

**GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 1 of 9**

The Gilford School Board held a remote meeting on May 4, 2020. Present were Board members Chris McDonough, Gretchen Gandini, Jeanin Onos, Kyle Sanborn, and Karen Thurston. Administrators present were Kirk Beitler, Scott Isabelle, Anthony Sperazzo, Peter Sawyer, Sean Walsh, Tim Goggin and Danielle Bolduc. Gilmanton Board members present were Michelle Heyman and Malcolm MacLeod.

Opening

School Board Chair Chris McDonough called the meeting to order at 6:04 p.m. Superintendent Beitler confirmed posting of the meeting.

Chair McDonough read the Governor's Emergency Order #12 pursuant to Executive Order 2020-04 authorizing the remote meeting, the ground rules and instructions on how the public could access the meeting to comply with the Right-to-Know law.

Attendance was taken through a roll call. Members present were Gretchen Gandini, Jeanin Onos, Karen Thurston, Michelle Heyman, Malcolm MacLeod, Chris McDonough and Kyle Sanborn.

Chair McDonough lead the Pledge of Allegiance.

The April 6, 2020 minutes were approved, with corrections, on a motion by Karen Thurston, seconded by Jeanin Onos. A roll call vote was taken as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

Public Comment

Chair McDonough informed the public to dial the number and *6 to unmute their phones should they wish to speak. There was no public comment

Superintendent's Report

Student Learning

Superintendent Beitler informed the Board that he has been working with the Principals and the GEA representatives and presented a proposal for the end of the year activities. The proposal included no new assignments for seniors after May 29th and June 2-4 schedule and coordinate seniors dropping off chrome books and other learning resources. June 4th would be the last day of new assignments in all three schools. We would start collecting chrome books and other learning resources from students and families June 8-11 in all three schools. This will need to be scheduled and coordinated. Students (underclassmen) will be allowed to submit work and have an opportunity to get help through June 11th. Gilmanton's 8th grade graduation will be May 29 and we do not have any conflicting high school activities.

GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 2 of 9

Superintendent Beitler thanked the counselors, paraprofessionals, nurses, teachers and principals stating that everyone is working incredibly hard to make this remote learning the best it can be and many people are working hard to engage students in the learning.

Families and Communities:

Superintendent Beitler proposed a change to the 2020-2021 calendar. He would like to change the October 16th high school parent/teacher conference day to October 9th. This is something we have done for several years but was missed when we proposed the new calendar. Also, in the new Collective Bargaining Agreement (CBA) we have gone from 12 to 9 days as a minimum for early release days. When the Board approved the calendar in December, we scheduled 12 early release days, which was the minimum in the current CBA at that time. He is anticipating that we will need professional development time for teachers and staff this coming school year.

Superintendent Beitler informed the Board that the Food Service Department served 161 meals last week and passed out 70 Gilford Got Lunch bags. Jonathan Dupuis and Esther Kennedy are commended for their efforts to get food to the children in the community. We are using two buses to deliver the food. Jonathan and Esther each ride a bus and pass out the food to children and families. We are planning on stopping our food delivery on June 10th. This will provide breakfast and lunch for the week of June 8-12. On June 15th, Gilford Got Lunch is scheduled to mobilize their program and should be delivering food straight through the summer.

Resource Management:

Superintendent Beitler stated that he needed to review the grant assurances with the Board and answer any questions. There are two documents, General Assurances and Program Assurances. The General Assurances cover the federal laws, policies we must have in place, internal controls for us, audits that must happen, reports to be submitted, GEPA to ensure equal access to education and other considerations when using these monies. The Program Assurances are connected to specific federal grants that we receive including Title I, Title II, Title IV and IDEA. Title I is in our elementary school, based on our free and reduced lunch participation working with the lowest 20% in math and reading. Title II grant is used for professional development for all staff in the three schools. Title IV supports safe and healthy students and well-rounded educational opportunities for students. IDEA is our special education grant that supports students and their specialized needs.

Superintendent Beitler informed the Board that we received a Remote Learning grant for \$7,000.00. This was not included in the grant approval by the Board at the January 6 meeting so he is looking for approval to spend these monies. This grant came in under the IDEA grant and is connected to special education. He believes the DOE will be pretty flexible with the expenditure of these funds, but it is to support special education students and teachers in a remote learning environment.

Superintendent Beitler informed the Board that he had spoken with Chair McDonough two weeks ago prior to purchasing an electronic signature program for \$3,500.00. This is to be used primarily for special education documents that parents and case managers need to sign. This was a purchase that we have included in the CARES Act document that was submitted to the DOE. We have not heard how much money we will receive from the CARES Act, but submitted a spreadsheet outlining \$72,495.00 of expenditures. The Commissioner has indicated that we could receive 80-82% of our Title I money, which could be approximately \$123,000 under the CARES Act.

GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 3 of 9

Gretchen Gandini questioned why we would receive more money than our expenditures. Superintendent Beitler stated that he has been told that it will be based on the Title I funding. They are going to give us 80-82%. That is what the commissioner has said but we have not seen any funds as of yet.

Superintendent Beitler referred to the Suicide Prevention and Behavior Response Plan. This is something that we have to have in place by May 31, 2020 based on RSA 193-J. We are required to have the policy, plan and training must happen next school year. We are required to provide two hours of training for all staff and volunteers. Laurie Belanger has been at the point of developing this plan, training with students and will serve as our District Suicide Prevention Coordinator. We will engage counselors and students in our planning for the September training. Laurie Belanger reviewed the plan with Board and stated that she has vetted it with the counselors at all three schools. Laurie worked with NAMI NH to develop the plan. Superintendent Beitler stated that this is a starting point and we have to come back to the Board every other year for approval. The plan gives us the tools to work within our schools for students who are at risk and in need of additional support.

Gretchen Gandini asked if the trainer is in the budget. Superintendent Beitler said we would use professional development money. Laurie Belanger is trained and she used students to help train. Jeanin Onos inquired if the plan needs to go through GEA. Superintendent Beitler said the policy went through GEA and we can send the plan to GEA as well for feedback.

Superintendent stated that related to our bus contract we initially paid 80% of the bus contract less one bus, which they had provided sporadically at best. We are now paying 70% of our bus contract to First Student. We are using two buses twice a week for about three hours a day.

Chris McDonough questioned if First Student is paying their drivers. If the bus company is not paying their employees, then we should not be paying 70% of their contract. Superintendent Beitler said he will find out if they are paying their drivers. Scott Isabelle shared that the discussion among business administrators is that continuing to pay the contract covers their capital costs and they have been paying their bus drivers.

Jeanin Onos asked if we have any legal standing to not pay them. Superintendent Beitler responded that we may but worries about not having bus drivers when we come back after remote learning.

Kyle Sanborn asked what is 70% of the contract in dollars. Superintendent Beitler will get the exact costs and breakdowns. Chris McDonough questioned if they are getting any reimbursement from the Federal Government and doesn't feel we should be paying 70%. Kyle Sanborn asked if we are fearful of losing this company and drivers. Michelle Heyman stated that there is one other as there were two companies that bid on Gilmanton's contract and they went back to First Student. Chris McDonough feels we are paying for something we are not using. Scott Isabelle stated that there is a clause that allows us to terminate the contract. We would start next year without a contract. The CARES Act provides schools to continue to pay contracts so employees continue to be paid. Schools continue to pay contracts and then are reimbursed through Title I.

Gretchen Gandini asked for clarification that the intent behind the money we are getting reimbursed is to cover costs that we are not using. Scott Isabelle stated that the spreadsheet he submitted for the CARES Act asked what contracts we were locked into and not receiving the services. Transportation was a part of that. We would have to reduce that amount from the CARES Act spreadsheet.

Superintendent informed the Board that as the pandemic happened we were finishing up our winter sports season and we had not started spring practices. Spring practices were scheduled to start on March 23rd. We had not handed out signed contracts for our coaches and have not paid them at this time. We have had one inquiry

**GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 4 of 9**

that I know of wondering if there would be partial payment consideration since time had been devoted to the planning of the upcoming season.

Superintendent Beitler stated that he would like to discuss the possibility of spending some of this years fund balance on projects scheduled to happen in the 2020-2021 budget so that we can have money in next years budget to address any second wave COVID-19 school interruptions. He feels that this virus will affect our schools next year and doesn't know what that impact will look like.

Safety and Facilities:

Superintendent Beitler has identified District individuals that will hopefully agree to serve on the Re-Opening School Team. He has been reading guidance and listening to webinars about the subject of re-opening our schools in the fall 2020. There are many things we must consider, but one thing is for sure is that our schools will look different. The density of people in one space will need to be reviewed, busing, classrooms, lunch rooms, breakrooms and sports could look different. A minimum standard of care must be followed and working with health professionals will be extremely important. We must act in good faith to protect our students and employees. Obviously, communication of our plan and work to keep people safe is extremely important. Based on the Commissioners communication, Governor Sununu will be providing guidance on Extended School Year (ESY) and summer camps in our schools by mid-May.

Chris McDonough stated that some schools are getting out in May, how are they doing that? Superintendent Beitler replied that they are counting hours. We did hit those benchmarks in May but went on the premise that we were going with the 180 day calendar. If students have all of their assignments done on June 8th, then they would be done the school year. If they have not completed all their work, the teacher would be available to help them complete it. Malcolm Macleod asked if there had been any more discussion of going to pass/fail system for this trimester. Superintendent Beitler replied no, it was decided to maintain grades. Discussion ensued on the different opinions of remote learning.

Chris McDonough asked for a motion to approve the May 29th date for no new assignments for seniors and June 4th for no new assignments for all three schools. Gretchen Gandini made the motion which was seconded by Karen Thurston. A roll call vote was taken as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

Discussion ensued on reducing the amount of early release days on the 2020-2021 calendar. Superintendent Beitler proposed the following early release days: September 16, October 14, November 18, December 9, January 13, February 10, March 10, April 14 and May 14 (prom).

Gretchen Gandini motioned to reduce the number of early release days from 12 to 9 to reflect the GEA Agreement. The motion was seconded by Jeanin Onos and passed unanimously with a roll call vote as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 5 of 9

On a motion by Gretchen Gandini and a second by Jeanin Onos, the Board voted unanimously to accept the \$7,000 Remote Learning Grant. A roll call vote was taken as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

Discussion ensued regarding the spring coaching contracts. Chris McDonough asked what the coaches have done for work. Superintendent Beitler replied that they have done pre-planning, recruitment and provided workouts.

Chair McDonough motioned not to distribute spring contracts or any compensation. The motion was seconded by Gretchen Gandini and passed with a unanimous vote. A roll call vote was taken as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

Chair McDonough stated that he wanted it on record that he understands there maybe requirements at this time but in his opinion students need to get back into the school building and believes kids are suffering. Taking into common sense practices, we need to do all we can to get kids back into the classroom and wants to encourage the team to make it as seamless as possible for the students. Karen Thurston opinioned that the school year may look different, we may be running two shifts. We have to do it with caution. Chair McDonough stated that we need to make accommodations for medically fragile students and staff members.

Youth Risk Behavior Survey

Anthony Sperazzo presented a snapshot of the Youth Risk Behavior Survey to the Board. Meg Jenkins reviewed the survey with Board stating that it was done in April of 2019, it was voluntary and 84% of students participated. Meg highlighted the results of the survey.

Laurie Belanger reviewed the interventions:

Mental Health and Suicidal Ideation:

- Student-led Suicide Prevention
- Peer Counseling Program
- Individual and Group Counseling
- Crisis Counseling, including referral and family intervention
- Use of Columbia Suicide Severity Rating Scales when assessing suicide risk
- Mindfulness and prevention programs, such as stress management, yoga, etc
- Frequent coordination and communication of interventions between administration and counseling department
- Wellness room
- Brought in former Chief Justice John Broderick for school assembly
- School wide mental health initiatives to reduce stigma and increase help-seeking behaviors

Alcohol and Substance Misuse:

GILFORD SCHOOL BOARD MEETING

MONDAY MAY 4, 2020

REMOTE MEETING

PAGE 6 of 9

- Weekly group meetings with Recovery Coach from Navigating Recovery
- Individual meetings with Recovery Coach from Navigating Recovery
- Screenings and referrals by crisis counselor following substance use violation at school
- Recovering addict/parent of addict: individual meetings with self-selected students and parents
- Our school nurse is trained in assessing whether student is under the influence at school
- PTA has sponsored substance misuse/mental health speakers.

Discussion ensued regarding the survey results and interventions. Anthony Sperazzo said we are starting early interventions. Families are asking for help and we are being asked to do more. The results of the survey will be made public. Kyle Sanborn opinioned that the peer counseling is an awful big responsibility to put on a student who is doing the counseling. Do they then speak with a counselor? Is there some sort of support? Laurie Belanger answered by saying that is one of the things that we were concerned about when implementing the program. The student counselors have a list of things that they must tell the counselor and what they can keep confidential. So far, they have wanted to talk about more “teenage things” but we will be screening for that.

Principal Sperazzo submitted his report as written. He stated that the Senior Awards Night will be held virtually on Thursday, June 4 at 6:00 p.m. through a link that will be release to students and parents that evening.

Graduation will be held on Friday, June 5th at 5:00 p.m. at Gunstock. The rain date will be Saturday, June 6 at 10:00 a.m. Students and families will stay in cars, be dressed in caps and gowns and cars will pull up one by one so graduates and families can take a picture. The ceremony will be followed by a parade through Gilford and Gilmanton. Signs have been posted around Gilford and Gilmanton on the front lawns of seniors.

Prom has been canceled and they are working with the juniors to investigate a semi-formal Homecoming dance in the fall but we will need to follow proper social distancing recommendations which may prevent us from having the event.

Anthony sought Board approval to waive Gilford School Board policy IKF (Graduation Requirements) requiring all seniors to complete a minimum of 24 hours of community service. Due to COVID-19, he would like to waive the community service requirement for seniors, because we are not placing students in the community to complete their hours at this time. On a motion by Karen Thurston and a second by Gretchen Gandini, the Board voted unanimously to approve the request to waive the community service requirement for seniors. A roll call vote was taken as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

Anthony sought approval for Dan Caron, Technology Education teacher, to apply for the Harbor Freight Tools for Schools grant in the amount of \$100,000 to purchase a CNC router, laser cutter/engraver, CNC mill, plasma cutter table and two 3D printers. On a motion by Karen Thurston and second by Gretchen Gandini, the Board voted unanimously to approve the request. A roll call vote was taken as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 7 of 9

Tim Goggin reviewed the proposed handbook changes to the high school Student/Parent Handbook and stated that they solicited feedback from students and staff. Numerous meetings were held with teachers and students to discuss the dress code. Discussion ensued regarding the dress code and the inclusion of “hate speech” under inappropriate clothing. The policy will go to the next Policy Committee meeting for consideration.

Kyle Sanborn made a motion to approve the handbook with the removal of “hate speech.” The motion was seconded by Gretchen Gandini which passed with a unanimous vote. A roll call vote was taken as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes; Michelle Heyman, yes and Malcolm MacLeod, yes.

Peter Sawyer presented his proposed changes to the middle school handbook stating that the dress code at middle school is consistent with high school with the exception of allowing hats. Staff was not interested in students wearing hats in the middle school so they did not include that information in their handbook. Discussion ensued regarding students eligibility in sports and extra-curricular activities if they are not in good academic and behavioral standing. The Board felt it could be a useful incentive and is not always a black and white situation.

Gretchen Gandini motioned to approve the proposed changes to the middle school handbook with the removal of “hate speech.” The motion was seconded by Kyle Sanborn and approved by a roll call vote as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes. Michelle Heyman, and Malcolm MacLeod abstained from the vote.

Danielle Bolduc presented her proposed handbook changes and reviewed her report. She highlighted the 4th Grade Finale and thanked the PTA for hosting the Poetry Challenge.

On a motion by Karen Thurston and a second by Jeanin Onos, the Board vote to approve the handbook changes on a roll call vote as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Kyle Sanborn, yes. Michelle Heyman, and Malcolm MacLeod abstained from the vote.

Business Administrator’s Report

Scott Isabelle reported that the current financial statement is on the website as well as the Board’s Google folder.

Scott reviewed the Food Service Budget stating that we are in a deficit position of \$51, 217. Last year we had a positive balance of \$36,000 that we are allowed to carry over. If we do nothing, we will be in a deficit of \$14,371 as we are not bringing in sales. By statute, we cannot be in a deficit position. To bring it to zero, we can bring money over from the general fund. Scott said he would put the numbers together in a memo to share with the Board at the June meeting.

Scott reviewed the current budget stating that because we stopped operations at the beginning of March, we will have about \$1,350,000 – \$1,400,000 remaining in the budget. The elementary budget has approximately \$72,000 remaining, the middle school budget has \$361,000 remaining in the budget and the high school \$182,000. Special education has a balance of \$186,000 while the District Wide line has \$644,000.

**GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 8 of 9**

Chair McDonough inquired about the revenue side. Scott replied that he is still working on revenue. He is working with his counterpart in Gilmanton. They pay tuition on what we actually spend. He will have a better handle on it for the June meeting.

POLICY – FIRST READING

CBI-F1 – Superintendent Evaluation and Goal Setting Form – We do not have this policy. NHSBA sample policy. It is goal driven and can be connected to our yearly goals.

POLICY – SECOND READING

AC – Non-Discrimination – Current GSD policy - Suggest replacing with NHSBA sample policy to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

ACE- Annual Notice of Contract Information for Human Rights Officer, Title IX Coordinator, 504 Coordinator and Civil Rights Agency – NHSBA Sample policy. Suggest replacing current GSD policy with this sample to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

AC-E Annual Notice of Contact Information for Human Rights Officer, Title IX Coordinator, 504 Coordinator and Civil Rights Agencies – We do not have this policy

GBA – Equal Opportunity Employment – Suggest removing this policy and incorporate it into policy AC.

GADA – Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse) – This policy is required by law. We do not have a current GSD policy.

IHAMA – Teaching About Alcohol, Drugs and Tobacco – This policy is required by law. We do not have a current GSD policy

IKFG – Career Readiness Pathways and Credentials – We do not have this policy. This policy complies with SB 276.

IHCD – Advanced Course Work/Advanced Placement Courses and STEM Dual and Concurrent Enrollment Program – Current GSD policy. Grade 10 needs to be added to comply with SB 276.

After discussion on policy AC, Chair McDonough asked for a motion to approve all policies unless there was an objection. Jeanin Onos motioned to approve AC, ACE, AC-E, GBA, GADA, IHAMA, IKFG and IHCD as written. Karen Thurston seconded the motion which passed on a roll call vote as follows: Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Chris McDonough, yes; Michelle Heyman, yes; and Malcolm MacLeod, yes; Kyle Sanborn, no.

Public Comment

Chair McDonough asked for public comment and reminded the public to dial *6 to turn on microphone. There was no public comment.

**GILFORD SCHOOL BOARD MEETING
MONDAY MAY 4, 2020
REMOTE MEETING
PAGE 9 of 9**

Non- Public – RSA 91-A:3II (a) (d) (i)

At 8:59 p.m., Gretchen Gandini made the motion to go into non-public session. Jeanin Onos seconded the motion. Voting was unanimous. Roll call was conducted as follows: Chris McDonough, yes; Karen Thurston, yes; Gretchen Gandini, yes; Jeanin Onos, yes; Kyle Sanborn, yes; Malcolm MacLeod, yes; Michelle Heyman, yes.

Adjournment

Karen Thurston made the motion to adjourn the meeting at 9:59 p.m., seconded by Gretchen Gandini. The motion passed unanimously with a roll call vote as follows: Chris McDonough, yes; Karen Thurston, yes; Gretchen Gandini, yes; Jeanin Onos, yes; Kyle Sanborn, yes; Malcolm MacLeod, yes; Michelle Heyman, yes.

Respectfully Submitted,

**Jeanin Onos
School Board Secretary**