

Wakefield School Board
March 3, 2020
6 p.m., Paul School Library
Public Minutes – Approved

Present: Chair Bob Ouellette, Vice Chair Tracey Kolb, members Jen McCawley, Sandy Johnson, Relf Fogg; Superintendent Jerry Gregoire, Business Administrator Marie D’Agostino, Director of Student Services Anne Kebler, Facilities Manager Joe Williams, Transportation Manager Brennan Peaslee, Administrative Assistant Larissa Mulkern, Principal James Lampron, Asst. Principal Jenn Spector; Clearview TV videographers Ted Taylor and Debra Taylor, filming; Chris Faro of Fresh Picks; Halli Newenham, Mary Collins, Heidi DeMott, Brian DeMott, Bill Sanborn, Krystal Sanborn, Nicole Dolaher

Call to Order: Mr. Ouellette called the meeting to order at 6 p.m. followed by the Pledge of Allegiance.

Presentation – Food Services Contract: Mr. Chris Faro of Fresh Picks Café responded a query regarding a scenario where Fresh Picks purchases the equipment and depreciates it over the course of five year. He said that is typically something that they would offer on a new contract, and he hasn’t seen that in contracts with [SAU 101]. Mr. Fogg pointed out to page 9 of the packet where the contract states the “Contractor shall take reasonable care in use of Premises, equipment, vehicles and other items furnished by the Client.” Mr. Faro noted in the most recent bid, for the 2017-2018 School Year, there was no language in the RFP looking for that kind of a program; at the time there weren’t any equipment needs. This is something the district can build into the next RFP which is a couple years from now, added Mr. Faro. Mr. Fogg referred to part 4.03 of the pending contract, “Contractor shall replace expendable equipment as the items become worn, broken, used, lost or otherwise disposed of up to the amount of the original inventory, and charge the replacements as an allowable expense to the food service program.” Mr. Fogg said it might be more affordable for the client, district to replace that expendable equipment at our cost as opposed to holding the contractor liable to pay for the cost – it might save us some money. Mr. Faro added that all equipment has a lifespan, but the way its defined in the RFP documents, expendable equipment would be small items like pots and pans, service trays, etc., and durable equipment would be items like the convection oven and there are two separate lines on the cost responsibility on the RFP documents. Mrs. Kolb suggested putting together the Wellness Equipment with Mrs. Johnson as per defined on page 10 of the contract. Mrs. D’Agostino relayed two questions from the public, whether Café Services employees are doing more than previous years; Mr. Faro responded that they are serving more meals and extended the Fresh Fruit and Vegetable Program, which is funded through a USDA Grant where schools are selected by the state, to five days a week at the Paul School this year.

Motion: Mr. Fogg made a motion to offer Café Services an extension of the current Food Service Agreement contract [FY2020-2021] second by Mrs. Kolb; members voted all in favor 5-0.

Public Comment: Mary Collins asked what expectations Café Services has of staff that work the lunchroom and how is that spelled out. Mr. Faro said typically they draft up a tasks list; everyone works together. There are some expectations with productivity, but he has not heard any complaints regarding workload. Sales are increased. Ms. Collins asked if they are required to put every food item on a tray. Mr. Faro said there are USDA regulations as to what constitutes a reimbursable meal but what’s on a tray doesn’t have to include every item. It’s a local decision; there are two programs under the reimbursable meals’ guidelines: there’s ‘serve only,’ or there is ‘offer versus serve.’ Mr. Faro discussed what’s been done here. A share table for unwanted fruits and vegetable was discussed but the state

doesn't allow café services to operate it. However, school districts can operate a share table program. Mr. Faro added that there is not a lot of food waste going on as far as he can see.

Public Comment: Nicole Dohaler asked the board if the topic of bullying was on the agenda; it was not. Board members agreed to put the topic of bullying on the March 17 regular school board meeting agenda.

Motion: Mr. Fogg made a motion seconded by Mrs. Kolb to allow the public to speak to items not on the agenda, provided they have a three-minute time limit. Members voted all in favor 5-0.

Ms. Dolaher related that her son has been bullied for the past two years; she has asked the Principal to investigate on multiple occasions. One incident involved her son getting a pencil in the eye near the cornea, which created a \$200 bill for the emergency room. Ms. Dolaher doesn't see anybody getting consequences and expressed frustration. She is advocating for her child, and said other parents have similar complaints. She wants the bullying laws to be better enforced in school and for the parents to be notified so that school officials and parents are on the same page. Her son doesn't want to go to school. Something needs to be done. There is too much bullying in the world, and it shouldn't happen in Wakefield. Mrs. McCawley said as a parent and school board member she finds bullying incidents frustrating -- there is a legal definition of bullying; kids can be horrible to one another, yet the incident not be bullying. Mr. Gregoire said whether its bullying or not, with regards to what happened to her son with the pencil, its not OK. Is it bullying – he can't say? You look at the intent as well and whether it was malicious, added Mr. Gregoire. An investigation informs whether an incident is bullying, he added. Mr. Lampron said there was not an investigation for the pencil incident. Mr. Fogg said some kids deal with bullying through the school years and it should be stopped in the bud. Mrs. Peaslee said Ms. Dolaher is not alone and her child has also been taunted for years. Bullying is constant especially in the middle school. Maybe administrators are not as aware of what is happening in the middle school as it is happening, she said. Mrs. Brennan said her daughter won't use the middle school bathroom because there are other girls recording on their cell phones in the bathrooms. Mr. Ouellette said parents will have an opportunity to address this further at the March 17 meeting.

Consent Agenda: Mrs. Johnson made a motion to approve the consent agenda [payroll and accounts payable manifests] seconded by Mrs. Kolb. Members voted 4-1 in favor with Mr. Fogg opposed.

Board members thanked Mrs. McCawley for serving on the board; this was her last meeting. She was presented with a thank you note. Mrs. Kolb said the school is better for having had her serve on the board. Mr. Ouellette noted the manifest is open for review at the SAU office prior to board meetings but he would also like it brought to the school board meetings before the meetings so that members or anyone who wants to review it can review it a half hour prior to the meeting. Mrs. Kolb added last year two members were delegated to review the manifests. Mr. Ouellette will be reviewing it prior to the meetings.

Minutes: Motion: Mr. Fogg made a motion to approve the public and nonpublic minutes with any amendments offered of Feb. 20. Members voted all in favor 5-0.

School Administration Report: Mr. Lampron reviewed the highlights of his report. Mrs. McCawley asked if it was possible to encourage paraprofessionals and teachers to report incidents of bullying or to find out if under-reporting is going on. Mr. Gregoire said, commenting on the numbers especially for 7th and 8th grade that it appears there is a lot of reporting going on, with 45 referrals. Mrs. Kebler recalled from

her time with Dr. Malcolm Smith, she had told him the school has a lot of referrals and she wanted to reduce that number. His response was that if you're having a log of referrals means you're doing it right. Mrs. Johnson added that a high number of referrals mean that adults in the room are feeling comfortable seeking help for the kids.

Mr. Fogg asked are children being encouraged to have each other backs and are they doing as much reporting as the adults?

Mr. Lampron discussed recent assemblies where empathy was stressed. He said we're having meaningful, pointed presentations. Mrs. Kebler added they have formed the Social Emotional Learning Committee with the first meeting on March 11. Mrs. McCawley commented that parents that spoke earlier tonight were looking for something more – SEL is great in younger grades, but kids in the upper grades that misbehave need to be punished. The kids that don't act badly see those that do get a benefit, i.e., a kid that played basketball when they acted up. She said it's hard to watch a kid get awarded for bad behavior.

Mr. Lampron said there are consequences for bad behavior, such as suspensions. Mrs. McCawley said we need to make it not 'cool' to be suspended. Mrs. Kebler added that maybe we need to look at other forms of discipline – suspension is not the best way to discipline.

Additional discussion ensued. Mr. Gregoire said it's about making consequences memorable, making a consequence something they learn from. It was noted that overall, 87 percent of Paul School students got zero referrals; the referrals were generated by 13 percent of the students. Mrs. Kolb had asked for a column that would indicate how many repeat offenders in each grade, Mr. Gregoire later adding an example, i.e., 'is it three kids that make up 17 referrals or is it 17 kids that make up 17 referrals.'

In other reports, Mrs. Spector reported Paul School enrollment at 493.

Old Business

Windows Project: Mr. Williams asked the board's approval on the request for proposals for the window replacement project and the asbestos removal from replacement window project. A correction was made to the color of the trim, which would be black on both the interior and exterior of the windows. Mr. Gregoire gave an estimate of the cost of legal notices in state and local newspapers for the two RFPs at about \$1,000 each.

Motion: Mr. Fogg made a motion seconded by Mrs. Kolb to approve the two RFPs as previously presented by Mr. Williams for the windows replacement and the asbestos removal projects. Members voted all in favor, 5-0.

New Business

Kingswood continuation: Board members received a list of students who are continuing at Kingswood Regional High School next academic year; one current student is moving to the Governor Wentworth Regional School District and another has moved out of the Wakefield School District.

Facilities Expenditures: Mr. Williams requested to expend up to \$468 to get bar locks [or to rekey current locks that are broken] on four filing cabinets at the SAU office that contain confidential information. Discussion ensued.

Motion: Mrs. Kolb made a motion to approve up to \$468 to secure data at the SAU office, seconded by Mrs. Johnson. Members voted all in favor 5-0.

Letter from Sanbornville Water Precinct: Mr. Williams said the precinct is looking for new wells for the town; the precinct was looking at the school's Rines Road property. This letter is an FYI for the board to determine, if they move forward, if that site is acceptable and if we're willing to let them go there. Mrs. McCawley suggested if the district get the water for free in that case. Mr. Fogg added the precinct is looking to find heads that can take the place of or offset the amount of work the pumps are doing now. He's like to see the school district work with the water precinct to devise a plan; there is money the precinct can access through grants – we should work hand and hand. Mrs. McCawley said its in the school's best interest to give up their water if we ever wanted to put something over there, and we'd drill for a well at that time. Mrs. Kolb said she likes being a team player but getting water for the school is our priority. Mr. Williams said if we go with our own wells, we have to maintain them through the state; you'd need to train somebody. The site is more centrally located for the water precinct, added Mr. Fogg; developing that parcel for the benefit of the school, certainly the district could save an enormous amount of money on its water bill.

Paper products expense: Mr. Williams requested funds up to \$1,200 to purchase paper and other supplies from Central Paper Company.

Motion: Mrs. Kolb made a motion seconded by Mrs. McCawley to approve the expenditure of up to \$1,200 to purchase these supplies. Members voted all in favor 5-0.

Disinfecting Supplies expense: Mr. Williams discussed how the school is being disinfected with an effective product that is sprayed on with an applicator [called Vital Oxide, sold by vendor Clean-o-Rama]; the product is nontoxic. The product kills bacteria including COVID 19 virus. The school is disinfected daily using this product. The busses also need to be disinfected daily. Discussion ensued and there was consensus that the buses could also be cleaned by the drivers daily. The vendor will provide training at no cost, added Mr. Williams.

Motion: Mr. Fogg made a motion to spend \$630 for this product and misters, seconded by Mrs. Kolb. Members voted all in favor 5-0.

Bulletin Board: On a request for \$99.99 to purchase a bulletin board for the Partners Program, Mrs. McCawley made a motion to approve the purchase seconded by Mrs. Kolb. Members voted all in favor, 5-0. But after, Mrs. Kebler said the board can be paid for through the IDEA grant – she had not previously been asked about this.

Nurses masks: On a request for \$116 to purchase masks for the school's health care workers, Mrs. Mrs. McCawley made a motion seconded by Mrs. Kolb to approve \$116 for the masks. Members voted all in favor 5-0.

Policies: Review of the policies for first, second reading or reaffirmation was tabled to the March 17, 2020 board meeting when the newly elected board member will be in attendance.

Other Business:

Regarding the **COVID 19** outbreak, thus far there is no discussion regarding closing the school, Mr. Gregoire said, but literature will be sent home to parents with advice and information on what they can expect from the school district. This is rapidly evolving pandemic.

Bus Repair: Mrs. Brennan reported that bus 21 needs new doors or else it won't pass inspection; the estimate is \$1,881.99 just for doors, with labor. If we do get a new bus it would not arrive until next October/November, leaving us with only one spare bus. **Motion:** Mr. Fogg made a motion to approve the expenditure of up to \$1,882 to fix bus number 21, seconded by Mrs. McCawley. Members voted all in favor 5-0.

Budget Freeze: Mr. Ouellette asked members to weigh in on unfreezing the budget. Mrs. D'Agostino said she wasn't prepared with a budget update for this meeting but will have more

information in her report for the next meeting. Some items are pending including the hiring of two bus drivers, a paraprofessional and an open custodian position.

WEA flyers: Mr. Fogg said the promotional postcard [regarding teachers' contract] are misleading and false; the card states teachers are working without a contract. He believed that when he first came back on the board, we voted to ratify the contracts. They are stating they do not have a contract. He thinks teachers are working under the default contract that expired in June 30, 2019; he didn't think this serves the greater public. He said if the claim that the contracts would save \$65,000 were real, they'd see a default budget \$35,000 less than the proposed budget. Mrs. Kolb discussed the steps; they are entitled to steps due to the years they have worked as a teacher. She said his claim that they got a raise in 2018/2019, that was a mistake. They did not get a raise this year, 2019-2020. The contract they are working on has expired. There is no cost of living increase this year nor step increase this year. There are only four teachers who went from a BA to a BA plus 15 that moved up a track. There is nothing in contract that states teachers are entitled to steps during an expired contract – it has to be written in, and its not in the contract, added Mrs. Kolb. Our teachers make 15 percent below all other teachers in the state. Mrs. McCawley said this [the postcard] is not a school board issue. They are entitled to free speech; it didn't cost us anything; it didn't get mailed from the Paul School. The teacher's union has a right to say what they want to say – this is not a school board issue. Additional discussed ensued.

Motion: A motion was made, seconded and approved to continue the meeting beyond 8 p.m.

Superintendent's Contract: Mrs. D'Agostino was asked to provide board members with copies of the Superintendent's Contract for the current year, 2019-2020, and new contract for 2020-2021. The only things that have changes is the dates; the salary and benefits remain the same as well as the retirement funding. Mr. Ouellette said the board needs to decide on anything that needs to be changed moving forward.

Motion: Mrs. Kolb made a motion to move forward with the Superintendent's contract and allow the board chair to sign it, seconded by Mrs. McCawley. Members voted 4-1 in favor with Mr. Fogg opposed.

Motion: Mr. Ouellette made a motion to enter nonpublic session at 8:19 p.m., seconded by Mrs. Kolb, under NH RSA 91-A:3, II (c): Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of this board, unless such person requests an open meeting. This exemption shall extend to include any application for assistance or tax abatement or waiver of a fee, fine or other levy, if based on inability to pay or poverty of the applicant. Roll call vote 5-0, Ouellette, aye, Kolb, aye, McCawley, aye, Fogg, aye, Johnson, aye.

Motion: A motion to come out of nonpublic session was made by Mr. Fogg seconded by Mrs. Johnson, members voted all in favor, roll call, 5-0, Ouellette, aye, Kolb, aye, McCawley, aye, Fogg, aye, Johnson, aye.

Adjournment: A motion to adjourn was made by Mr. Ouellette at 8:33 p.m. seconded by Mrs. McCawley, members voted in favor 5-0.

Respectfully submitted:
Larissa Mulkern
Administrative Assistant