

Wakefield School Board Public Minutes

June 20, 2023

Held in Paul School Library

Approved



~~Others Present: Sandy Ouellette, Police Chief Mike Fenton, Selectmen Mark~~

BOARD MEMBERS		ADMINISTRATORS	
Mary Collins, Chair	✓	Anne Kebler, Superintendent	✓
Robert DeColfmacker, Vice Chair	✓	Shari Colby, Business Administrator	
Bob Ouellette	✓	Lisa Dubois, Special Ed Director	
Sandrea Taliaferro	✓	Kristen White, Principal	✓
Brennan Peaslee	✓		

Mr. Ouellette made a motion, seconded by Mr. DeColfmacker, to enter non public session under RSA 91-A 3:11 (c) at 6:02. Roll call: Ouellette aye, Collins aye, Taliaferro aye, DeColfmacker aye, Peaslee aye Vote: (5-0)

The Board returned to public session at 6:04

Agenda Review

Mrs. Kebler said she put nominations/hires? resignations back into the regular agenda. She wants to make sure everyone is recognized. She has two additional resignations to add to the agenda. Mrs. Colbath asked if the Board planned to have Mr. Fogg go into non public and continue his tirade from the email he sent Mr. DeColfmacker. Mr. DeColfmackers email stated that Mr. Fogg would have to go into non public if he wanted to discuss anything about Priscilla it would have to be done in non public. Mrs. Colbath asked that this be a Board decision. Mr. DeColfmacker email also said Mr. Fogg has a legitimate reason and he believes Mr. Fogg will be asking for Mrs. Collins and Mrs. Colbath's resignation. Mrs. Collins said that the whole Board needs to know what will be addressed. If Mr. Fogg goes into non public to speak about Mrs. Colbath now Mrs. Colbath has the right to decide whether this will take place in public or non public. Mr. DeColfmacker said with Mr. Fogg being on the agenda we can find out what this is about and go into non public at the next meeting or move forward with non public at the end of this meeting. Mr. DeColfmacker said in the email to Mrs. Colbath that it was up to her. Mrs. Taliaferro said we don't know what this is about so how can we vote? Mrs. Colbath feels the Board should see the emails. Mrs. Peaslee asked to go into public comment and ask Mr. Fogg to give the Board a synopsis about what this is about. Mr. DeColfmacker said nobody has all the emails because he didn't want to create a quorum. Mrs. Peaslee said they received some emails from Mr. Fogg to the Board. Mr. DeColfmacker was careful not to do that. The Board agreed to ask Mr. Fogg during public comment what this is all about.

Mr. Fogg said he wasn't able to gather all the information Mr. DeColfmacker asked him for and was going to request that he be put on the next agenda. Mrs. Collins said Mr. Fogg could request

that he be taken off the agenda during Agenda Review. Mrs. Peaslee called on Mr. Fogg to make his request. Mr. Fogg responded That he would like to come off this agenda and be put on the next agenda.

Mrs. Peaslee made a motion, seconded by Mrs. Taliaferro to move Mr. Fogg to the next agenda. (No vote was taken)

Mr. Ouellette and Mr. DeColfmacker said that's not our decision it's the Superintendents and the Chairs decision. Mrs. Collins said she will move him to the next agenda.

Mr. DeColfmacker asked to add to the agenda, under New Business, a discussion about Board approval to attend a meeting, this concerns private citizens so it will be discussed in non public session.

Mrs. Kebler has jury duty tomorrow so she asked who would score the Boards Self Evaluations. Mrs. White scanned and sent the evaluation sheets to Elaine? To be scored.

Public Hearing, Presentations

Public Comment 6:17

Mr. Duffy thanked the Board for working so cooperatively with Parks and Rec with space and buses. Mrs. Davies said she also appreciates the cooperation between the school and Parks and Rec. Mrs. Roy asked if kids had to shake hands with everyone on stage at eighth grade graduation. Mrs. Kebler said that has been the practice. Mr. Fogg wished to discuss something in the non public minutes. Mrs. Collins informed him that he wasn't to discuss non public minutes. He said the minutes need to be corrected to add a statement he felt was important.

Mr. O'Conner asked if someone wants to be on the agenda maybe they should send an outline or synopsis of what they want to address ahead of time. That way the Board could discuss it and decide what position they wanted to take. Mrs. Collins said backup material needs to be in the packet according to policy and it was not provided. Mrs. Kelley said she watches the meetings and she said she sees a Board who is trying to do good things. She said it's heartbreaking to watch the behavior of a group each meeting. She told the Board that she can't imagine being their target of this one side. She read the number of votes that each person received at the election and said Mary is well liked.

Consent Agenda

Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker, to approve the Consent Agenda. (Vote 5-0)

Meeting Minutes

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to approve the non public minutes of 6-6-23. (Vote 5-0)

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to approve the public minutes of 6-6-23 with a correction. (Vote 5-0)

Reports

Superintendent Services

Special Education Update:

Lisa Dubois wrote, I wanted to take this opportunity to thank the school board, administration, staff, family, and students for my time with the Wakefield School District. I have grown as an educator and person from the experiences I have been a part of and will carry them with me. I wish you all the best as well as for continued positive growth for the school and community.

Wakefield School District Special Education Numbers: Little Paws (PreK): 8 identified students and 11 non identified, Paul School: (K-8): 85 students, Spaulding High School: (9-12): 21 students, Kingswood: (9-12): 2 students, Out of District Placements: 8 students. Total number of students with disabilities: 124

Old Business

Sandra's Email

Mrs. Taliaferro said she had been asking to be put on the agenda to make a correction because she sent an email out to the whole Board which isn't allowed. She said her email was more like a discussion piece so it has to be included on the agenda to correct the record and we could have a discussion in public like it should have happened in the first place. This was my mistake and this is how we correct it. She went on to say that the Board can reorganize the School Board at any time. She felt that she was getting stalled to be put on the agenda. She feels that there are reasons the Board needs different leadership. She feels this would put the Board back on track and away from any outside issues. (Emails attached at the end of these minutes)

Mrs. Taliaferro made a motion, seconded by Mrs. Peaslee, to revisit the Chair position.

Mrs. Taliaferro read a list of examples she feels were not done or done incorrectly.

She read the following: "I appreciate the attempts made with good intentions but we've had a few major issues due to poor communication or follow through along with failing to uphold the civility policy; contracts that were created with our attorney did not have specific agreed upon language written in them, surveys sent to staff with no explanation causing confusion and discontent, things being put on the agenda that are not worthy, corrected or completed with the backup documentation so we can make proper decisions. The chair should, and we all should trust someone's intent, acknowledge harm instead of making assumptions of ones thoughts or character. Inclusivity is needed and that means we all need a voice at the table. We need a chair to treat everyone with procedural fairness. Some issues are visible, some are not. No more prejudice prejudging of other peoples intent. Try to ask questions. We also need to stop with the association bias. It's not helpful. We are all individuals and that's why I wanted to bring it back up."

She ended by saying maybe we can try to change direction to get back on track and get back to the business of the school. She said she appreciates the attempts and it's not a blame thing. She would like to try something different.

Mr. DeColfmacker added that outside relationships are affecting our work. It's been an ongoing problem every two weeks and there's a level of tension and distraction that comes into the room that we can't seem to get rid of. It's a problem. Mrs. Collins explained that she followed the attorneys advice: follow policy and she did that. Reorganization and Committees are two separate policies. Mrs. Peaslee said committees are on the policy and Mrs. Collins used half the policy and not the other half.

(Vote 2-2-1).

Gym Floor Update

Mrs. Kebler said that Mr. Markiewicz and Ms. Colby were working together on the gym floor issue. Ms. Colby talked with Aaron Casmanian from AFICS and there was no formal written report completed of the inspection that was done for the insurance which covered Carl's Flooring. The conclusion was that what we are experiencing was due to the improper installation by Carl's Flooring. Mr. Markiewicz reached out to MAPEI, which is the organization that we have a warranty for the sub flooring. The sub floor is not defective. Carl's Flooring's insurance AFIC, will release \$25,000 when a repair report is complete. They will need us to sign a document that negates them from any liability as the insurance company.

Ms. Colby talked with Sandy Burroughs of Primex. She will be here on July 6th to give her opinion on whether the floor is safe. Mr. Davis hasn't seen any significant safety issue yet. The insurance company is requesting a repair report prior to Hussy Seating doing their scheduled work. Mr. Ouellette questioned "repair" as opposed to replace. Mrs. Kebler said it doesn't appear that the floor is going to be done this summer. Mrs. Taliaferro suggested small claims in Superior court. Mrs. Kebler told the Board that Mr. Upton thinks he should come have a conversation with the Board. His concern is that litigation may cost more than the replacement of the floor. Mrs. Kebler said without a signed contract.... Mr. Ouellette wants the floor replaced. Mrs. Kebler said a written report from the investigator has been requested. Mrs. Taliaferro said if you file for small claims you can get attorney and filing fee costs back. Mr. Ouellette said moving the hoops won't solve the problem. Mr. DeColfmacker said there's proof here. We have signed bid documents regardless of whether there is a physical contract. The bid document is a contract. It says you will perform the work at this price. Carl's Flooring signed it and initialed it and we accepted it. The Board agreed by consensus to have Mrs. Kebler tell our attorney to initiate litigation. Mrs. Peaslee said at \$108,000 we can't afford to fix it. Mrs. Taliaferro wants to see the check stubs to know the exact cost of the floor. Mrs. Kebler will cancel Hussy. Mr. DeColfmacker said we need to see the inspection report from Primex and make a decision about the safety of the floor then. Mrs. Kebler told the Board Mr. Markiewicz has indicated that at this point it has to be in the hands of the attorney.

Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker, to have Mr. Markowitz contact the attorney and move forward with initiating litigation. (Vote 5-0)

Summer Hiring Practices

Mrs. Kebler told the Board that it has been past practice for the Superintendent to nominate certified teachers in the summer and asked for permission to do so. We currently have three resignations. Mrs. Collins said because of the current employment conditions she feels Mrs. Kebler should be allowed to do this. Mr. DeColfmacker asked if the Board could talk about this and approve through an email? Or can we all get together? He said if the nomination is sent to us we can have that discussion and have a vote over email then have that put into meeting minutes. Mrs. Kebler questioned if taking a vote by email is legal. Mrs. Taliaferro said we could have a meeting anytime, whether it be in person or zoom to take care of this. Mrs. Collins said we can call an emergency meeting if necessary.

New Business

Board Workshop

The Board will be having a self-evaluation workshop on Wednesday. School Moderator Rick Dill will facilitate.

Graduations 8th Grade and Kindergarten

Mrs. Collins told the Board about the two graduations and how well they were done. Mrs. Kebler suggested that the superintendent or the chair should present the School Board Scholarship at the high school Scholarship night. Congratulations to the Paul School class of 2023.

Mr. Ouellette thanked Mrs. White for the Board for her service to our community and Paul School during her time here. It's appreciated. Mr. DeColfmacker said he attended the awards ceremony and told Mrs. White that it was a special night and very well done and appreciated.

Warrant Articles

Mrs. Kebler said there were three projects on the CIP to be done this summer; the well project, the bathroom project and the paving project. When the Facilities Manager reviewed the well and bathroom project on the CIP he noticed that the estimates were done in 2013 so the amount in the trusts are not likely to cover the costs. He needs to get a better understanding of what is necessary in the two projects. The well needs to be replaced. They are recommending they put those projects on for next summer and add the money into the funds to cover the cost of the projects. The descriptions of what needs to be done is vague. Mrs. Collins said the partitions were the number one issue because of the spacing but there is no updated estimate. If the well is installed it will save the district \$13,000 a year for water for the fields. She said she has been researching playground equipment. She said we need the well done first before the playground equipment. Mr. Ouellette, reading from the CIP, said there may be enough in the Expendable Trust Fund to do these jobs and suggested Mrs. Kebler get estimates. He said he doesn't want these items to be delayed if we don't have to. Mr. DeColfmacker said that Mr. Davis will be

looking for new bids. Mr. Ouellette suggested reaching out to the person that gave the original estimate first.

Policies (all second reading)

DJ – Purchasing

Mr. Ouellette made a motion, seconded by Mr. DeColfmacker, to approve Policy DJ Purchasing.

Mrs. Taliaferro asked to poll the staff to see if they'd like NHSBA to redo all the policies so we don't have to keep trying to shrink the binders. She said these are their policies and their manual. She said, we are taking up a lot of time. There are seventy-five policies required by law and this is a lot more than seventy five. We can still add in the ones we are interested in or have created. Mrs. Kebler said she believes the cost would be about \$1,500 and she doubts the staff would care. **(Vote 4-1)**

DJ-R Purchasing Procedures.

Procedures will now be printed on colored paper.

Mr. Ouellette made a motion, seconded by Mrs. Peaslee, to approve Policy DJ-R Purchasing Procedures.

At the bottom of page one; remove the words, "if available" and "\$20,001 & above" and combine the rest of that last bullet into the second bullet eliminating the rest of bullet three. (Also change \$5,001 to \$5,000) The \$25,000 for construction should be changed to \$5,000. Under the expectations of bidders Mrs. Peaslee believes there should be something more legal there considering what's happening with the gym floor. Mr. DeColfmacker said there is a public bid process in an RSA we need to follow. We need to find that process.

Mr. Ouellette rescinded his motion and Mrs. Peaslee rescinded her second to approve Policy DJ-R Purchasing Procedures.

Mr. Ouellette made a motion, seconded by Mrs. Peaslee, to table Policy DJ-R Purchasing Procedures until the next meeting. (Vote 5-0)

EGAD Copyright Compliance

Mrs. Peaslee made a motion, seconded by Mrs. Collins, to approve Policy EGAD. (Vote 5-0)

EGAD-R Copyright Compliance Procedures

Mr. Ouellette made a motion, seconded by Mrs. Collins, to approve Policy EGAD-R. (Vote 4-0-1)

Mr. DeColfmacker said that Mrs. Taliaferro had a good idea about having the NHSBA do policies. He asked to have information on the next agenda. Mrs. Kebler will check to see if there is money in the budget. Mr. DeColfmacker said policies haven't been updated on the website. Mrs. Peaslee asked who is supposed to be updating the policies on the website? Mrs. Kebler said they were being done by a person and now are being taken over by the Administrative Assistant. The IT director will take over this duty when the policies are updated. The Board discussed

policies not being available to the public. Mrs. Peaslee said this has to be written in someone's job description.

Mrs. Spencer asked what the policy on non public for terminating a teacher. Mrs. Collins told her she would have to go through the chain of command. Mrs. Spencer replied that she had received an email from Mrs. Collins that she would bring it up to the Board. Mr. Ouellette said this is a non public issue.

Nominations/Hires/Resignations

Sarah Howard has agreed to the offered salary of \$80,000. She has her Statement of Eligibility and has very little to do to meet the competencies.

Mr. Ouellette made a motion, seconded by Mrs. Peaslee, to approve hiring Sarah Howard as Director of Student Services at \$80,000. Vote: (4-0-1)

Mrs. Kebler hired Jeff Plourde as a van driver.

Jen Hayward was hired as Financial Assistant at the SAU.

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to accept the resignation of Rebecca Lugo with regret. Vote: (4-1)

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to accept the resignation of Melissa Catauro with regret. Vote: (4-1)

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to accept the resignation of Jasmine Robinson with regret. Vote: (4-1)

Non Public Session

Mr. Ouellette made a motion, seconded by Mr. DeColfmacker, to enter non public session under RSA 91-A 3:II (c) at 7:48. Roll call: Ouellette aye, Collins aye, Taliaferro aye, DeColfmacker aye, Peaslee aye Vote: (5-0)

The Board re-entered public session at 8:25.

The Board discussed behavior at meetings.

Mrs. Peaslee made a motion, seconded by Mrs. Taliaferro, to revisit reorganization. (Vote 3-2)

Mrs. Taliaferro made a motion to make Mrs. Peaslee chair.

Mrs. Peaslee declined.

Mrs. Taliaferro made a motion, seconded by Mrs. Peaslee, to Make Mr. DeColfmacker chair. (Vote 3-2)

Mrs. Taliaferro made a motion, seconded by Mrs. Peaslee, to Make Mr. Ouellette vice chair. (Vote 3-2)

Adjournment

Mr. Ouellette made a motion, seconded by Mr. DeColfmacker, to adjourn the meeting at

8:55 (Vote 5-0)

Respectfully submitted for approval at the next School Board meeting,

Priscilla Colbath
School Board Secretary

Sandra M. Taliaferro

Subject: FW: Board Packet

I once again please for the third time now, since I asked ori on May 11th. Then for the second time on video at the last school board meeting of May 16th (and it's in the school board minutes of this agenda for June 6th 2023). That I would like to be placed on the agenda, that this email thread be printed and added as the backup to the agenda so we can discuss it, in public, to correct the record.

Thank you
Sandra Taliaferro

Sent from my iPhone

Begin forwarded message:

From: Sandra Taliaferro <sandra.taliaferro@sau101.org>
Date: May 11, 2023 at 4:35:14 PM EDT
To: Anne Kebler <anne.kebler@sau101.org>
Subject: Re: Board Packet

Thank you

Sent from my iPhone

On May 11, 2023, at 10:52 AM, Anne Kebler <anne.kebler@sau101.org> wrote:

I will put it under agenda review.
Anne

Anne L. Kebler
Superintendent
76 Taylor Way
Sanbornville, NH 03872
p~ 603-871-8502
f ~ 603-871-8608

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On Thu, May 11, 2023 at 8:59 AM Sandra Taliaferro
<sandra.taliaferro@sau101.org> wrote:

Please put this email thread into the agenda for us to speak to. Plus it will correct the record for me emailing it to the whole board

Thank you very much
Sandra

Sent from my iPhone

Begin forwarded message:

From: Sandra Taliaferro
<sandra.taliaferro@sau101.org>
Date: April 17, 2023 at 6:17:53 PM EDT
To: Mary Collins <mary.collins@sau101.org>, Anne
Kebler <anne.kebler@sau101.org>
Cc: Ashia Roy <ashia.roy@sau101.org>, Anne Kebler
<anne.kebler@sau101.org>; WSB members <wsb-members@sau101.org>
Subject: Re: Board Packet

Hi one more time, I am sorry but she did request to wait. It's all listed in this very packet, page 22, I have also attached the pic for easy reference. very first paragraph that Brennan asked for a 1 month extension so the whole board could be together. All that was relayed to the board was that Mary was going to call NHSBA and ask if we can wait. Basically to see if it violated any laws

Technically we don't currently have a chair right now since the new election has happened, so this must be a majority vote maybe or up to the superintendent I would assume? Mary specifically asked the question to NHSBA if it was allowed to wait. Mary got the answer that we can wait. We really should wait.

I have read Policy BDA and it says it has to be posted as a organizational meeting and it does state that the superintendent will call the meeting to order and shall preside during and until the election of a chair person. BDB the chair, person, and vice chair person shall be

elected at the annual organization meeting to serve until successor is elected.

It will hold nothing up other than the fact that we won't have a specific chair or vice chair until we are all together for a vote. Anne can run the meetings and still decided what goes on the agenda, so nothing is getting held up. We can still make other motions and vote on those items that are not specific to board duties and still work the agenda. I don't agree that we should make any board specific decisions until we have the entire board present. Based off of the notes from the meeting, that's what the whole board seemed to understand. I'm sure Brennan would like to be included on such a big vote. I mean I'm sure we can bring up the issue again and revote in a month but wouldn't it just make more sense to wait and vote once all together as a group and work together as a group. Like we are supposed to be doing?

Thank you
Sandrea

Sent from my iPhone

On Apr 16, 2023, at 10:13 AM, Mary Collins <mary.collins@sau101.org> wrote:

Sandrea,
Brennan asked that the committees wait until she has returned. Procedure dictates that reorganization occur at the first meeting after the elections. We will not wait to vote. We would never accomplish anything if we had to wait for a full board every meeting. Certain items have already been postponed. We need to move forward as best we can.
Mary C

On Sun, Apr 16, 2023, 9:46 AM Sandrea Taliaferro <sandrea.taliaferro@sau101.org> wrote:

Brennan asked to wait for the reorganization of the board due to her not being at this meeting. I would request the same of the

meeting with Matt Upton. Mary checked with NHSBA and they stated there is no law stating it needs to happen right now or that there is an issue with waiting for the whole board. I would like Anne to run the meetings until all board members are present to vote.

Thank you
Sandrea

Sent from my iPhone

To unsubscribe from this group and stop receiving emails from it, send an email to wsb-members+unsubscribe@sau101.org.

To view this discussion on the web visit
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<https://groups.google.com/a/sau101.org/d/optout>.

