

**GILFORD SCHOOL BOARD MEETING
TUESDAY JUNE 11, 2019
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The Gilford School Board held a regular meeting on Tuesday June 11, 2019 at the Gilmanton School. Present were board members Chris McDonough, Jeanin Onos, Karen Thurston, Gretchen Gandini, and Rae Mello-Andrews. Administrators present were Kirk Beitler, Scott Isabelle, Esther Kennedy, Peter Sawyer, Danielle Bolduc, and Steve Tucker.

OPENING

School Board Chair Chris McDonough called the meeting to order at 7:40 p.m. Superintendent Beitler confirmed posting of the meeting.

Gretchen Gandini made the motion that the Board approve the revised minutes of the April 15, 2019 special meeting. Karen Thurston seconded the motion. Corrections were made and accepted; motion was passed in the affirmative. Karen Thurston made the motion to approve the minutes of the May 6, 2019 meeting, seconded by Jeanin Onos. Corrections were made and accepted. The motion was accepted unanimously.

Public Comment

There was no public comment.

Superintendent's Report

Superintendent Beitler reviewed his written report.

Student Learning

Mr. Beitler reported that he has a document outlining the curriculum and professional development committees, including that there are some identified members and potential leaders for review and discussion. Mr. Beitler also noted that teachers are signing up for Summer Curriculum days and summer Performance Assessment work.

Mr. Beitler stated that though not yet scheduled, there will be a meeting with Gilmanton on the Summer World Language program to connect Gilmanton's program with the Gilford Program.

Chris McDonough stated that he would like the Board to set meetings to discuss stipends, in order to get a consensus.

Families and Communities

Superintendent Beitler stated that he has a draft Strategic Plan for discussion, on which he would like feedback. He would like this to be finalized at the Board's July goal setting meeting. He has connected with Partnership for Public Health and the Principals have all engaged in conversation/work with New Beginnings. There will also be meetings on the Universal Start Time, which would be 8:30 a.m.

Resource Management

Mr. Beitler stated that there is a staff survey for the Board to review and discuss. Mr. Beitler proposes distributing the survey in September/October, followed by focus group session with Board members and

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himself. Subcommittee assignments from the Budget Committee are complete. Mr. Beitler stated that the end-of-year financial update goes to the Budget Committee in August.

Safety and Facilities

The Meadows' field is now closed. Belknap Landscape has started work on the field. Sean Walsh and Tim Goggin will attend a Crisis Management for School Based Incidents workshop this summer to help support the Emergency Planning Committee's work.

Discussion ensued following the Superintendent's Report

Regarding the Strategic Plan, Gretchen Gandini asked about the list of committee members. She noticed that there were not a lot of parents on the list. Ms. Gandini stated that some teachers and Board members are also parents. As such, she asked if the lists could name them in both categories.

Rae Mello-Andrews commented that not a lot of parents wanted or could participate.

Gretchen Gandini inquired about Pillars, Safety and Wellness under action items. Ms. Gandini stated that we need to have a community conversation around real topics; she feels we need real conversations about what is happening in our schools, given recent occurrences.

Chris McDonough commented that no one has a "magic bullet" right now to help.

Kirk Beitler stated that at coalition meetings he has attended, it is hard to get parents and community members at the table for these discussions.

Gretchen Gandini commented that including past graduates could be a possibility to start the conversations. Also, there could be a community op-ed piece by a community member directly involved, such as Daisy Pierce, the Executive Director of Navigating Recovery of the Lakes Region.

Chris McDonough stated that he has concerns regarding not diminishing something when it happens, but to make it known without breaking any HIPAA laws. Mr. McDonough commented that the District could inform the community that an incident has occurred and been handled. Mr. McDonough stated that the community needs to know.

Karen Thurston spoke about helping the mother of an affected student and how important the public discussions would be. Ms. Thurston commented on how few parents went to the vaping presentation, questioning how to get them there and involved. Ms. Thurston included that educating the parents that they are in charge and in control needs to happen while the children are still in the school system and when we can still help them.

Gretchen Gandini stated that we need to acknowledge that people are struggling; how do we take the stigma out of it and talk about the realities. Ms. Gandini added that addiction is real, children mess up, responding in a frank way is important.

Karen Thurston replied that even when all that happens, many do not believe that these things are happening in Gilford. Ms. Thurston stated that there are homeless in town, there are children without meals; it is easier to think that it is not here, but it is a community-wide issue that we need to have discussions on. Ms. Thurston thanked Ms. Gandini for starting the discussion.

Gretchen Gandini asked about putting the vaping information video into the e-mails that go home.

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Rae Mello-Andrews agreed with Gretchen Gandini and Chris McDonough, stating that we need to put the statistics in the report, including the percentage of families who are homeless. Ms. Mello-Andrews commented that there is the aura that Gilford does not have that problem, but we do.

Esther Kennedy spoke about how people are taken aback when the numbers are given, including that even her volunteers were shocked. Ms. Kennedy raised the question of how to get the information and the help out there.

Rae Mello-Andrews said we could put it in the annual town report to get the information out there.

The discussion moved to the topic of the survey. Mr. Beitler stated that the survey will be electronic.

Gretchen Gandini asked about how we insure the anonymity of it all.

Mr. Beitler said we would use a Google form.

The Board members commented that people can be nervous about it being anonymous.

Superintendent Beitler reassured the Board that it is anonymous, as there is an option on the survey for it to be anonymous; participants do not have to include their name.

Gretchen Gandini asked about having the option of doing it on-line or hard copy, which could then be dropped off at the schools.

Karen Thurston asked about a “carrot” to get the forms completed and get a good turnout.

Kirk Beitler said it would go out in the fall, and conversations with the staff would be in the fall as well.

Gretchen Gandini inquired about doing it now, and then go over the input during the summer.

Rae Mello-Andrews stated that she thought that was a good idea.

Chris McDonough said we just need to keep in mind that it is the end of the year, and people might be weary; the results will need to be taken with a grain of salt.

Karen Thurston asked what the time frame will be. Ms. Thurston inquired as to when will the data be collected, reviewed, and followed up on. Ms. Thurston asked if we should do it now so we have the forums at the beginning of the year.

Chris McDonough agreed, stating that the results might be a little different, but we should do it now, review it in the summer, and put it into action in the fall.

Gretchen Gandini commented about the book that Anthony Sperazzo’s staff at GHS will be doing, stating that makes it make more sense to do the survey now.

Mr. Beitler stated that he hopes it will not be used to evaluate anybody, to which the Board said that it will not.

Karen Thurston said that the Board needs to know if we are doing what is right for our community and not doing it wrong without realizing it.

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Rae Mello-Andrews suggested doing another survey in January to see if there have been changes as a result of the book being used at GHS. Ms. Mello-Andrews asked if there is a change in the culture that sticks out, continuing that when you do an intervention, there needs to be a way to go back and reassess what has been done.

Chris McDonough asked about how to assess the data responses given by the school so we know where there are problems. Mr. McDonough included that there are pros and cons to both sides to that, we need to know where it is coming from, and especially if there is a trend.

Gretchen Gandini said it is part of our task to help the staff culture.

Kirk Beitler stated that is a part of the administration's role.

Karen Thurston asked about adding a line to state which school the staff member is from.

Gretchen Gandini questioned if that is needed as she is comfortable without the line.

Chris McDonough suggested leaving it out first time around and not have the survey used as an evaluation of the District.

Peter Sawyer stated that if there was a negative trend, he would evaluate results with his staff and follow it up with his own survey.

Danielle Bolduc asked about giving a line or two about the purpose of the survey, stating that the survey is a pulse of the school culture.

Karen Thurston said that the survey does show that we are interested in the staff's opinion, however it can be intimidating to give a true opinion of how you (the staff) feel.

Principals' Reports

Gilford Elementary School

Principal Danielle Bolduc reviewed her report as written.

Rae Mello-Andrews asked if we had invited the press to Go Baby Go.

Danielle Bolduc said we did, but no one showed up.

Rae Mello-Andrews questioned if we could do a write up.

Ms. Bolduc replied that there will be one.

Gilford Middle School

Principal Peter Sawyer reviewed his report as written.

Mr. Sawyer informed the Board that the charity for the sixth grade's Economy Project this year will be The Cure Starts Now. Principal Sawyer continued with explaining how the schedule for Physical Education/ Band/ Chorus/Study Hall will look different next year, depending on the numbers who want to take Band, Chorus, or both. Mr. Sawyer stated there will be flexibility available in the schedule during the year that allows the students to take more Physical Education classes, but also take more Band and Chorus classes when needed, such as around the rehearsal times for concerts.

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Mr. Sawyer said he will ask eighth grade parents and students about who wants to go for the credit of a foreign language versus not going for the credit.

Steve Tucker commented that in Gilmanton, the program is different if they are not going for the foreign language credit.

Chris asked about financial aspect. Stephanie Masters would teach one more class than she is contracted to do.

Peter asked the Board if we could pay her a stipend.

Chris McDonough said we need a dollar figure before the Board could approve.

Scott Isabelle said we need a dollar figure, which we could discuss in July. Without the additional time with Ms. Masters, it would be an online only program, which is not best for students.

Chris McDonough said it would be a proportional 1/8th to her contract.

Rae Mello-Andrews made motion to approve the additional 1/8th to Ms. Masters contract. Karen Thurston seconded; motion carried.

Peter Sawyer stated that he and Danielle Bolduc met with New Beginnings to talk about sexual abuse, harassment, relationships, and boundaries (with seventh graders.) He continued that the Silver Hawk Award ceremony is tomorrow. The staff wants to recognize students who are not on the honor roll but are working hard every day on improving and showing growth on their test scores. Mr. Sawyer will highlight seventeen students who went up a level in both math and language arts and seven who went up two levels in both.

Business Administrator Report

Scott Isabelle reviewed his report as written.

Mr. Isabelle stated that any student account that receives funds by students will be in the report as usual, otherwise it will be the District Activity Fund where the funds are reported.

Mr. Isabelle would like to eliminate student activity accounts that we do not use anymore.

Gretchen Gandini made the motion to transfer student activity accounts if needed and close the accounts as listed; Jeanin Onos seconded. The motion passed unanimously.

Scott Isabelle reviewed the Independent Auditing Agreement, reporting the cost remains the same as the last cost with any difference being based on the level of auditing. Mr. Isabelle explained that the range is there, if we bring in more federal funds, the cost goes up. Mr. Isabelle asked the question whether or not we should rotate our auditors every year or not change them, stating that there is complete turnover with the auditors who come to the school from Plodzik.

Rae Mello-Andrews made the motion to keep the firm Plodzik & Sanderson, P.A.; Jeanin Onos seconded. The motion passed.

Fund Balance Retention – At the conclusion of the current school year, the Gilford School District is able to retain a balance of \$467,712 for the 2019-2020 school year. Mr. Isabelle is asking to retain 2.5% of the prior year net assessment less the prior year net education grant.

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Karen Thurston made the motion to retain the full amount; Chris McDonough seconded, including that it is not similar to a capital reserve fund that increases; the amount is used each year. The motion was approved.

Policy – First Reading

ILBA – Assessment – Suggest replacing current GSD policy with NHSBA sample policy.

IHBH – Extended Learning Opportunities – Suggest replacing current GSD policy with this sample policy.

IHBI – Alternative Learning Opportunities – Current GSD policy is for review and revision.

IMBC – Alternative Credit Options – This is the sample NHSBA policy for review.

Gretchen Gandini inquired if this was awarded in Gilford.

Mr. Beitler replied that it is separate from anything we do here.

IMBA – Online/Virtual Education – This is the current GSD policy for review.

IMBD – Credits Earned at Middle School – This is the current GSD policy for review and revision.

IK – Earning of Credit - Suggest replacing current GSD policy with NHSBA sample policy.

IKF – Graduation Requirements - This is the current GSD policy for review and revision.

ILBAA – High School Competency Assessments - Suggest replacing current GSD policy with NHSBA sample policy.

Public Comment

There was no public comment.

Non Public Session

Non-Public – RSA 91-A:3II (a) *The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a public meeting, and (2) requests that the meeting be open, in which case the request shall be granted.*

At 8:55 p.m., Jeanin Onos made the motion to go into non-public session; Rae Mello-Andrews seconded. Voting was unanimous, the motion passed.

Adjournment

Motion was made at 9:07 p.m. by Rae Mello-Andrews to adjourn the meeting; Karen Thurston seconded. Motion passed unanimously.

Respectfully Submitted,

**Jeanin Onos
School Board Secretary**