

**GILFORD SCHOOL BOARD MEETING  
MONDAY, NOVEMBER 2, 2020  
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**The Gilford School Board held a meeting on November 2, 2020 in the Gilford High School Library. Present were Board members Chris McDonough, Gretchen Gandini, Jeanin Onos, Kyle Sanborn, and Karen Thurston. Gilmanton representatives were Malcolm MacLeod and Michelle Heyman. Administrators present were Kirk Beitler, Danielle Bolduc, Peter Sawyer, Anthony Sperazzo and Amie Leigh.**

**Opening**

School Board Chair Chris McDonough called the meeting to order at 6:00 p.m. Superintendent Beitler confirmed posting of the meeting. Chair McDonough informed the public they could email comments to [comments@sau73.org](mailto:comments@sau73.org).

**Public Comment**

Chair McDonough asked if there was any public comment. There being none, Chair McDonough closed public comment.

On a motion by Gretchen Gandini and a second by Karen Thurston, the Board approved the minutes from the October 5, 2020 meeting with corrections. It was a unanimous vote.

**Superintendent's Report**

Superintendent Beitler presented the 2021-2022 School Board's Proposed Budget. The Board met for two nights and took into consideration the Capital Improvement Plan, the Technology Plan, Strategic Plan, goals and the enrollment projection of 1100 students. Superintendent Beitler highlighted the following:

Staffing – one change in staffing at high school due to a retirement in health education. Proposal to make the part time PE full time and create a part time health teacher position. The HS PE teacher is certified to teach health as well as PE. This is the only substantial change in staffing.

There are three proposed technology projects:

HS security cameras and server	\$ 46,217
I-visions Financial Software	\$ 56,800
CIP Project -Technology Infrastructure	\$121,175

Proposed Maintenance projects

CIP Project – Repoint brick around GES Gym Windows	\$71,000
Jayce Controls for heating/ventilation/AC	\$50,000
X Mark mower and bagger	\$14,000
Elementary classroom cabinets	\$12,000
Replace HS AC compressor	\$15,500
Replace HS rubber entrance flooring	13,0000
Replace HS music and band room carpet	\$ 8,000
Install two HS operable windows	\$ 7,000
MS exhaust duct work	\$ 7,000

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Proposed Budget Changes

Health Insurance (7.4% Guaranteed Maximum)	\$214,000
NH Retirement (6% increase)	\$340,000
COVID-19 PPE and Cleaning Supplies	\$ 60,000

Proposed Budget Reductions

Bond Reduction	(\$49,267)
Special Education Out-of-District Bus	(\$57,614)
HS Health Teacher Reduction by .33 FTE	(\$34,631)
MS World Language Extra .25 FTE	(\$21,141)

Warrant Articles

School Buildings Maintenance Capitol Reserve Fund	\$200,000
School Buildings Roof Maintenance Capital Reserve Fund	\$ 62,500
School Buildings Technology Infrastructure Capital Reserve Fund	\$ 30,000

The General Fund Budget is down \$26,685 from 2020-2021.

There is an increase in Federal Projects, Food Service and Warrant Articles. The total increase is \$52,880.

Superintendent Beitler highlighted his report as follows:

Student Learning

The testing windows are still open for fall assessments so the data presentations have been pushed back a month. Superintendent Beitler attended the NEASC concluding remarks this past Monday that were delivered by the chair, Paul Mangelinkx of the visiting team. The visiting team had many commendations and some recommendations. The remarks by Paul were very positive. Paul mentioned the culture of the school several times and felt bad that the entire visiting team was not able to enter the building to witness the accepting culture. Part of the recommendations will be to continue with the Performance Assessment work, integrating the Portrait of a Learner into the high school assessments and work on revisiting the competencies to connect assessments and develop common rubrics. Great job by our high school!

Families and Communities

Gilford Elementary School is connecting with the Gilmanton School for a virtual talent show.

Resource Management

We have received more information from the Department of Education regarding the \$200 per child grant money to support COVID expenditures. We have been told that we should receive the money on or around November 9, 2020. We will then need to advertise and hold a public meeting to expend the money. It could be held at the beginning of the December Board meeting. Amie and Superintendent Beitler have worked to put a

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budget together for the anticipated money. The CARES Act money that we received earlier in the year does not need to be spent until September 30, 2021.

**Safety and Facilities**

All three schools have had their required Fire Inspections in the last month. We passed at all three schools. Superintendent Beitler provided the Board with copies of the reports. The New Hampshire Department of Education School Approval Facility Review happened on October 27, 2020 for the elementary school. The visit went well and there were a few minor items that Ken Mulleavey will take care of and report back to the inspector. Once those minor details have been corrected, we will receive a letter of school facility approval from the Bureau of School Safety and Facility Management. The Emergency Planning Committee has met including representatives from our Fire and Police Departments. We are required to include an active assailant drill in our schools this year. The drill is something that we will do during the winter months at all three schools.

Superintendent Beitler reported to the Board that he had followed up on Rapid COVID testing verses PCR testing. Superintendent Beitler spoke with doctors in the Lakes Region. The rapid test is much more reliable if the person has symptoms already. PCR test should be used if a person is asymptomatic. The doctors thought either one was okay to accept but we should really think about the PCR test for asymptomatic cases. A message was sent out to staff and asked them to speak to their principals if they were going or travel outside of New England for the holidays. We heard from 2 teachers, 1 support staff and 1 or 2 administrators. At this moment, we should be good with staffing after the holidays.

Discussion ensued regarding staff members who choose to take a vacation knowing that they have to quarantine for two weeks upon return. Are they taking vacation time? Superintendent Beitler explained that teachers don't have vacation time, they have sick days or personal days. FICRA, which allows 80 hours of paid time, expires on December 31, 2020. He is not sure at this time but he thinks we would have to charge sick time after that. If they are able to work remotely, there still needs to be supervision in the classroom. We cannot find substitutes. We have had an ad in the paper for a long term sub since the position was approved in August and no one has come forward.

Chair McDonough asked what does an administrator working remote look like. Superintendent Beitler said they would attend remote meetings, communication remotely, and office work. Kyle Sanborn asked if there is anything contractual that says if you travel, you have to quarantine and you must use your sick time? Is that something we can say or is it going to violate contractual obligations?

The Board would like to get legal advice if a person has to quarantine and they have made the choice. After December 31<sup>st</sup>, what is our rights as employers? Superintendent Beitler will seek advice from council and get back to the Board.

**Principal Reports**

Anthony Sperazzo presented his report and highlighted the following:

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- The France trip is officially canceled. Ms. Jagusch has spoken to the travel company (Explorica) and is working on the next steps to recoup as much money as possible based on the insurance policy. Most families will lose between \$400 and \$600.
- Student-led conferences were held on October 30th which were virtual this year.
- The second cast for Godspell held their show on October 23 & 24. This cast and crew consisted of underclassmen. The third and final show will be held on November 20 & 21.
- A big congratulations goes to the coaches and Athletic Director Rick Acquilano for developing safety plans that allowed our student-athletes to have a fall season when other schools were not able to. Congratulations to Patrick Gandini who won the state meet this past weekend. He now goes on to the Meet of Champions. The girls cross country team finished 4th and also qualify for the Meet of Champions.
- GHS polled our families to see the needs for the second trimester. This was not a final commitment but a poll to see what our families were thinking. For planning purposes only, we asked for their preference.
- Remote instruction may not look the same as first trimester instruction. Based on staffing, we do not believe that we have enough staff to fully support remote instruction with actual GHS teachers like we did for the first trimester for the four core areas (English, math, social studies, science).
- Gilford High School held their decennial accreditation visit by the New England Association for Schools and Colleges on October 16 - 21, 2020.
- Paul Mangelinkx, chair of the visiting team, provided the staff and faculty feedback on the report on October 26th in the auditorium. Initial feedback from the NEASC visiting team was very positive. We will await the official report which will come back in a couple months from the NEASC Commission.

Principal Sperazzo explained that remote instruction may not look the same as first trimester instruction. Based on staffing, we do not believe that we have enough staff to fully support remote instruction with actual GHS teachers like we did for the first trimester for the four core areas (English, math, social studies, science).

Instead, for the purpose of the poll, we are leaning towards offering an online learning platform that is aligned to state standards where students will be self-directed in their learning and they will have access to GHS teachers during certain blocks for support but not teacher-led instruction like first trimester. We will be able to offer the four core areas at the college prep level through this online learning platform. Support from case managers and paraprofessionals will still be offered for students that have an IEP or 504 plans.

We wanted to be as transparent as possible so that's why we described how second trimester remote instruction will look.

We asked for families to consider the following when making their decision.

- Credits and requirements
- Course availability for programs outside of GHS that may be full or wait listing students
- Timeline of when courses are completed and impact on timing of adding other classes
- Ensuring that your child stays on track to graduate

Principal Sperazzo stated that the poll results as of today are 58 remote 359 in person and 74 not responded. We currently have 85 remote learners.

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Chair McDonough asked what the name of the platform would be for remote students and that by having students learn on their own are they still considered GHS students? Principal Sperazzo stated that yes, they would still be GHS students. The name of the platform is Edmentum. It follows state and national standards. There will be a certified teacher available to walk students through any issues they are having or questions they should have.

Chair McDonough asked if those 58 students are aware that they will mostly be learning on their own. Principal Sperazzo clarified that counselors will be reaching out to families to make sure there are no questions. Staff members will be live but attendance will not be taken. They are there to provide guidance and support. Monica Sawyer reaches out daily to remote students. Corey Nazer also over sees the remote learners. Counselors will reach out to families to make sure there are no questions regarding graduation requirements.

Malcolm MacLeod questioned if it is self-paced? Principal Sperazzo said yes it is. Students have to demonstrate proficiency. We have been using this for several years. Students like it as it is designed for them to go at their own pace.

Peter Sawyer presented his report and highlighted the following:

- Peter and Sean have been covering classes as there are no subs available.
- Updated the Board on competencies and frequently asked questions
- Matt Demko will be doing two shows, one in January and another in June.
- Two teachers who did remote learning are willing to do so again. They teach their 5 classes and also one remote.
- Survey results for trimester two: 259 in person, 31 remote, still waiting on 192 responses.
- A staff member tested positive but has already been quarantined so everyone is scheduled to come back November 12. The entire 6<sup>th</sup> grade is now considered close contact.

Danielle Bolduc presented her report and highlighted the following:

- Learner-led conferences were held on October 30th.
- Survey results for trimester two: 266 in person, 40 remote.
- Gilmanton School Music Dept. will be holding their annual Talent Show fundraiser this year. It's open to all GES/GMS students grades 4-8. Because they are not able to gather and perform, they will be putting together a virtual talent show on November 20th.

### **Business Administrator's Report**

The HealthTrust sponsored flu clinics were well attended. The NH Partnership for Health provided a flu Clinic for students which was also well attended.

Amie attended the Bradley Kidder Law Conference last month and Vicki Fleury, HR Specialist and herself attended the NHSAA Best Practices in School Operations, Finance and Business Leadership Conference.

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Governor Sununu announced a Supplemental Public School Response Fund. The amount is part of a \$45 million dollar response fund from the Governor for support of unanticipated costs associated with the safe opening and operation of schools during the COVID-19 pandemic. Funding is made available to District and chartered public schools and it will be received in a one lump sum deposit on November 9th and has to be all spent by December 30, 2020.

In August the Board authorized spending from our general fund budget to cover the additional remote work that was being done by teachers in the middle and high school. The Board also authorized spending for an additional water bubbler at the middle school. The total amount was \$98,795. Amie would like to propose we allocate those costs as expenses to be used under this new funding and repurpose the general fund money for future remote expenses in the second and third trimester when there may not be additional state funding available. The balance remaining would be \$101,605. Some options for spending the money would be facilities overtime staffing, facilities subs, teacher's professional development training for remote instruction, facility stock up, food service stock up and technology expenses. The principals have requested money to help cover the extra 11ths at GHS and extra 5ths at GMS.

Gretchen Gandini motioned to approve the hiring of up to 2 extra 5ths at the middle school and 11 extra 11ths at the high school. The motion was seconded by Jeanin Onos and passed with a vote of 5-0. Michelle Heyman and Malcolm Macleod abstained from the vote.

Warrant articles:

Amie Leigh shared the proposed warrant articles with the Board and stated that they have been through attorney review.

After discussion, the Board asked that Article 5 be rewritten to clarifying language so it's more clear to voters.

### **Gilford School District Anti-Discrimination Plan**

Esther Kennedy shared the proposed Gilford School District Anti-Discrimination Plan with Board. Due to Senate bill 263, we are required to have a plan in place.

Discussion ensued regarding language on the harassment definition. After much discussion, the Board agreed to add "in a derogatory matter" to the language under misuse of an individual's preferred name.

A motion was made by Jeanin Onos to approve the plan for 2020 with the added language. The motion was seconded by Karen Thurston and passed with a unanimous vote.

### **Policy Review**

First Reading

EBCF – Pandemic & Epidemic Emergencies

EBCG – Communicable & Infectious Diseases

DGA – Authorized Signatures

DK – Payments, Checks & Manifests

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EHAC – Electronic/Digital Records & Signatures  
GCCBD – Family and Medical Leave Act  
EEBA – School Owned Vehicles

Chair McDonough suggested adding a signature line on policy EEBA.  
All policies will move forward to second reading in December.

**Second Reading**

GBEAB – Mandatory Code of Conduct Reporting – All Employees  
JLCG – Exclusion of Students Who Present a Hazard  
GBGAA – HIV/AIDS`

On a motion by Gretchen Gandini and a second by Kyle Sanborn, the Board unanimously approved policy GBEAB.

On a motion by Jeanin Onos and a second by Kyle Sanborn, the Board unanimously approved policy JLCG.

Jeanin Onos with a second by Karen Thurston motioned to approve policy GBGAA. The motion was withdrawn. The policy will come back for second reading in December.

**Public Comment**

Chair McDonough asked if there was any public comment. There being none, Chair McDonough closed public comment.

At 7:49 p.m., on a motion by Gretchen Gandini and a second by Jeanin Onos, the Board voted unanimously to enter non-public session under RSA 91-A3II (i) on a roll call vote as follows: Chris McDonough, yes; Gretchen Gandini, yes; Karen Thurston, yes; Jeanin Onos, yes; Kyle Sanborn, yes, Michelle Heyman; yes, Malcolm MacLeod, yes.

At 8:05 p.m., the Board reconvened public session.

On a motion by Malcolm MacLeod and a second by Jeanin Onos, the Board voted unanimously to adjourn the meeting.

Respectfully submitted,

Jeanin Onos  
School Board Secretary