

Wakefield School Board  
1-5-21 Public Minutes  
Held in the Multi-Purpose Room and via Zoom  
Approved

In attendance:

Board: Relf Fogg, Lino Avellani and Mary Collins. Bob Ouellette via Zoom

Administration: Superintendent Jerry Gregoire, Business Administrator Marie D'Agostino, Student Services Director, Anne Kebler, Principal James Lampron, Assistant Principal Jenn Spector all via zoom  
Facilities Director Joe Williams.

Public: Norma Joy, Sheena Robbins, Gina Golden-Meroski and Parents and community members via Zoom

**Call to Order**

Mr. Ouellette called the meeting to order at 6:00 and led those present in person and on zoom in the Pledge of Allegiance.

**Public Hearing**

Mr. Ouellette opened the Public Hearing at 6:01 to expend unanticipated revenue and expend funds from the Updating and Improving Security Trust.

Mrs. D'Agostino told the Board that the SPSRF of \$74,936.89 on page 25 explains how the money was spent. The funds had to be spent by December 31<sup>st</sup>.

Mr. Williams explained what projects will be completed with monies from the Security Trust Fund with an estimate of \$65,286.07 for nine steel exterior doors and three sets of interior aluminum doors, cylinders, locks and security items. This will go out to an RFP. \$888 would go to A&B Lock, the company that the district uses. As of November, the balance in the that trust fund was \$74,326.69. Mr. Williams suggested the motion be higher for a contingency for possible masonry work etc. Mr. Fogg had a concern about approving a dollar amount prior to awarding the bid and felt that a second Public Hearing would be needed. The Board discussed releasing numbers to possible bidders from video and minutes.

**Mr. Fogg made a motion, seconded by Mr. Avellani, to ask the trustees for the total amount of \$72,000 subject to the competitive bidding process for this project. . Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

Mrs. D'Agostino told the Board that an explanation of all funds spent from the SPSRF were listed in their Board Packets on pages 25 to 29. She explained the amounts and the lines were allocated to. The following pages shows, by function code, vendor and date. They met the criteria for this fund and they have all the supporting documents.

**Mr. Fogg made a motion, seconded by Mr. Ouellette, to accept the presentation by our Business Administrator and expend the unanticipated revenue as designated by our Business Administrator.** Mr. Fogg rescinded his motion and Mr. Ouellette rescinded his second.

**Mr. Avellani made a motion, seconded by Mr. Fogg, to accept the SPSRF revenue for \$74,936.89.** Mr. Avellani asked what line this money will be deposited into. Mrs. D'Agostino replied line 435.

**Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

**Mr. Fogg made a motion, seconded by Mr. Ouellette, to accept the presentation by our Business Administrator and expend the unanticipated revenue as designated by our Business Administrator. Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

**Non-Public**

**Mr. Ouellette made a motion, seconded by Mr. Fogg, to enter non-public session at 6:25 under RSA 91-A-3 II (b) The hiring of any person as a public employee. Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

The Board reentered public session at 6:59. During non-public they interviewed a candidate for the open position of School Board Secretary.

#### **Public Comment**

None

(Mr. Avellano stepped out of the room)

#### **Consent Agenda**

**Mrs. Collins made a motion, seconded by Mr. Ouellette, to approve the Consent Agenda. Roll call: Ouellette aye, Collins aye, Fogg nay (Vote 2-1)**

#### **Meeting Minutes**

**Mr. Fogg made a motion, seconded by Mrs. Collins, to approve the sealed minutes of November 10<sup>th</sup>. Roll call: Ouellette aye, Collins aye, Fogg aye (Vote 3-0)**

**Mr. Fogg made a motion, seconded by Mrs. Collins, to approve the sealed minutes of December 1<sup>st</sup>. Roll call: Ouellette aye, Collins aye, Fogg aye (Vote 3-0)**

**Mr. Fogg made a motion, seconded by Mrs. Collins, to approve the sealed minutes and public minutes of December 8<sup>th</sup>. Roll call: Ouellette aye, Collins aye, Fogg aye (Vote 3-0)**

**Mr. Fogg made a motion, seconded by Mrs. Collins, to approve the minutes December 9<sup>th</sup> with any amendments offered. Roll call: Ouellette aye, Collins aye, Fogg aye (3-0)**

**Mr. Fogg made a motion, seconded by Mrs. Collins, to approve the non-public minutes of session #1 and #2 and the public minutes December 15<sup>th</sup> with any amendments offered. Roll call: Ouellette aye, Collins aye, Fogg aye (3-0)**

#### **Reports**

None

#### **Old Business**

##### Budget

Mr. Fogg feels that dispatcher should be one of the duties of the coordinator. Mr. Gregoire explained that the dispatcher is the person that takes care of transportation in the afternoon. This is not a new position. It used to be under co-curricular.

**Mr. Fogg made a motion, seconded by Mrs. Collins, to remove the \$11,658 from the bus dispatcher line in function 2721. Roll call: Ouellette nay, Collins nay Avellani nay, Fogg aye (Vote 1-3) Motion fails**

Mr. Gregoire said he was concerned with the cut to the Assistant Principal position relating to budget and feels this is an essential position. Mr. Avellani asked if this position is going to be discussed in public or are they going into nonpublic to discuss it. Mr. Gregoire said we're discussing an essential position not a person. Mr. Lampron proceeded to present a power point and was stopped. Mrs. Collins said this presentation is not on the agenda. She said she does want to hear from Mr. Lampron but they do have the Feasibility Committee sitting in the gym ready to make a presentation. What they have to say has to do with staffing as well. She would like to hear from them before we go any further. Mr. Ouellette said this is about a budget item and we're trying to finish the budget now. Mrs. Collins said a presentation for a position is different than talking about the budget. Mr. Avellani said the presentation isn't on the agenda, discussing increasing or decreasing a position should be

done in non-public as we have an employee already in that position.

**Mr. Avellani made a motion, seconded by Mr. Fogg to table this presentation. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Mrs. D'Agostino said we need to finalize this budget and warrant articles tonight so it can go to the Budget Committee for tomorrow night.

#### Feasibility Committee

Mrs. Taliaferro said the purpose of this committee is purely to see what is feasible not necessarily what should be done. We have put our best efforts into providing a product based on through research that is meant to be a guiding recommendation of what we believe can work, but ultimately you have the final say. We did the best we could with what we received just know that the numbers may not be exact as the different taxes and benefits for each position are different. In the job duties received for each employee we do see a lot of the same responsibilities across the board. That may be something an experienced Superintendent may want to take a look at and to streamline those duties. We didn't feel comfortable suggesting changes of duties to positions without more information. Helpful notes for the next committee: You should perhaps provide some clearer guidelines on what their purpose and directive should be. And employees should be aware so information can flow smoothly. And also have a helpful list of what the chair and vice chair is allowed to do when requesting information. Also, some simple instructions on hosting a committee meeting via zoom. They feel any questions asked of potential administrative position candidates should include, what kind of information during this pandemic did you provide to all the employees in your school and how often did you provide that since March? There seems to be a lack of helpful information to employees as to what they are entitled to along with available resources.

Mrs. Robbins proceeded with the slide presentation. She said they researched other districts comparable to ours and asked how they successfully ran their SAU. The following is her presentation as asked by Mr. Avellani to be included in the public record.

## SAU 101 Restructuring Recommendation

2020

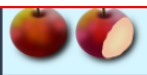


## History: How we got here...



- ❖ SAU 64 - Milton wanted out, Wakefield considers withdrawal
- ❖ 2015 Wakefield school board votes to withdraw from SAU 64 to become SAU 101
- ❖ 2016-2017 is a transitional year for SAU 101
- ❖ Between then-and-now, the Superintendent position goes from part-time to full-time, and several other positions at the SAU increase their hours, large-sum raises occur
- ❖ 2020 warrant articles are formed and voted in to re-evaluate the feasibility of a district of our size to have a part-time superintendent which would then lead to a restructuring of other positions in the SAU

## 2019 SAU Comparison



BARNSTEAD	SAU 86	Part time	479	\$ 87,550
GRATHAM	SAU 75	Part time	226	\$ 68,587
LYME	SAU 76	Part time	194	\$ 50,000
MASON	SAU 89	Part time	89	\$ 71,186
PLAINFIELD	SAU 32	Part time	214	\$ 64,045
ALTON	SAU 72	Part time	450	\$ 88,000
FREEMONT	SAU 83	Full time	423	\$ 80,000
WINCHESTER	SAU 94	Full time	426	\$ 74,000
GILMINGTON	SAU 79	Part time	423	\$ 68,213
WAKEFIELD	SAU 101	Full time	424	\$110,000

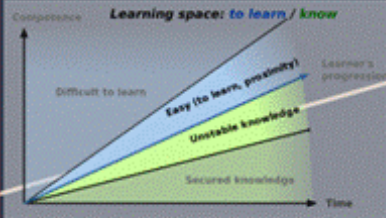
## Apples-to-Apples: 10 Districts



It became VERY clear, VERY early on, that according to the research, it *is* feasible to have a part-time superintendent and it is important to support with a full-time Business Administrator.

	SAU 32	SAU 44	SAU 69	SAU 71	SAU 72	SAU 75	SAU 79	SAU 82	SAU 86	SAU 100	SAU 101
Superintendent	PT	PT	Contrl FT	PT	PT	PT	PT	PT	PT	PT	FT
Business Admin.	PT	PT	Contrl FT	FT	FT	FT	PT	FT	FT	PT	PT

## New SAU: Learning Curve and Expectations



### Challenges

- ❖ Were we too quick to add positions & hours as a solution?
- ❖ Consultation with other districts
- ❖ Cross-training/training manuals needed
- ❖ CONSISTENCY within our district is important

## 2019 SAU Comparison



BARNSTEAD	SAU 86	Part time	479	\$ 87,550
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WAKEFIELD	SAU 101	Full time	424	\$110,000

## School Board Budget Changes



12/1/20 Shift of purpose: From Superintendent position focus, to the best possible structure of the SAU.

- ❖ Superintendent to Part Time \$70,000
- ❖ Eliminate PT Stud Serv Director line 2370 \$73,606
- ❖ Add new line Sped/Stud Serv Director FT \$85,000
- ❖ Asst. Principal PT 24hrs \$42,000
- ❖ Eliminate Transp Manager line 24 2721 \$77,910
- ❖ LNA to part-time line 62 2130
- ❖ Eliminate lead driver and part time driver lines 23 & 31

## Thorough Research within SAU 101

- Current SAU 101 positions: Who and when?
- Other SAU positions: Who and when?
- SAU64 Withdrawal/Transition plan: What was recommended based on prior research?
- Job descriptions: SAU 101 and other districts
- Contracts: SAU 101
- Job duties: SAU 101



# SAU Restructuring Feasibility Committee Recommendations:



## Compare and Contrast

### Superintendent (Alternative: Contract Services)



#### CURRENT

- ❖ Full-time
  - 38 hours: lunches/early SAU closing on Fri
  - \$110,000
  - Daily rate: \$423
  - 260 days/year
- ❖ Hired without experience
- ❖ Contributing towards retirement \$15,775
- ❖ 56 potential days off

#### PROPOSED

- ❖ Part-time
  - 26 hours: lunches/SAU open 8am-4pm M-F
  - \$85,000
  - Daily rate: \$502
  - 169 days/year
- ❖ Hired with experience a MUST
- ❖ Not contributing towards retirement
- ❖ 15 potential days off

**\$60,530 SAVINGS**

(salary, days off, FICA, retirement, buyback)

### Business Administrator



#### CURRENT

- ❖ Part-time
  - 24 hours
  - \$61,000
  - Daily rate: \$391
  - 156 days/year
- ❖ 53 potential days off

#### PROPOSED

- ❖ Full-time
  - 40 hours
  - \$78,000
  - Daily rate: \$300
  - 260 days/year
- ❖ Hired with experience a MUST
- ❖ 48 potential days off

**\$16,302 MAXIMUM ADDITIONAL COST**

(salary increased - gain full-time employee, days off, buyback, FICA)

### Lead Accountant



#### CURRENT

- ❖ Full-time Human Resources
  - 35 hours
  - \$35,272
  - Daily rate: \$136
  - 260 days/year
- ❖ Full-time Accounting Assistant
  - 35 hours
  - \$29,888
  - Daily rate: \$115
  - 260 days/year

#### PROPOSED

- ❖ Full-time
  - 40 hours
  - \$47,000
  - Daily rate: \$181
  - 260 days/year
- 35 potential days off

**\$20,049 SAVINGS**

(salary, FICA, buyback)

## Assistant Accountant



### CURRENT

- ❖ Full-time Administrative Assistant
  - 35 hours
  - \$36,067
  - Daily rate: \$139
  - 260 days/year
- ❖ Part-time SAU Administrative Secretary
  - unknown hours
  - \$19,890
  - Daily rate: unknown
  - Unknown days/year

### PROPOSED

- ❖ Full-time
  - 40 hours
  - \$40,000
  - Daily rate: \$154
  - 260 days/year
  - 35 potential days off

**\$17,678 SAVINGS**

(salary, FICA, buyback)

## Student Services Director



### CURRENT

- ❖ Part-time Student Services Director
  - 24 hours
  - \$57,834
  - Daily rate: \$371
  - 156 days/year
- ❖ Part-time Student Services Coordinator
  - 40 hours
  - \$68,244
  - Daily rate: \$313
  - 218 days/year

### PROPOSED

- ❖ Full-time
  - 40 hours
  - \$85,000
  - Daily rate: \$327
  - 48 potential days off
  - 260 days/year

**\$42,053 SAVINGS**

(salary, days off, FICA, retirement, & buyback)

## Principal



### CURRENT

- ❖ Full-time Principal
  - 40 hours
  - \$85,000
  - Daily rate: \$327
  - 260 days/year
  - 53 potential days off

### PROPOSED

- ❖ Full-time Principal
  - 40 hours
  - \$85,000
  - Daily rate: \$327
  - 260 days/year
  - 48 potential days off

**\$2,135 SAVINGS**

(days off & buyback alone)

## Assistant Principal



### CURRENT

- ❖ Full-time Assistant Principal
  - 40 hours
  - \$70,000
  - Daily rate: \$269
  - 260 days/year
  - 53 potential days off

### PROPOSED

- ❖ Part-time Assistant Principal
  - 40 hours
  - \$53,000
  - Daily rate: \$265
  - 200 days/year
    - Full support for students & staff during the school year; TW/summer planning support
  - 20 potential days off

**\$27,678 SAVINGS**

(salary, days off, FICA, & buyback)

## Lead Driver (Alternative: Contract Services potential cost \$500-\$600,000)



### CURRENT

- ❖ Full-time Transportation Manager
  - 40 hours
  - \$45,023
  - Daily rate: \$173
  - 260 days/year
  - 53 potential days off

### PROPOSED

- ❖ Full-time Lead Driver
  - 40 hours
  - \$39,700 (COVID); \$35,900 (non-COVID)
    - COVID: Highest paid driver = \$20/hr x 6.5 hrs x 190 days = \$24,700 + \$15,000 stipend = \$39,700
    - NON-COVID: Highest paid driver = \$20/hr x 6.5 hrs x 190 = \$20,900 + \$15,000 stipend = \$35,900
  - Daily rate: \$209 COVID or \$189 NON-COVID
  - 190 days/year
  - 20 potential days off

**\$11,939 SAVINGS**

(COVID: salary, days off, FICA & buyback)

## Lead Custodian



### CURRENT

- ❖ Full-time Facilities Manager
  - 40 hours
  - \$56,100
  - Daily rate: \$216
  - 260 days/year
  - 53 potential days off

### PROPOSED

- ❖ Full-time Lead Custodian
  - 40 hours
  - \$51,400
    - Highest paid custodian = \$36,400 + \$15,000 stipend
  - Daily rate: \$198
  - 260 days/year
  - 48 potential days off

**\$6,280 SAVINGS**

(salary, days off & buyback)

# \$172,040

### Total Potential Savings including:

- ❖ Salary changes
- ❖ Potential Days off
- ❖ FICA (where we had it)
- ❖ Insurance Buyback change
- ❖ Superintendent Retirement (\$15,775)
- ❖ Without "days off" \$134,041



# \$48,402.55


### Total Potential Savings including:

- ❖ Health Insurance Yellow Plan Family Plan Support
  - Assuming all positions listed have been accepting the family plan
  - 12 current positions, 9 proposed positions
- ❖ Rough estimate of \$1,135 for Long-term disability insurance
  - SAU employees no longer would qualify with 5 employees (need 7)





# Lessons Learned from our work...



- Full-time = 40 hours (not 35 hours)
  - Allow for benefits for employee while mutually benefiting our district with hours worked
  - Job dedication
  - Save money by combining salaries
- Part-time positions have # of days worked adjusted for full support for Paul School & students during the academic year
  - Saves money on salary by shortening the days
- SAU should be open M-F 8am-4pm
- Job titles and job descriptions should match and be labeled consistently in all locations (i.e. budget lines, contracts, job descriptions)
- WSD & SAU 101 should have combined budget
- It is possible to have health plan options that are reasonable/fair while saving the district money

- If there is more than a 3% raise - warrant article by itself
- SAU office needs to do cross-training & create training manuals for coverage & future hiring
- Need to research more efficient Payroll & attendance tracking systems: there is technology out there for this that could save a lot in human-power
- Expect a learning curve with this new set up/new hires; 1 year for comfort & excel from there
- Another committee did this work 6 years ago & we are coming up with the same results
- Truly consider this new plan being steady & consistent & give it a fair shot to play out
- Positive culture shift & moral boosting will be much needed as well

**Mr. Avellani made a motion, seconded by Mr. Fogg, to accept this presentation.**

Mr. Fogg said this is extremely helpful and through and he's happy that it recognizes the Transition Teams efforts and that it's coming in with the same type of results and he appreciates all their hard work.

**Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

Mr. Ouellette thanked the presenter and the Committee. Mrs. Collins said she appreciates all the valuable research and the recommendations based on what other districts are doing. This will be a valuable tool going forward.

## Covid-19 and Remote Learning

Mr. Gregoire said materials were gathered for parent picked up last evening and went well. Many teachers are working within the building doing remote from there. They are working on the Special Ed face to face learning issues. He said we have five bus drivers left and they are providing transportation to Spaulding now for students who require face to face learning. Mr. Fogg suggested the bus drivers deliver food on Monday, Wednesday and Friday and deliver and pick-up assignments and equipment on Tuesday and Thursday.

**Mr. Fogg made a motion, seconded by Mr. Ouellette, to have the Superintendent and administration figure out a way that the bus drivers could be utilized during this remote learning period to deliver food and pick up and deliver assignments and homework.**

Mr. Gregoire assigned someone to start and drive the buses daily to keep them in working order and keep critters from building homes. Mr. Ouellette asked if the drivers could come off from furlough. Mr. Gregoire said they are unable to collect unemployment because they work for a municipality and have a contract and they will be expected to be back to work. He has found out that if you work for a bus company and get laid off you can collect.

There was discussion on how the bus drivers could get as many hours as possible. Mrs. Collins asked how many drivers were furloughed. Mr. Gregoire said all of them. Mrs. Collins said that wasn't the motion. The motion was for them to decide amongst themselves who wanted to get furloughed. Not all bus drivers were supposed to be furloughed. By giving all of them a couple hours ruined their change of collecting. Mr. Gregoire said what ruined their chance to collect is that they work for a municipality. Mr. Ouellette said furlough and collecting is two different things. Mr. Gregoire said they can still collect unemployment given a reduced number of hours on their furlough. Mr. Fogg supported the furlough because he thought it was a different situation. Mrs. Collins thought it was different during Covid and the Governors Emergency Orders as far as school employees being allowed to be furloughed and be able to collect. Mrs. D'Agostino said when you furlough an employee, they are entitled to put in a claim to NHRS and if they do work any number of hours the unemployment benefit, if they qualify, is modified based on the hours they have worked. When someone is furloughed there is criteria they have to meet. Mr. Avellani asked if anyone had contacted the Department of Employment Security. Mr. Gregoire said they contacted them before they went through the furlough. He was mistaken the conversation was with Primex. Mr. Avellani asked why no one has reached out to the Department of Employment Security to

get some help for our employees? Mr. Gregoire asked what the question would be. They have not. Mr. Ouellette asked if there was something this Board would do to make up the difference between the fifteen hours a week they are working and their regular hours? Mrs. Collins would like to help them. She did not know until this morning that they were unable to collect. Mr. Fogg would like to get the numbers to see how to make the drivers whole.

**Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Mr. Ouellette announced that he attended the weekly Emergency Management meeting and he was told that the school was doing a good job.

**Mr. Fogg made a motion, seconded by Mrs. Collins, to approve the current budget as presented to the School Board.**

Mrs. D'Agostino asked that the motion include the budget number of \$10,732,569 and all the corresponding function lines.

**Mr. Fogg removed his motion and Mrs. Collins removed her second.**

**Mr. Avellani moved to temporarily approve the budget upon further review, seconded by Mr. Fogg. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

#### Warrant Articles

Mrs. D'Agostino asked for clarification from the Board on the Operating Budget number. She explained to Mr. Fogg how the Operating Budget Warrant Article will be written using gross budgeting. Mr. Avellani asked what grants are in that article. Mrs. D'Agostino replied the Adequacy Aid Grant and State Education Tax.

Article #1 Election of Officers:

**Mr. Avellani made a motion, seconded by Mr. Fogg to move Article 1 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #2 Teachers CBA

**Mr. Avellani made a motion, seconded by Mr. Fogg to move Article 2 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #3 Special meeting if Article #2 is defeated

**Mr. Fogg made a motion, seconded by Mrs. Collins to move Article 3. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #4 Para CBA

Article #5 Special meeting if Article #4 is defeated

Article #6 Operating Budget

Mr. Avellani said voting on this article would be immature and it is worded incorrectly.

Article #7 Educationally Disabled Children

**Mr. Avellani made a motion, seconded by Mrs. Collins to move Article 7 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #8 Lighting System Upgrade

**Mr. Avellani made a motion, seconded by Mrs. Collins to move Article 8 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #9 Transportation

**Mr. Fogg made a motion, seconded by Mr. Avellani to reduce Article 9 to \$50,000. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #10 Gym Floor

**Mr. Avellani made a motion, seconded by Mr. Fogg to move Article 10 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #11 Technology

**Mr. Fogg made a motion, seconded by Mr. Avellani to move Article 11.**

Mr. Fogg asked that the words Wakefield District School be changed to Wakefield School District. The goal is to get to 1-1.

**Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #12 Replacing Boilers

**Mr. Avellani made a motion, seconded by Mr. Fogg to move Article 12 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #13 Parking Lot & Sidewalk

**Mr. Avellani made a motion, seconded by Mr. Fogg to move Article 13 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #14 Security

**Mr. Fogg made a motion, seconded by Mrs. Collins to move Article 14 as presented. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #15 Building Maintenance

Mr. Fogg would like the wording in this article changed to “building maintenance, (removing the word repairs) classroom renovations, and equipment repair. Mr. Avellani disagreed with the suggested changes and proceeded to move the article.

**Mr. Avellani made a motion, seconded by Mr. Fogg to move Article 15 as presented. Roll call: Avellani aye, Ouellette aye, Collins nay, Fogg aye (3-1)**

Article #16 Discontinue Windows

**Mr. Fogg made a motion, to move Article 16 with the following word changes, eliminate ”to be transferred to the School District General Fund” (no second)** Mr. Avellani explained to Mr. Fogg that the money would be used to bolster the surplus to offset taxes next year.

**Mr. Fogg made a motion, seconded by Mr. Avellani, to move Article 16 after amending the amount to approximately \$18,765. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #17 Discontinue SAU Office Repair

**Mr. Fogg made a motion, seconded by Mr. Avellani, to move Article 17 for approximately amount of \$21,540. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #18 Discontinue Asbestos Abatement and Room Renovation.

**Mr. Fogg made a motion, seconded by Mr. Avellani, to move Article 18 for approximately \$943. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Article #19

**Mr. Fogg made a motion, seconded by Mr. Avellani, To see if the voters of the Wakefield School District will enter into a cooperative effort with the Sanbornville Water Precinct and negotiate terms and conditions to transfer up to fifteen acres of school property for the purpose of enhancing the Sanbornville Water Precinct in their capability to serve our Wakefield School District.**

Mr. Fogg said this is the first step of a long process but without the approval of the voters we should be hesitant to move forward. He said the Water Department is interested in a fair market value outright purchase. Mr. Fogg

has been interested in the Paul School students learning about water conservation etc.

**Mr. Avellani made a motion, seconded by Mr. Fogg, to amend Mr. Fogg's motion to include; Mr. Fogg will secure the following information, Tax Map and Lot number and address of this parcel to be added to the warrant article. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

**The Board voted on the original motion. Mr. Fogg made a motion, seconded by Mr. Avellani, To see if the voters of the Wakefield School District will enter into a cooperative effort with the Sanbornville Water Precinct and negotiate terms and conditions to transfer up to fifteen acres of school property for the purpose of enhancing the Sanbornville Water Precinct in their capability to serve our Wakefield School District. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

## **New Business**

### Brookfield Request

Rich Zackar and Laurie Champy asked to use the gym on March 20<sup>th</sup> and March 27<sup>th</sup> as a rain date.

**Mr. Avellani made a motion, seconded by Mr. Fogg, to allow Brookfield to use the gym provided they show proof of an insurance binder. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

Mr. Gregoire said there will be a member of the staff there and they will help clean up.

### Kingswood Lottery Drawing

This is not necessary as there are seven open positions and seven applicants so they will all go to Kingswood.

**Mr. Avellani made a motion, seconded by Mr. Fogg, to accept the Kingswood students. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

### Superintendent Search Committee

Mr. Ouellette asked the Board how they would like to handle this committee. He said in the past there have been School Board members and Budget Committee members.

**Mr. Avellani said that the Feasibility Committee already seated should be the Superintendent Search Committee. Mr. Fogg said he'd second that if they are willing to continue.** When asked, Mr. Gregoire suggested a couple of School Board members, a Budget Committee member, someone that's on the Feasibility Committee, someone from the SAU as well as maybe a teacher and a building administrator, a well-rounded group with experience in knowing what questions to ask. There can be as few as five or as many as a dozen. Mr. Avellani said he wouldn't object to a Budget Committee member being appointed to this committee. Mr. Ouellette asked about having a couple of School Board members. Mr. Avellani said Mr. Ouellette already sits on the committee and the Board can appoint another one in March.

**Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

**Mr. Avellani made a motion, seconded by Mr. Fogg to appoint the Chairman's recommendation from the Budget Committee to this committee. Roll call: Avellani aye, Ouellette aye, Collins aye, Fogg aye (4-0)**

## **Policies**

BEA First Reading – Mrs. Collins read the changes in this policy. The start time will be at the discretion of the Chair will be added.

JFABE First Reading – Mr. Gregoire will have more information for the second reading.

JICI First Reading – Mrs. Collins said this is a revision. The only change is remove the word stiletto.

## **Public Comment**

Mr. Gavin Kearns said he noticed there were no teachers or paras on the Superintendent Search Committee. He questioned findings from the Feasibility Committee. He questioned the information that was presented about one of the SAU's. He has concerns for what they're saying versus what is being portrayed. He questioned decisions by the Board sighting the Transportation Department saying there is no one left in that department. He finds the cuts made by the Board and suggested by the Feasibility Committee deeply disturbing. He said the SAU is working well now and by reducing staff it's not going to work well. He believes the school mission statement should be said at all Board meetings. Every decision should be to support that mission. Right now, the Board's mission is how much money can be cut and he said you're succeeding because no one is willing to push back.

Mr. Jim Miller would like to eliminate the distracting doorbell sound when someone enters or leaves the meeting. He said he felt the presentation was well thought out and factual by the young folks of the Feasibility Committee. They accomplished so much in spite of their inexperience and in spite of a lack of leadership by a senior Board member who sat on the committee. He hopes they will consider becoming School Board members. Stacey D. insisted that she get an answer tonight as to the number of hours she will get paid. Sheena Robbins explained the SAU that Mr. Kearns spoke of. There is mire of information available but for the presentation there was too much information to present tonight. The Committee has more information that was emailed to the Board. She will share any and all information with anyone who wants it.

### **Nominations and Resignations**

Emily Zanis resighted as a bus driver affective January 1<sup>st</sup>.

**Mr. Fogg made a motion, seconded by Mr. Avellani to accept the resignation of Emily Zanis with regrets. Roll call: Ouellette nay, Collins aye, Fogg aye, Avellani aye (Vote 3-1)**

Marie D'Agostino resigned as Business Administrator affection January 22<sup>nd</sup>.

**Mr. Fogg made a motion, seconded by Mr. Avellani to accept the resignation of Marie D'Agostino with regrets. Roll call: Ouellette nay, Collins aye, Fogg aye, Avellani aye (Vote 3-1)**

Brennan Peaslee resigned as Transportation Director Affective January 7<sup>th</sup>.

**Mr. Fogg made a motion, seconded by Mrs. Collins to accept the resignation of Brennan Peaslee with regrets. Roll call: Ouellette nay, Collins aye, Fogg aye, Avellani aye (Vote 3-1)**

Kelly Bushman resigned as bus driver Affective January 4<sup>th</sup>.

**Mr. Fogg made a motion, seconded by Mrs., Collins to accept the resignation of Kelly Bushman with regrets. Roll call: Ouellette nay, Collins aye, Fogg aye, Avellani aye (Vote 3-1)**

Jennifer Goldthwaite resigned as bus driver Affective December 22<sup>nd</sup> .

**Mr. Fogg made a motion, seconded by Mrs. Collins to accept the resignation of Jennifer Goldthwaite with regrets. Roll call: Ouellette nay, Collins aye, Fogg aye, Avellani aye (Vote 3-1)**

### **Open School Board Seat**

Mr. Avellani suggested the two applicants for the School Board seats be interviewed at the next meeting.

### **Non-Public**

**Mr. Ouellette made a motion, seconded by Mrs. Collins to enter nonpublic at 10:10 under RSA 91-A:3 II (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or**

**filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with anybody or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph. Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

The Board reentered public session at 11:16.

**Mr. Fogg made a motion seconded by Mr. Avellani, to seal the minutes of the nonpublic portion until after the vote in March, Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

### **Adjournment**

**Mr. Ouellette made a motion seconded by Mr. Avellani, to adjourn the meeting at 11:17 Roll call: Ouellette aye, Collins aye, Fogg aye, Avellani aye (Vote 4-0)**

Respectfully submitted for approval at the next School Board meeting.

Priscilla Colbath

Secretary Pro Temp