

## **Agenda Worksheet**

School Administrative Unit #101  
Wakefield School District Board Meeting:  
Paul School Library  
60 Taylor Way, Sanbornville, NH 03872  
sau101.org

Date: Tuesday October 3, 2023 at 6:00pm

### **Transportation Committee 5:15pm**

**1. CALL TO ORDER**- Chair, followed by FLAG SALUTE

**2. NON-PUBLIC**; RSA 91-A;3 II (c)

**3. AGENDA REVIEW**

**4. PRESENTATIONS, PUBLIC HEARINGS**

**5. PUBLIC COMMENTS**: Public's opportunity to speak to items on the agenda.

**6. REPORTS**

- a. Transportation
- c. Student Services
- d. Superintendent Report

**7. CONSENT AGENDA**

- a. AP Manifest- Batch #40939, \$173.31; Batch #40931, \$13,601.82; Batch #40948, \$184,076.38; Batch #40985, \$2,995.00; Batch #40989, \$4,676.51; Batch #41044, \$10.64
- b. Payroll Manifest- Batch #40981, \$637.95; Batch #40946, \$1,042.89; Batch #40956, \$203,308.06; Batch #40959, \$14,698.84; Batch #41030, \$208.32; Batch #41031, \$1,955.78; Batch #41019, \$2,056.58

**8. MEETING MINUTES**

- a. WSB Non Public Minutes 9.19.23 Session 1 (draft)
- b. WSB Non Public Minutes 9.19.23 Session 2 (draft)
- b. WSB Public Minutes 9.19.23 (draft)

**9. OLD BUSINESS**

- a. Budget Transfer Form
- b. Attorney Workshop
- c. Budget Workshop
- d. AREA Agenda

**10. NEW BUSINESS**

- a. Job Descriptions
  - i. Director of Technology
  - ii Facilities Manager

## **11. NOMINATIONS/HIRES/RESIGNATIONS**

- a. Max Gehring- ABA Tutor
- b. Julie Crowley- Retirement

## **12. FOLLOW-UP**

## **13. NON-PUBLIC: RSA 91-A:3 II (c)**

## **14. ADJOURNMENT:**

**PM**

**Upcoming: The next Wakefield School Board meeting will be held October 17, 2023**

### **Agenda Worksheet**

Statutory Reasons cited as foundation for the Nonpublic Sessions.

91-A:3, II (a): The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a public meeting, and (2) requests that the meeting be open, in which case the request shall be granted.

91-A:3, II (b): The hiring of any person as a public employee.

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.

91-A:3, II (d): Consideration of the acquisition, sale, or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are averse to those of the general community.

91-A:3, II, (e): Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed by or against this board or any subdivision thereof, or by or against any member thereof because of his or her membership therein, until the claim or litigation has been fully adjudicated or otherwise settled.

91-A:3, II (i): Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.

91-A:3, II (j): Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.

91-A:3, II (k): Consideration by a school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A, which, if discussed in public, would likely benefit a party or parties whose interests are averse to those of the general public or the school district that is considering a contract, including any meeting between the school boards, or committees thereof, involved in the negotiations.

91-A:3, II (l): Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

Please see the following information:

Bus 24 (Small bus) needs brakes, a muffler, passenger side front wheel bearing, a pitman arm, there is a fuel leak by the fuel tank. There are rusted lines and there is a strong fuel odor in the engine bay. See pictures of rust and areas of concern.

Bus 27 (large bus) needs marker lights fixed, tires, front brakes, the front leaf spring bushings have excessive play, the check engine light is on, there is rusted coolant pipe leaking coolant.

Both buses are very rusty, they need quite a bit of work. Over 5000.00 each to fix what's listed above. That doesn't include fuel leak, coolant leak, and further diagnostics into the check engine lights, or the excessive rust that needs to be repaired.

Recommendation: Due to the safety concerns and the financial responsibility we ask that these buses be removed from the fleet and replacement is needed.

Bus #: 24  
YEAR: 2011  
Vin: 1GB3G2BG4B1172872  
GVW: 12300  
Axles: 3  
Cyl: 8  
Make: Chevy  
Model: CG33503  
Body Style: Sbus  
Odometer: 186013  
Purchased Date: 10/12/2011

Bus #: 27  
YEAR: 2014  
Vin: 4UZABRDT2ECFH8253  
GVW: 31000  
Axles: 3  
Cyl: 6  
Make: THOMAS  
Model: 340TS  
Body Style: SBUS  
Odometer: 160585  
Purchased Date: 07/29/2013



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**IMG\_0930.jpg**  
2191K



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3080K



**image002.jpg**  
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**image003.jpg**  
3002K



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**Mail Delivery Subsystem** <mailer-daemon@googlemail.com>  
To: Heather Powers <heather.powers@sau101.org>

Wed, Sep 6, 2023 at 10:25 AM

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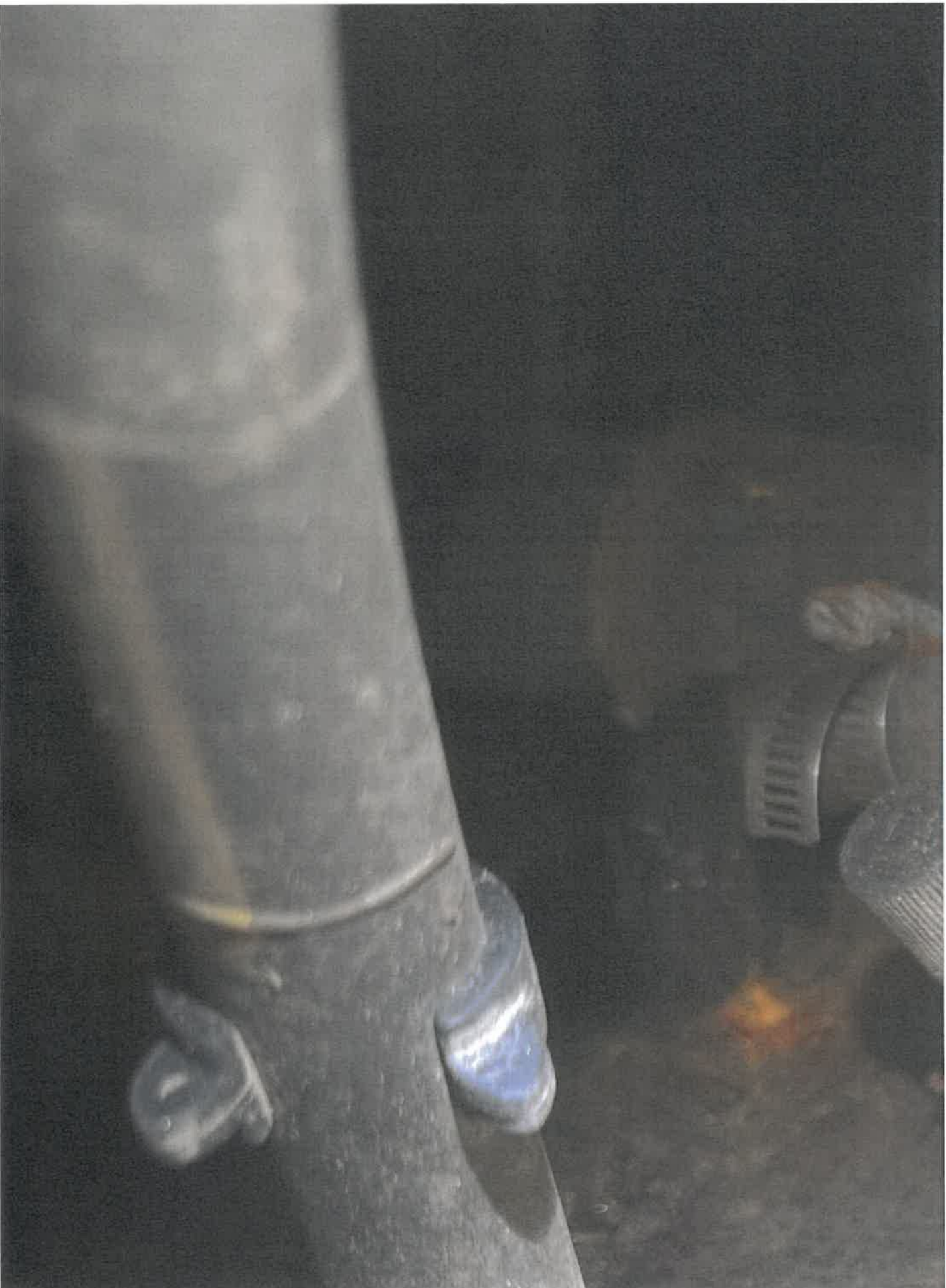


Bus 27



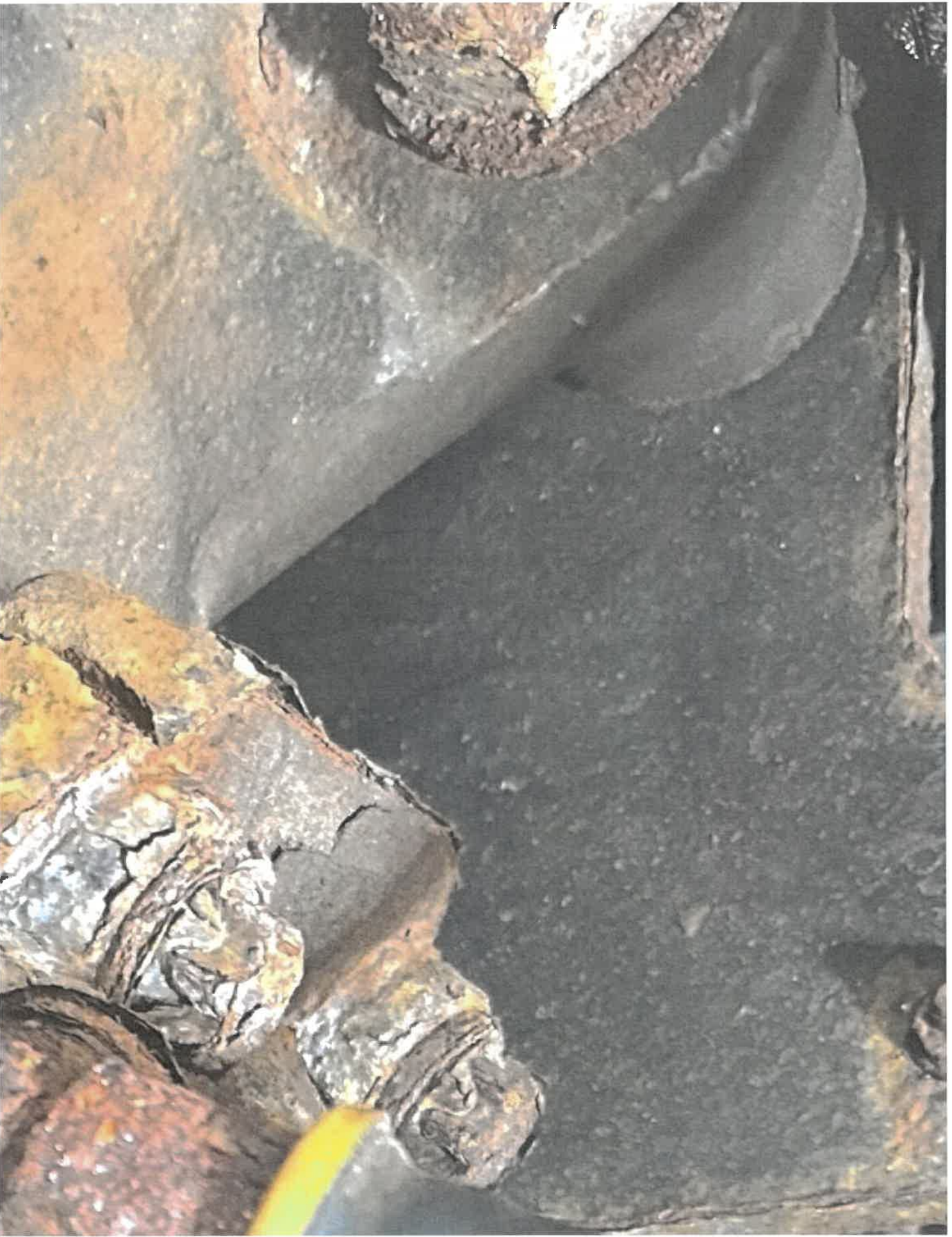




















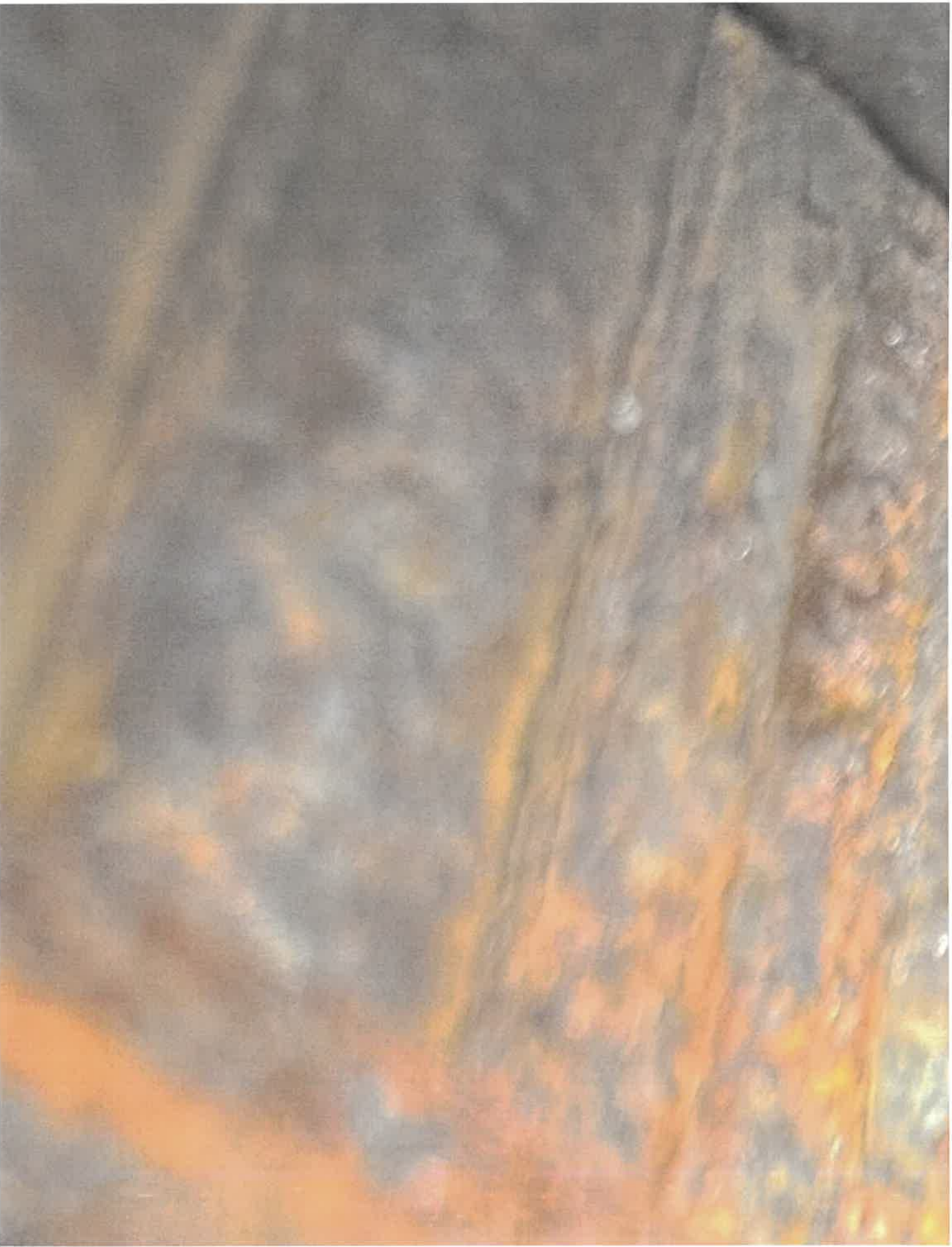
























9/26/23, 9:55 AM

SAU 101 Mail - FW: B-27



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20/28















Anne Kebler, CEO  
Superintendent  
  
Shari Colby  
Business Administrator  
  
Michele Lambert  
HR/Payroll/Accounts Payable

**SCHOOL ADMINISTRATIVE UNIT #101**  
Wakefield School District  
76 Taylor Way  
Sanbornville, New Hampshire 03872  
Telephone (603) 871-8502  
Fax (603) 871-8608

Sarah Howard  
Director of Student Services  
  
Jen Hayward  
Finance Assistant  
  
Ashia Roy  
Administrative Assistant

## **Student Services Report**

### **October 3, 2023**

The special education department has had a busy start to the school year. We have been working diligently on staffing and filling open positions, and schedules for special education teachers and paraprofessionals have been finalized. Our case managers, regular education teachers, service providers and paraprofessionals have collaborated and consulted on student plans to assure we are meeting the individual needs of our students.

Our department is excited to have filled the position of special education administrative assistant. Our new administrative assistant has been working with the team around our special education processes and practices, and has attended training on our student data platforms including NHSEIS and Alma. The support of the administrative assistant is critical to the success of the special education team.

This summer, our district leadership team spent time reviewing student data and our school-wide framework for student support. This team made the decision to focus on Tier 1 instruction, and shift to the MTSS (Multi Tiered System of Support) model. MTSS is a framework that helps educators provide support to students with various academic and behavioral needs, and allows us to meet students where they are.

All MTSS systems include:

- Universal screening of all students early in the school year
- Tiers of interventions that can be amplified in response to levels of need
- Ongoing data collection and continual assessment
- Schoolwide approach to expectations and supports
- Parent involvement

During our MTSS summer committee work, a team of dedicated Paul School educators worked hard to create clear and consistent school-wide behavioral expectations. This team finalized what we now call our “PAWS” statements, and these expectations were rolled out to all staff and students at the start of the school year. They have also been shared with our families in our Student and Family Handbook.

As we enter our second month of the school year, we are pleased to share that our MTSS Tier 1 and Advanced Tier teams are up and running, each meeting twice per month. Additionally, we have established an Intervention Team that meets every week. The purpose of this Intervention Team is to review student data and needs (academic and behavioral), and make intervention recommendations that are then implemented by the team through school-wide supports. The “I” Team has a structured referral process, and

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commits to data collection and review to assess the effectiveness of interventions. We are hopeful that the work of this team will provide the necessary support to students while helping to reduce the number of students who are referred for special education.



Special Education Numbers as of 9/27/23		
School	# of identified students	# of students in referral
Paul School (Pre-K)	5	4
Paul School (K-8)	74	4
Paul School Total (Pre-K to 8)	79	8
Spaulding High School	31 (30 @ SHS, 1 @ BCA)	0
Kingswood Regional High School	2	0
Out of District	6	0
<b>District Total</b>	<b>118</b>	<b>8</b>



**Superintendent Report  
Wakefield School District  
10/3/2023**

- Attached you will find a breakdown of the ESSER I, ESSER II and ESSER III activities and costs applied to these activities that have been expended up through 6/30/2023.
- ESSER I closed December of 2020, ESSER II closed September 30, 2023 and ESSER III closes on September 30, 2024
- The Stakeholder Survey will be very helpful in determining ways in which we can spend the remaining funds for ESSER III, as well as determining the needs expressed by our community when developing our 24-25 operating budget
- Also attached is an example of an outdoor pavilion that was built by staff and students at another school. The facilities manager and I have been discussing the potential of doing something like this with the hope of making it a community project including our students, staff and members of the community.
- Staffing update:
  - We continue to advertise for applicants, as we are still in need of 1 classroom teacher for our 3rd grade.
  - Of the 7 newly hired staff - 3 have acquired their statement of eligibility, and all have been granted an emergency authorization which allows them to do the necessary tasks to acquire their statement of eligibility. In speaking with the Department of credentialling, it seems as though the biggest hold up to our district and most districts in the state is the new criteria the Department of Education has in doing their own Criminal Background Check. We continue to do our own criminal background checks, and all the newly hired staff background checks have come in.
- I have spoken with Stephen Appleby, Director of Credentialling and he is happy to send someone out (perhaps himself) to explain the process of emergency authorizations, statement of eligibility and certification process. With direction from the board I am happy to schedule an evening he can come out. He did assure me that we have done our process correctly, and felt that our school was in much better shape than many with regard to the staffing crisis school districts are trying to navigate.
- We had a great turn out at our open house, and saw such positivity amongst our families. We appreciate the turn out, and are excited at the positive feelings of our community. We look forward to offering more opportunities to bring our community in to see the great work our staff is doing in educating our students and celebrating their learning in many ways!!



## Community Survey for Stakeholder Engagement

- **65 respondents**
  - 61.5% of respondents were parent/guardian
  - 29.2% of respondents were community members
  - 35.4% of respondents were professional staff
  - 3.1 % of respondents were hourly staff
  - 1.5% of respondents were administrators
  - 4.6 % of respondents were stakeholders representing students with disabilities, english learners, migrant students, students who were homeless, in foster care or incarceration
  -
- **Selection of 3 most important priorities**
  - 80% addressing social emotional needs
  - 73.8 % improvements to improve safety, such as heating/cooling system and water fountain upgrades
  - 46.2% additional instructional time for students
  - 30.8 % continued emphasis on technology equipment and access
  - 30.8% additional activities to support special populations such as students with disabilities, english learners and others
  - 21.5 % continued emphasis on student/staff safety practices
- **Select 4 areas you believe will best addressing the 20% required to address the academic learning loss**
  - 73.8 % Acquiring evidence-based instructional materials to aid in intervention efforts
  - 67.7% - Focused intervention programs for specifically identified populations such as students at risk for dropping out of school, students with disabilities, english language learners and others at risk
  - 67.7 % extended after school tutoring
  - 61.5% additional professional development
  - 44.6% focused intersession tutoring programs
  - 38.5 % universal summer school programming
  - 4.6% increase the offering of Saturday tutoring sessions
- **Select 3 areas in addition to addressing academic learning loss**
  - 69.2 % Social emotional wellbeing - Counseling and social work activities
  - 63.1% Expand our outdoor grounds to provide for outdoor classrooms and break areas

ESSER REPORT 07/01/2022-06/30/2023

ESSER 1

Catergories	subgatergory	Amount	Notes
Facilities		8,757.95	
	Supplies		PPE supplies - nursing, SAU, general
	Building repairs		purchase and installation of Drinking Fountain Lockouts.
Remote Instruction		3,635.00	
	Special Ed. Software		Remote systematic reading instruction
	Library		Go Guardian - screener
Technology		134,963.46	
	Chromebooks for students		420 chrome books
	Replacement technology		Replacement Computers and Communications Network Equipment (12 educational staff computers)
	Hot Spots		Purchase Verizon Hot Spot service to support internet access for remote learning -
Total Spending of ESSER 1		147,356.41	

ESSER REPORT 07/01/2022-06/30/2023

ESSER II

Categories	Sub-Categories	Amount budgeted	Amount Spent	Notes
Facilities		67,304.37	44,841.24	
	Dumpster		Paid	Free meals have dramatically increased the need for dumpster space. The school would like to add a 10 yard dumpster to address the problem .
Technology		213,188.80	190,030.28	
	Chrome Books			to accomplish 1-1 computers for staff and students
	Upgrade in technology wiring 30 classroom interactive flat panels			Installation of UTP Cable for entire school, WIFI Installation and Programming for entire school
Student Wellness		164,378.41	59,829.36	for in class and remote learning -
	Supplies and repairs to promote social interaction through athletic and other extra curricular activities as well as supplies for Covid related needs.			PPE for nurse and staff - covid testing kits, upgrade in physical education equipment, outside athletic fields, materials to support Student Support Center and remote activity kits.
	Waterfill Stations			LNA is .5 FTE in the operating budget
Contracted Professional Development Training		24,904.25	open PO's for 22-23 school year	
	District Leadership Team training/coaching			Training and coaching our leadership team to direct the school in putting systems in place to meet the needs of students in current post pandemic education
	Assessment training for the use of DIBELS			Training in assessments used to assess the gaps students may have as a result of the past two years, and allow teachers to monitor progress closely through out the year.
Staffing/Salaries		62,404.95	62,323.58	



ESSER REPORT 07/01/2022-06/30/2023

ESSER II

				<p>The pandemic has left the Paul School with the need to be creative when staffing is short. An agreement with the Unions is allowing administration to call upon staff to give up their prep period when needed to cover a class. The stipends range from \$55 a period for a teacher to cover their prep period to \$10/hr when a para has to cover and teach a class for the day.</p>	49,135.06
<b>Contracted Service</b>			145,370.00		
				<p>Increase of 1.0 FTE School Psychologist and 1.0 Guidance Counselor services to meet the social emotional and mental health needs of our students as a result of covid and the variety of ways of instruction (remote/face to face and hybrid) students received this year, and the difficulties in meeting the social/emotional needs of students.</p>	
<b>Universal Summer School</b>			47,320	27,016.55	
				<p>Summer School which included any recommended student based on standardized and classroom based assessment in order to help close the gap from the past two years.</p>	
<b>Total Spending of ESSER II</b>			724,870.78	433,176.07	

Catergories	Sub-Categories	Amount budgeted	Amount Spent	Activites	Notes
Staffing/Salaries		72,055.20	28,949.69		
	Covid Stipends			The pandemic has left the Paul School with the need to be creative when staffing is short. An agreement with the Unions is allowing administration to call upon staff to give up their prep period when needed to cover a class. The stipends range from \$55 a period for a teacher to cover their prep period to \$10/hr when a para has to cover and teach a class for the day.	
Facilities		\$81,068	\$12,769.13		
					activity 116113 - ACP Facilities Services provides an antimicrobial coating that is applied after cleaning which disinfects 99.99% of viruses, mold, and bacteria, including the strain that causes covid-19. The coating lasts for up to one year. They test surfaces before and after application and tests are then done quarterly. Total cost \$10,000 was deleted from grant - facilities and board decided against this approach after further research. Activity 142951 - Last year, Paul School installed a whole school ionizer to address covid. This year, after meeting with HVAC companies, we have learned that adding upgraded controllers to balance the system and allow for more specific on/off and adjustments will enhance the ionization. These controls will allow for consistent, high quality air flow. Total cost - \$33,100 - Because the district will be installing a whole new HVAC system, it was decided to wait on this until the HVAC project was done - the HVAC project is on the CIP plan.



## ESSER III

	Cleaning Supplies, additional copy machines, upgraded controllers for ionization			The school would like to purchase 3 more copies, placed throughout the building to cut down on cohort contamination, lessen wait time and help to ease some of the frustration that is being felt. Covid cleaning supplies, and upgrade of controllers for ionization	
<b>Materials</b>		64,000.00	35,261.10		
	Math manipulatives and books and reading books		Math - \$ 18,545.22, Reading: \$ 16,715.88	Teachers are asking for math manipulatives so that concepts can be practiced concretely. They are also asking for reading books that are below grade level for at school and home practice.	
<b>Student Wellness</b>		870,620.16	344,906.54		
	staffing, summer school, expanded playground equipment, extra curricular activities, universal summer school		Staffing and benefits \$ 265,729.88, Supplies \$ 4000.00, Playground equipment - \$ 75,176.66	Activity # represents 20% learning loss staffing includes 1 guidance counselor, 1 school psychologist, 4 contracted service support staff, summer school staff	
<b>Technology</b>		\$194,300.00	37,147.49		
	upgraded infrastructure, staffing		Utility Services - running fiber cable \$ 4250.00 - Salaries and benefits - \$ 32,897.49	Bringing in a fiber cable, 200 mg in and out, End-to-end fiber and UTP cable runs from patch panel to outlet. Bring infrastructure cable up to standard to support new fiber cable, Hiring a technology assistant: Currently, Paul School has no technology assistance. With the increase in devices and a more global use of Google classroom, support is needed for technical assistance, device management, student help	
<b>Family Support</b>		5860.1	\$2,625.58		
	Community College			The Wakefield "Community College" will offer a variety of workshops on technology, academics, SEL, etc. The Paul School staff will be paid a stipend for offering courses. Funding will be for 1 year.	
<b>Total Spending of ESSER III</b>		<b>1,287,903.46</b>	<b>461,659.53</b>		









# Wakefield School Board Public Minutes



September 19, 2023  
Held in Paul School Library  
Draft

BOARD MEMBERS		ADMINISTRATORS	
Mary Collins, Chair	✓	Anne Kebler, Superintendent	✓
Bob Ouellette, Vice Chair	✓	Frank Markiewicz, Business Administrator	
Robert DeColfmacker	✓	Sarah Howard, Director Student Services	
Sandrea Taliaferro	✓	Norma DiRocco, Principal	✓
Brennan Peaslee	✓	Ivy Levitt-Carlson, Assistant Principal	

The meeting was called to order by Mrs. Collins at 6:45. She led the salute to the flag.

## Agenda Review

FYI: Rochester has scheduled an AREA meeting for October 16<sup>th</sup>. They are usually held at 6:00. Mrs. Taliaferro asked that sports and numbers be on that agenda. Mrs. Collins asked that Policy BEBD be removed from the agenda as her notes from the Policy meeting are not reflected in the policy.

## Presentations/Public Hearings

None

## Public Comment

Mrs. Collins said she allowed people to speak more than once at the last meeting. The policy is for the public to speak to something on the agenda and each person is limited to three minutes and one turn to speak. Mr. Fogg asked when the Board approved the policy change. He said the change never got approved. Mrs. Collins explained that the current policy has that wording. The policy that has been in place for years states what I just said. Mr. Fogg said the policy never had that wording. It never had a three minute maximum or that people had one opportunity to speak.

Mrs. Collins explained that there were legal changes to the policy last September and a Board had to allow a thirty minute block for people to comment. She said that the Board could continue with their agenda but if someone entered the room before the thirty minutes were up they would get a chance to make a comment. Mr. Fogg asked if the Board was limiting free speech by not allowing one to speak longer than three minutes. Mr. DeColfmacker said that the policy states items on the agenda and they have been lax on that. He feels the Board goes above and beyond allowing the public to speak on items not on the agenda. Mt. Fogg said you can not create a policy that violates the law. Mr. DeColfmacker asked Mr. Fogg to state the RSA. Mr. Fogg said it



is RSA 189:74-1. Mrs. Peaslee said there was a back and forth and if Mr. Fogg had something to say during Public Comment he should be able to say it.

Mrs. Fox made a comment about the Kingswood 'non' lottery. She was unhappy about the first come first serve basis for choosing students to attend Kingswood. She doesn't believe we need a contract (AREA agreement) with Spaulding. She said there is school choice in New Hampshire. The number of students that may attend a school other than Spaulding is ten percent of the total high school number. She feels being told there were two available slots this year was grossly inaccurate. She'd like to know who is responsible for getting and accepting and disseminating the information.

Mr. Fogg wondered why the recording secretary was allowed in their non meeting. Mrs. Collins told Mr. Fogg several times that he was not to talk about an employee and he should stick to the agenda. He said that the Board, in a policy to be discussed, was trying to protect employees by changing the law as written. Mrs. Howard asked about the Board going into non public, returning to public and voting on Ms. Hurley. She wanted to know why it wasn't stated what the Board voted for and that there was no public in attendance at that time. Mrs. Taliaferro asked for clarification as far as recording names with votes. Mrs. Collins explained that going in and out of non public and while in non public, roll call votes legally are to be recorded. The vote was made in public session. There was no discussion about that motion in non public.

## **Reports**

### **Facilities**

Mr. DeColfmaeker summarized the Facilities Report.

### **Follow up questions**

There have been fourteen outlets that tested over 5ppb. Ten outlets have been shut off. Students only have access to two outlets in the building that are marked handwash only (room 104 bathroom and the main girls bathroom)

The flooring project is complete. They are room 111 and the music room. The payment has been processed using Esser III grant funding.

### **Facilities update**

#### **Lead**

Mr. Davis has continued conversations with Amy Clark (NHED) and Ian Atwell (NHDES) and was advised to continue with investigative sampling and minimize access to the best of our practical ability. We minimized student access to only two outlets in the school that continue to be posted as handwash stations only. Room 104 bathroom and the main girls bathroom). NHDES provided further guidance on more investigative sampling instructions to localize the source of lead in the plumbing or faucets, using different volumes of water and testing techniques.

NHDES provided information and results for Wakefield public water system testing. (des.nh.gov) one stop search ID # 2391010. (NHDES) New Grants will be available in November that will cover up to 100% of remediation efforts. We will save receipts for reimbursement on items bought for remediation efforts. NHDES recommended upgrading fixtures that were installed before 2011 and retesting. We are working with Pioneer Mechanical

on a plan for installing new fixtures or filtration in problem areas and retesting. Round 3 testing starts after January 2024.

#### ML work orders

New ML work order system is running efficiently and helping organize and prioritize our facilities work as needed. The Custodial team has completed 48 Work order requests over the first 2 weeks. Our facilities team is focused and dedicated.

#### School Approval Facility review inspection (DOE)

The 2023/2025 school inspection is scheduled for October 17th . This is a full inspection in and around the facility and a review of the following documents prior to the inspection: floor plans, fire inspection report, health inspection report, playground inspection checklist, indoor air quality policy.

Grounds contract Walkthroughs are being scheduled for our upcoming Grounds and Plowing contract that ends June 30, 2024. Interest has been shown in the latest walkthrough. Continued soliciting will resume to local companies to try and gain interest before the bidding process begins.

#### Athletic Fields

Soccer season has resumed and will continue through fall. - Black Panthers football will host two games this season on our upper field on September 24<sup>th</sup> and October 1<sup>st</sup>.

Porta Potty delivery is scheduled for Friday Septembber15<sup>th</sup> from Lapierre Septic.

Mr. Davis is currently working on the infields to get them back in shape over a rainy season, which has created uneven, weedy and hard compacted surfaces throughout infields. Infields have been tilled, nail dragged, edged, weeded and leveled to make for an easier transition to spring season. Upkeep will resume to maintain better playing conditions on the fields.

#### Paving

We are working with town DPW Brock Mitchell and Clairmont Asphalt Paving & Excavation to complete the paving project. We have a tentative date of between October 6<sup>th</sup> and 9<sup>th</sup> to start the project. We are waiting to hear from Clairmont paving to finalize this date. The contracted price came in lower than we anticipated.

Mr. Ouellette asked about the bid process for the grounds. Mr. DeColfinacker said that Mr. Davis was doing walkthroughs with local potential bidders but there will be an RFP. Mrs. Taliaferro thanked Longmeadow Hardware for donating a tiller to the school.

#### School Administration

It has been a wonderful start to the school year here at The Paul School. We have many new faces in the building and we welcome them to our great community. Prior 10 students starting with us our staff kicked off the school year growing as a team. We worked collaboratively on defining school expectations, understanding our standards for teaching, and developing professional goals. We are so happy to have students back in school. Classrooms have been busy creating positive cultures and setting expectations.

In the building we have brought back PAWS statements to identify expectations for staff, students and community members who enter The Paul School. PAWS stands for Practice Safety, Act Responsibly, Work Hard and Show Respect. Teachers are helping students learn these expectations by modeling positive behaviors. The goal is to support students here at school and as citizens of the community.

Our first event of the year was our community BBQ. A huge shout out to Fresh Picks Cafe Services for serving over 400 meals. In our community we had the Lions Club supporting our cafe services to move our line efficiently and keep smiles on everyone's faces. In our school. The PTA set up popsicles, face paint and lollipops. The popsicles were a cool relief on an incredibly hot day. Please consider joining the PTA to continue to support our school. A huge hit of the BBQ were our two bouncy houses supplied by first grade teacher Jackie Jakubec. We are very thankful to all the support we had from the community and staff members to make this a great success.

Coming up next for our community is our Open House. This event is on September 27, 2023. This event will be from 5:00-6:30 pm. This will be a great opportunity for families to meet with teachers, ask questions and view what your child has been working on. We look forward to seeing many families here on this evening.

Mrs. DiRocco will check with the junior high teachers to see if they are planning to have any fund raising tables at the open house.

### **Consent Agenda**

**Mr. Ouellette 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. DeColfmacker, to approve the non public minutes of 9-5-23. (Vote 5-0)**

**Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker, to approve the public minutes of 9-5-23. (Vote 5-0)**

### **Old Business**

#### **Local Critical Shortage**

Mrs. Kebler explained that classroom teachers are not on the state's critical shortage list but schools are allowed to request a local critical shortage. She said we have openings for a third grade and fifth grade teacher. Last year was the first year they allowed a local critical shortage for teachers and we requested one last year. Mrs. Taliaferro said we voted on this at the last Board meeting and said no. Mrs. Collins apologized for doubting Mrs. Kebler as she was correct as far as conditional employment and background checks.

Mrs. Taliaferro believes her point still stands. She said conditional to her means you're hired once your background check is cleared. She said we represent the parents and if the parents don't want people in here until they have a cleared background check she still says no. Mrs. Peaslee agrees with Mrs. Taliaferro. Mrs. Kebler said all background checks have come back. She told the Board they will have to redo the policy they approved as it states you can offer conditional



employment. DeColfmacker and Mr. Ouellette also feel the same as Mrs. Taliaferro about background checks.

Mr. DeColfmacker asked what local critical shortage entails. Mrs. Kebler says it allows us to hire people with a bachelor's degree who are pursuing their statement of eligibility. They are told by the DOE what they need to get their Beginning Educator Certification. Mr. DeColfmacker asked could we do that but require background checks prior to being in a classroom? Mrs. Kebler said she's not asking for a vote on background checks. She's asking for a vote for Local Critical Shortage only. Mr. Ouellette asked if in past years we've had employees start without having background check results? Mrs. Kebler said yes and some didn't have them in last year. It is stated in their contract that they understand that it's a conditional offer. She explained the process of becoming a certified teacher. She said as long as she's been in education there has never been a shortage in regular education teachers on the states critical shortage list. She wouldn't have to ask to declare a local critical shortage for a special ed teacher because they are on the states list the state makes every year. Mr. Ouellette said it's more for certification and has nothing to do with background checks. Mrs. Kebler said correct.

Mrs. Peaslee said her definition of conditional is apparently different than others. We need to review that policy and add the meaning of conditional employment. Mrs. Kebler said we have people working on their SOE. She sent an Emergency Authorization to the DOE which allows her to put them in the classroom while they're going through the process. She said we are lucky we only have three. Some schools have half their teachers going through the process. We have three IA teachers pursuing their SOE.

**Mr. DeColfmacker made a motion, seconded by Mr. Ouellette, to approve the Local Critical Shortage. (Vote 3-2)**

The people applying for their SOE's are long term subs being paid from the teacher lines. Mrs. Taliaferro wondered why we didn't use some of the positions we just hired to shift them over to the two classrooms that way we're not paying an exorbitant amount of money.

**Mrs. Taliaferro made a motion, seconded by Mrs. Peaslee, to enter non public session under RSA 91-A 3:11 (c) at 7:35. Roll call: Ouellette aye, Collins aye, Taliaferro aye, Peaslee aye, DeColfmacker aye Vote: (5-0)**

The Board returned to public session at 7:50.

Water Testing room numbers/teachers

Classroom #	Type of Faucet	Teacher	Status/remediation
402	classroom	Mrs. Siegler – gr. 5	Water turned off
401	classroom	Mrs. Malynowski – gr 5	Water turned off
400	classroom	Mrs. Hurley – gr 5	Water Turned off
108	classroom	Mrs. Boston - preschool	Water turned off
108	bathroom	Mrs. Boston – preschool	Signage for handwashing only
107	classroom	Mrs. Osmer – gr. 4	Water turned off
105	classroom	Ms. Reynolds gr 3	Water turned off
104	Bathroom	Mrs. Drum – gr 3	Signage for handwashing only
104	classroom	Mrs. Drum – gr 3	Water turned off
103	classroom	Mrs. Krafton – grade 2	Water turned off
101	bathroom	Ms. Kelly – kindergarten	Signage for handwashing only

### Kingswood Numbers

Mrs. Collins explained that when an agreement was reached with Spaulding to allow a certain percentage of high school students to attend another high school it was on a first come first serve basis. Then it went to a lottery which left the parents with more time to make a decision and the students were not able to choose classes in a timely fashion. That was remedied. One year there were three students who were picked that dropped out and the students on the waiting list were offered those positions but it was too late for them to choose their preferred classes. Mrs. Kebler said we have 182 students who will be attending high school next year. When we sent our letter to parents there were two openings for Kingswood. Then we learned that a student had transferred to Spaulding so that meant there are three spots available at Kingswood.

Mrs. Kebler had spoken to the Rochester Superintendent about allowing more than 10% and he said absolutely not. The AREA agreement has been in effect for decades and there is no end date. Mrs. Kebler and Mr. Ouellette said they ask at AREA meetings if they can bring the numbers up and Rochester won't discuss it. Mrs. Peaslee said we can bring it to the area meeting? Mr. Ouellette said it's just a different Board asking the same question. There was a discussion about how the numbers added up for high school students allowed to go to another school. Mrs. Peaslee would like to see the different grades numbers be more even. Mrs. Kebler said she takes the 10% population, looks at the numbers presently at Kingswood and other high schools and she subtracts the spots that are available from the 10% and this year it's three. She said each Superintendent has done the high school decision differently. Kingswood has a drop dead time limit for our students.

**Mrs. Peaslee made a motion, seconded by Mrs. Taliaferro, to approve the three slots to go out of district. (5-0)**

## Policies

### DJ-R Purchasing Procedures

**Mr. Ouellette made a motion, seconded by Mr. DeColfmacker to approve policy DJ-R Purchasing Procedures. (5-0)**

Mr. DeColfmacker said the changes were to align the dollar amounts. He said the packets are on the websites. He told the audience that the changes are highlighted,

*BEDB Agenda Preparation and Dissemination (removed from the agenda)*

### BEDG Minutes

**Mr. Ouellette made a motion, seconded by Mrs. Peaslee, to approve policy BEDG Minutes.**

Mrs. Peaslee asked why the words will were changed to should. Mrs. Collins said this is a recommendation from the NHSBA in the Fall legislative changes. Mrs. Peaslee said it's the secretaries job to record the meeting,. Why should it be an option?

Mr. Fogg said the Board is considering circumventing state law. He said 91-A commands and says shall provide all notes and anything regarding public decisions of a governing board to be available to the public upon request. You're trying to create a policy that goes around 91-A. He said there are no districts that are adopting a policy that says should. Mr. DeColfmacker said shall is the same thing, shall not must.

**Mr. Ouelette rescinded his motion and Mrs. Peaslee rescinded her second. This policy was tabled by consensus.**

### FBB Enrollment Projection

**Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker to remove Policy FBB Enrollment Projection. (5-0)**

### FEA Educational Specifications for Construction

**Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker to remove Policy FEA Educational Specifications for Construction. (5-0)**

### FEH Supervision of Construction

**Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker to remove Policy FEH Supervision of Construction. (5-0)**

### GBE Employee Rights and Responsibilities

**Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker to remove Policy GBE Employee Rights and Responsibilities. (5-0)**

### JBAB Transgender and Gender Nonconforming Students

**Mrs. Peaslee made a motion, seconded by Mrs. Taliaferro to remove Policy JBAB Transgender and Gender Nonconforming Students. (5-0)**

## Committee Updates

### Climate and Culture Committee Minutes



FYI

#### Committee Lists

This is in the packet, will be on the website and in the hallway. Parents can join the school committees not the Board committees but anyone can attend the meetings.

Mrs. Peaslee said the agenda needs to be more readily available. Mrs. Taliaferro wants the packet emailed to staff and parents. Mrs. Kebler said the public packet has become difficult. Mr. Ouellette suggested the QR code be posted in the entryway or library. Mrs. Collins said decisions should be by consensus not one person.

#### Nominations/Hires/Resignations

Sharie Colby

**Mr. DeColfmacker made a motion, seconded by Mrs. Collins, to accept the resignation of Shari Colby. (Vote 5-0)**

Katherine Osmer

**Mr. DeColfmacker made a motion, seconded by Mrs. Collins, to accept the resignation of Katherine Osmer. (Vote 5-0)**

Amanda Bright, Paraprofessional-FYI

Britney Joy, Paraprofessional-FYI

#### Follow Up

Lunch Payments through ALMA

Mrs. Kebler said lunch payment can not be done through ALMA

#### Classroom Floor Funding

Reported earlier

#### Gym Floor Update

Mrs. Kebler said we need to hire an independent investigator. Mr. Markiewicz is seeing about hiring an independent investigator who will write a report. She said we have come across some documents that may be helpful for us.

#### Fresh Picks Advisory

This is the Wellness Committee

Mrs. Fox asked questions about the process for those chosen for Kingswood. Mrs. Peaslee responded.

#### Non Public Session

**Mr. Ouellette made a motion, seconded by Mrs. Collins, to enter non public session under RSA 91-A 3:II (c) at 8:35. Roll call: Ouellette aye, Collins aye, Taliaferro aye, Peaslee aye, DeColfmacker aye Vote: (5-0)**

The Board returned to Public Session at 9:15

**Adjournment**

**Mr. Ouellette made a motion, seconded by Mr. DeColfmacker, to adjourn the meeting at 9:15 Ouellette aye, Collins aye, Taliaferro aye, Peaslee aye, DeColfmacker aye. (Vote 5-0)**

Respectfully submitted for approval at the next School Board meeting,

Priscilla Colbath  
School Board Secretary