An ILS Support Teacher is needed to meet the needs of some students.

Dick Dunning moved to approve the justification as presented. Katherine Heck second.

Rich Cahoon asked the source of funding for this position e.g. federal grant, state grant, or local funding. Kimberly Saunders said that this will come from local funding. Rich Cahoon further noted that ConVal is responding to a federal mandate with local funding. Confirmed.

Unanimous.

d. School Board Goals Discussion

Consolidation or reorganization was thought to be handled through the Strategic Plan but might not necessarily.

Class Size – Kevin Pobst said that he placed this as part of a strategy to educate the communities about the reality of the size of their school. As an example, Frankestown Elementary School with 45 students is entitled to only two teachers, maybe three. If we gave the schools the number of staff they are entitled to, the reality would rise out of that. It would be educational to communities.

Tim Theberge said that this would mean multiage.

Kevin Pobst said that there is a false reality in the towns with small schools with what they are entitled to.

Liz Swan said that it sounds like you are trying to squeeze people. She said that she did not think it advisable to take something away to cause people to react to it.

Kevin Pobst said that he does not think that children would suffer from this.

Stephen Ullman said that multi-grade would occur. How many professionals do we require for an elementary school? He understood seven were required.

Kimberly Saunders said that in order to provide an education that we are required, we require seven individuals. When you move them around we pay people to rotate through schools. Kimberly said that she understands what Kevin is trying to illustrate. Making sure that student needs are met and the amount of work that would be required by those teachers would be significant. It takes a certain amount of professional development to teach multiage or multi-grade.

Kimberly said that she has been forthright that it is in the best interest to consider some type of consolidation but was not sure that this would be best.

Jim Fredrickson said that he understands the motives but suggested a review.

Rich Cahoon said that when he sees schools with 45 students in towns that limit housing he has an issue.

Greg Kriebel said that he thinks that part of the wording with the goal in the Strategic Plan should include a path for consolidation otherwise he does not see it happening.

We could have a Strategic Plan goal that had specific language to a commitment forward with consolidation.

Strategic Plan – It was agreed that there should be a goal.

A goal on budget, post-secondary, and preschool.

Jim Fredrickson said that his would be Strategic Plan, math skills development, career and college ready, budget, and communications for buckets

Kimberly said that a goal on preschool development has been in place for several years. It was agreed that a goal in this area is needed.

Dick Dunning spoke about the need for a preschool goal. He added that there are too many goals.

Stephen Ullman said that a budget and communication combination might be possible.

Jim Fredrickson said that the purpose of goals is to redirect or reemphasize. It elevates goals.

Rich Cahoon said that some of the goals might fall under some of the committees.

Preschool was discussed in terms of timeline.

Cari Coates said that a goal is to have the district embrace ourselves as a Pre-K through grade 12 school district.

College and Career Ready and post-secondary were thought to be what we already do. Why rise it to a level of a goal? What college or university ConVal partners with to allow ConVal students to achieve college credit is the discussion.

Are we trying to define four to six buckets and then have a group of people provide a draft? Confirmed. Agreement on what those buckets are is tonight's goal.

Proposed Goals at this point in time:

- Preschool
- Strategic Plan
- Math Skills
- Communication
- Budget
- College/Career Ready

Jerry Wilson said that he felt that reorganization should remain a board goal.

Tim Theberge said that placing the board goal in the Strategic Plan is a wise choice.

Jerry said that there would be timelines within the plan. Confirmed.

Community members serve on the Strategic Plan committees where feedback can be provided.

Rich Cahoon noted the significant contributions from community members on the Strategic Plan Committee.

Jim Fredrickson said that he would like to rename the "budget" bucket as the "financial" bucket.

Jim further proposed a new goal to *"Adopt District policies and implement processes that facilitate the development and communication of a "Facility and Technology Improvement Plan" that supports both the short term and long term needs of the District and that includes a comprehensive funding plan (including possible bonds) for these improvements."*

Katherine Heck said that she would like the board to consider a broader goal. We had a year of learning loss. A goal that addresses learning loss and the math and reading goal should be included.

Kevin Pobst said that he did not hear restraint in Jim's proposal. He would like a flavor of restraint to show that we are limiting ourselves. Jim said that should be placed in the budget guidance. It needs to be done but not as a goal.

Buckets proposed – Strategic Plan, Finance, student achievement, communications, preschool-college/career readiness.

Administration Goals –

Katherine Heck asked about goal to increase enrollment by 10%. She asked what the Development Director/Office would do and questioned the cost/benefit analysis.

Kimberly Saunders said that they would be responsible for promoting the district or school, responsible for pursuit of grants, and looking at what we have to do, what we want to do, and what would be nice to do. An example is the pursuit of a performing arts area. Private institutions operate in this way.

Katherine Heck asked who would work in this office, is it budgeted for. Kimberly said that an analysis would be conducted and associated costs arrived at for consideration to bring forward.

Katherine said that it is an ambitious goal. We are welcoming students back to school with many unknowns. We have hired additional staff. Is this the right time to recruit people and further stretch resources to develop something new?

Rich Cahoon said that this would be a goal two years out. Attracting tuition students was previously discussed in conjunction with discussion on the area of homeschool students and the availability of seats. The incremental cost of adding or losing a student was arrived at. The board decided to “sell” the available seats.

Rich said that one reason that we never got traction in attracting people was because we were uncomfortable promoting it. What has changed now is the education freedom accounts. We are talking about students that neighboring districts would lose anyway. If we promoted it, we might find more interest. Rich further shared his excitement for this goal.

Kevin Pobst asked about the contract with Guilfoil Public Relations. When is the contract up for renewal? How do we measure the success of it? Kimberly Saunders said that it is up to the board. News blogs have been successful as well as a news series. The contract is up for renewal on September 1st.

Stephen Ullman said that if ConVal High School were comparable to St. Paul, Phillips Exeter, or a number of others, he would be more excited about a development office.

Kimberly said that she has heard that we should be more innovative. We have a product that is a really good public education product. We have to examine the way that we do business and take from people like St. Paul and others and look at what they do differently to attract children. What lessons can we learn and adopt? We should at least look at it before we scrap it.

Dick Dunning said that the development office is a good idea. He shared a conversation with a former student about the preparation they received to succeed.

Rich Cahoon compared the possibilities of Pinkerton Academy that does raise private funds that might be comparable.

Katherine Heck asked that the SAU consider homeschool and students considering leaving to work with them to consider staying at ConVal. ConVal has surveyed homeschool several times.

Rich Cahoon spoke about the potential for homeschool students to enroll at ConVal and opt out of specifics rather than opt out altogether.

Kevin Pobst moved to approve the administration goals. Dick Dunning second.

Kimberly Saunders asked if the 10% should be changed to a specific number for increased tuition students.

Rich suggested that when the population being discussed is less than 100 that the goal be expressed in numbers rather than a percent.

Stephen Ullman shared his appreciation for goals on preschool and social emotional health. He said that he loved PLC's as an option to pass around pedagogy.

In favor of approving administrations goals: Unanimous.

e. School Board Evaluation Discussion

Tim Theberge said that ten board members completed the board self-evaluation exercise.

Katherine Heck said that a self-assessment tool was used that included five standards. The raw scores were aggregated. The board felt that we met standards on standard one.

Katherine reviewed the input on the remaining standards. She encouraged that the board consider the areas of focus when developing goals. Overall, the board met standards. She welcomed feedback on the tool. These types of self-assessments are important. Raw scores should be reviewed and the outliers looked at.

Tim Theberge said that this is the board self-evaluation of the board. It is a direct assessment of the board's roles.

Jim Fredrickson asked what the board does with this next. This tool should inform the development and adoption of board goals.

Katherine Heck said that ideally, this process should have started several months ago.

One item will be added to the agenda moving forward.

Rich Cahoon spoke about assuring that no board member should have more information than any other board member when making a decision. When evaluating the board over the last year, there were things going on all over the district. He supports everyone having access to the same information.

10. Public Comment

Jeff Brown, Dublin, asked when we talk about per student dollars from the State, is the number the same per student when we are talking about preschool.

Kimberly Saunders said that we receive zero dollars for preschool students unless they meet IDEA.

Jeff said that student population is down and he thought that funding for these students from the State would solve problems.

There is a nominal tuition fee that does not offset the cost of preschool.

11. Approval of Manifests (Board Vote Required)

Lori Schmidt certified that manifests listed, totaling \$1,397,874.37, 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.

Dick Dunning moved to approve the manifests as presented. Jim Fredrickson second. Unanimous.

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

- a. Negotiations**
- b. Legal**
- c. Personnel**

Katherine Heck moved to enter into Non-Public session in accordance with RSA 91-A:3,II at 9:14 p.m. for two matters of negotiation. Dick Dunning second. Unanimous.

Katherine Heck motioned to exit non-public session at 10:05 p.m. Dick Dunning second. Unanimous.

Dick Dunning moved to seal the minutes of non-public session for a period of five (5) years.

Katherine Heck second. Unanimous.

Greg Kriebel motioned to adjourn at 10:05 p.m. Katherine Heck second. Unanimous.

Respectfully submitted,

Brenda Marschok