

**FREMONT SCHOOL DISTRICT
School Board Meeting
March 24, 2009
6:30 P.M.**

**School Administrative Unit #83
Blackrocks Village
5 Hall Road, Unit 1
Fremont, NH 03044**

I. CALL TO ORDER

(Acting Chair) Normand Tanguay called the March 24, 2009 meeting of the Fremont School Board to order at 6:36 pm at the School Administrative Unit #83, Blackrocks Village, 5 Hall Road, Unit 1, Fremont, NH 03044.

II. ROLL CALL

Present were Superintendent Normand Tanguay, Financial Administrator Bonnie Sandstrom, Middle School Interim Principal Bill Marston, Jeff Rowell, Peg Pinkham, Deb Genthner, Sharon Girardi and Ida Keane (arriving at 6:50 PM).

Members of the public included: Cathy Herrmann, Sherri Ficker, Francis Wells and Theresa Blades.

III. NON-PUBLIC SESSION: RSA 91-A:2 I (b)

Peg Pinkham made a motion to enter into non-public session per RSA 91-A:2 I(b) at 6:35 PM. Deb Genthner seconded the motion. Motion passed 4-0.

IV. RETURN TO GENERAL SESSION

Jeff Rowell made a motion to return to General Session at 7:15 PM. Deb Genthner seconded the motion. Motion passed 5-0.

V. SCHOOL BOARD REORGANIZATION

Peg Pinkham nominated Jeff Rowell for Chair. Deb Genthner seconded the motion.

Ms. Pinkham said that an important credential that a Chairperson should have is experience. In overseeing the School Board, there were areas of law that needed to be understood and "properly navigated" and she said that Mr. Rowell has been involved in this. Ms. Genthner said that Mr. Rowell listens to people and has no other agenda but to do what is best for students and the school.

Ms. Keane said there didn't need to be a second motion to a nomination according to Robert's Rules.

Sharon Girardi nominated Ida Keane as Chair, noting that she was a “natural leader” and, though Ms. Girardi agreed that experience was important, she said that Mr. Rowell was nominated during his first year on the Board and he did well. (Note: Mr. Rowell was not a Chairman in his first year on the School Board.) She also said that voters “spoke” by giving more votes to Ms. Keane than to Mr. Rowell.

Votes for Jeff Rowell for Board Chair: 3 aye (Deb Genthner, Peg Pinkham and Jeff Rowell accepting the nomination) vs. 2 nay (Ida Keane and Sharon Girardi).

School Board Chair: Jeff Rowell

Deb Genthner nominated Peg Pinkham for Vice Chair. Jeff Rowell seconded. Vote 3:2 (Ida Keane and Sharon Girardi).

School Board Vice Chair: Peg Pinkham

Deb Genthner nominated Susan Perry for Secretary. Peg Pinkham seconded. Vote: 5:0

Secretary: Susan Perry

Peg Pinkham nominated Jeff Rowell for Board of Selectmen. Ida Keane seconded. Vote: 5:0.

Board of Selectmen Representative: Jeff Rowell

Deb Genthner nominated Peg Pinkham for Budget Committee Representative, having Ida Keane as an alternate for “training” purposes (Ms. Keane can participate at the budget committee board’s discretion only but she would not be able to vote.) Sharon Girardi seconded. Vote: 5:0.

Ms. Pinkham suggested that Ms. Keane attend Budget Meetings with her to learn roles, legality, and procedures. Ms. Keane was receptive to that suggestion and accepted the offer.

Cooperative Planning Committee Representative: TABLED until it’s determined if a Warrant Article is necessary to reinstate the Committee.

Peg Pinkham nominated Deb Genthner as Joint Board Teacher Committee Representative. Ida Keane seconded. Vote: 5:0.

Joint Board Teacher Committee Representative: Deb Genthner

Long-Range Facilities Planning Committee Representative: TABLE (subject to Board vote)

Peg Pinkham nominated Ida Keane for Manifest Review/Approval. Deb Genthner seconded. Vote: 5:0.

Ms. Genthner explained the role of manifest review/approval.

Manifest Review/Approval: Ida Keane

Peg Pinkham nominated Sharon Girardi as NH School Board Association Representative. Ida Keane seconded. Vote: 5:0.

NH School Board Association Representative: Sharon Giarardi

Peg Pinkham nominated Deb Genthner for Public Relations Committee Chair. Ida Keane seconded. Vote: 5:0.

Public Relations Committee Chair: Deb Genthner

School Board Representatives to PTA (2) Ida Keane and Deb Genthner

Support Staff Negotiations (2) TABLED so people can think about it (not needed until September 2009)

Peg Pinkham nominated Ida Keane and Sharon Girardi as Support Staff Negotiation Representatives.

Ms. Keane declined the nomination stating that someone with experience should hold that position. Ms. Genthner said that counsel is present at the meetings and can help with questions and background. Mr. Tanguay said that negotiations were pretty much set in place for this year.

Ms. Genthner said she would like to remain on the Teacher Negotiation team. Ms. Pinkham said that she could also do this work if it fit in with her schedule. Sharon Girardi said that she would not mind working with Ms. Genthner on this committee.

Peg Pinkham nominated Deb Genthner and Sharon Girardi as School Board Representatives to the Teacher Negotiation Committee. Ida Keane seconded. Vote: 5:0

Teacher Negotiations (2) Deb Genthner and Sharon Girardi

Town Cable Advisory Committee (1) N/A (doesn't exist)

Peg Pinkham nominated Sharon Girardi as School Board Representative to the Wellness Committee. Ida Keane seconded. Vote: 5:0.

Wellness Committee Sharon Girardi

Mr. Marston said that this committee has met a few times this year and is trying to get a more regular schedule of meetings. He said the committee deals mostly with the health and safety of the kids.

Peg Pinkham motioned to form a Healthcare Committee to investigate other insurance options. Deb Genthner seconded the motion. Vote: 5:0

Ms. Pinkham asked if there would be outside representation from the community. Mr. Rowell said that the Healthcare Committee should have one School Board Representative, plus Administration, Union members, and representatives of the support staff and teachers. The charge of the committee would be to get healthcare quotes and to make recommendations about other options (e.g. health savings account). Ms. Pinkham said she would tentatively accept the position of School Board Representative to the Healthcare Committee if meetings could be held between 5:45 PM and 7:45 PM, when she would be available.

Healthcare Committee (1): Peg Pinkham (if meetings were between 5:45PM – 7:45 PM)

VI. APPROVAL OF MINUTES: JANUARY 27, 2009 and MARCH 11, 2009

Deb Genthner made a motion to approve the public minutes of January 27, 2009 as amended. Peg Pinkham seconded the motion. Motion passed 3:2 (abstentions from Ida Keane and Sharon Girardi).

Deb Genthner made a motion to approve the public minutes of March 11, 2009 as amended. Peg Pinkham seconded the motion. Motion passed 3:2 (abstentions from Ida Keane and Sharon Girardi).

VII. BOARD SUPERINTENDENT COMMUNICATIONS

Mr. Tanguay gave an update of the economic stimulus funding. He said that the School Board Association had meetings with the Office of Economic Stimulus, the Department of Education and the State Deputy Attorney General and that it was determined that actual School District allocations of funding amounts are not yet available. However, they expect that there will be approximately \$30.9 million in entitlement grants to LEAs, approximately \$47.4 million in IDEA Part B Grants to states. He said that this (one-time) money is to supplement, not “supplant”, local funding. He said there will be a lot of “transparency and accountability”. He said the stimulus will require separate accounting and the money will be well accounted-for. There will be a need to apply for the money and “tangible evidence of student success” will be required, Mr. Tanguay said. Mr. Tanguay said that the amount of money available for building renovations is a lot smaller than was anticipated. Ms. Pinkham asked Mr. Tanguay to email that information out to the Board members. Mr. Tanguay said he would do that.

Mr. Tanguay said that AYP results would be available to the public on April 6, 2009.

Mr. Tanguay reported that Principal interviews would be held Thursday and Friday of this week. Twenty-three applications were received by NESDEC. Nine applicants will be interviewed. On Monday, Mr. Tanguay and the Principals will meet with the finalist, selected by the Committees, for another interview. Next Thursday, April 2, 2009, the Board will interview the finalist beginning at 5:30 PM. Any questions the Board may have can be sent to Virginia Manuell at the SAU and she will send them to NESDEC.

Mr. Tanguay said that it was important to set a date for the new School Board Member orientation that is done in-house in Fremont.

Ms. Pinkham suggested looking at having the School Board meet April 8 and 22 to fit in all the work that needs to be done. She suggested meeting before one meeting to orient new School Board members. The Board settled on meeting April 8 (orientation at 6:30-8 PM) and April 22, 2009 instead of just April 14.

Mr. Rowell was going to read off the list of emails received since the last meeting. Ms. Keane asked if it was possible to simply announce the number of emails that occurred to and from the School Board and then announce where they could be reviewed; she suggested to post them online or have them in a binder at the SAU instead of listing every email in the minutes. Mr. Rowell said he had to “reference” email somehow but that there should be clarification on what is required. Ms. Sandstrom said that she has been putting emails to and from the School Board into a special folder on her computer since copies should be sent to Ms. Sandstrom too. The Board liked the idea of copying Ms. Sandstrom on email (depending on content) and for her to keep them in a special folder for documentation. Tonight, Mr. Rowell said most of the email was preparation for the District Meeting. Mr. Tanguay said that he could screen (censor) email to tell if it is public or not. Mr. Rowell explained to the new Board Members about the Board practice that states that School Board members should refrain from sending email that would constitute a board “meeting”. They could send attachments but should refrain from “online debates.”

VIII. INFORMATIONAL ITEMS

A. SCHOOL DISTRICT MEETING DEBRIEFING

Mr. Tanguay thought it would be helpful to make notes of this year’s School District Meeting and see what could be done better. He felt that the front row should be up on a platform because a lot of people just went up to the moderator and talked to him. He felt that distance would be better and that the Board would be seen better by the audience if it were on a platform. Also, Mr. Tanguay felt that the microphone should have been at the School Board table. Ms. Pinkham asked if the school had the technology to do that. Mr. Tanguay responded that someone would have to contract out for a microphone/PA system and a platform could be obtained.

Ms. Keane wanted to talk about how the meeting went in general from her perspective being in the audience that night. She thought that the message from the public was that they supported the students but could not afford more taxes, especially retirees. She thought there was animosity between the speakers on the floor and on the Board when it came to money issues. She thought there was a need to “rebuild the relationship between the community and the School Board and school administration.” Ms. Pinkham asked where Ms. Keane felt that came from. Ms. Keane responded that these feelings were evident in reactions of people in the town who have strong feelings about how and where money should be spent and that people are concerned about rising taxes.

Ms. Keane felt that there was a “level of distrust” between the School Board and the Budget Committee regarding the accuracy of projected numbers and how money

allocated in the budget will “really be spent.” She said that the Budget Committee said money given to the School Board did not need to be spent where they were told to spend it. She felt that there was a negative inference with that statement. Ms. Pinkham said that she has read that in editorials but she said that the Budget Committee was speaking truthfully (the School Board doesn’t have to spend money where dictated) and that the Budget Committee followed a bottom line budget.

Ms. Girardi agreed that it was important to “rebuild the partnership between the community and the school.” Ms. Pinkham agreed but said that it is not helpful when the Board is “undermined by potential Board members” and she referred back to a newspaper editorial that implied that the Board was “throwing money at a problem”. Ms. Keane said that the editorial was a letter to the voters about her candidacy for School Board and that the statement in question was describing her stand as a conservative spender. The editorial was submitted when she was running for the School Board seat. Ms. Keane said that she never mentioned anyone else in her Letter to the voters of Fremont but Ms. Pinkham stated that many readers felt differently.

Ms. Keane suggested that the School Board and Budget Committee should meet before the District Meeting to avoid the “maneuvering” that went on during the District Meeting this year because that was “how it was perceived in the audience.” Ms. Girardi felt that everyone should be working toward a common goal not choosing one or another number. Ms. Pinkham suggested that the new Board members look back at several years of minutes of past School Board, Budget Committee, and joint board meetings and votes to see that progress that has been made in budgeting over the years. Mr. Rowell said that the goals between the Budget Committee and the School Board are different and that compromises are made.

Ms. Pinkham said that the Budget Committee put in writing that they wanted to keep the budget at 2 1/2 % regardless of what any of the finances speak to.

Ms. Pinkham noted that NH funds education differently than in MA and that it was important to educate residents how education is funded in NH.

Ms. Keane said that it looked like things did not go well at the District meeting. Mr. Rowell noted that the economy played a role and Ms. Keane agreed. Ms. Keane felt that the District Meeting process could be improved.

Ms. Pinkham gave her opinion on how the District Meeting went, stating that perception of Ms. Keane’s editorial did set the tone of the meeting. Ms. Pinkham felt that the meeting went well in the sense that the Budget Committee went in with a 2 1/2 % (non-dictated) increase and she felt that the voters listened and compromised. The School Board did not get what it asked for but they didn’t go to the baseline either. The Budget Committee listened to what the School Board and Administration felt was necessary. The School Board realized that voters were not going to support the monies being asked for and decided to drop its own budget to compromise. Mr. Rowell appreciated that a budget was arrived at that passed. Ms. Genthner thought that more time should have been allowed to discuss before a vote and those standing should have been

recognized to speak, as was discussed during the March 11 School Board meeting. The Board agreed.

Mr. Rowell said that now that Ms. Keane was on the Board, communicating by editorials was not beneficial. She said she tried many times to communicate to the Board and Mr. Rowell noted that Board meetings were open to the public. Ms. Keane said she has been in the audience. She said that now that she is on the Board, she hoped to improve things for everybody.

Ms. Pinkham noted that people in the audience at the School District Meeting were booing and that administration had to defend the students. She said that this is not what Fremont is about. Sherri Ficker gave her opinion, saying that it was disappointing, as an employee and resident, to see how negative the tone was at the District Meeting. She said that most people feel Ellis is friendly and positive.

Ms. Girardi thought members should think of how to foster better relationships as a Board to avoid negativity next year.

Mr. Rowell said he thought the strategic plan's goal is good to reach out to people.

Ms. Girardi said that the outcome was good but the meeting was not. Ms. Pinkham said that Fremont did do better than other communities this year in reaching a compromised budget.

Mr. Tanguay explained to the new board members how manifests get signed by School Board members since documents were being passed around to be signed at the moment.

Ms. Sandstrom explained that payroll manifests need to go out and can't wait for the Board to meet. Ms. Pinkham noted that if the Board doesn't meet, permission needs to be given to someone to sign the manifest. She recommended a motion to give Mr. Rowell the authority to sign payroll manifests on behalf of the Board. Ms. Sandstrom said that payroll goes out anyway because it is contractual and then the School Board signs after the fact. Ms. Sandstrom thought any Board member could sign. Ms. Genthner mentioned that last year this had come up. Mr. Tanguay said that part of the orientation would cover that so that if the new Board members did not feel comfortable signing the manifests tonight, that would be ok.

B. NEWSLETTER – DEB GENTHNER

IX. ACTION ITEMS

Mr. Rowell noted that the new board members should be added to the SAU email and that the outgoing board members should be taken off. Ms. Sandstrom said that this was being done.

A. SCHOOL BOARD POLICIES

FIRST READING

BAAA: SCHOOL BOARD POLICIES AND ADMINISTRATIVE PROCEDURES:
TABLED FOR LEGAL COUNSEL

BBBH: RECOGNITION OF ORGANIZATION AND OPERATION OF THE SCHOOL
ADMINISTRATIVE UNIT (SAU) SCHOOL BOARD

Peg Pinkham made a motion to accept the first reading of BBBH: RECOGNITION OF ORGANIZATION AND OPERATION OF THE SCHOOL ADMINISTRATIVE UNIT (SAU) SCHOOL BOARD as submitted. Deb Genthner seconded the motion. Motion passed 5:0.

Mr. Rowell said that he wanted to look online at what it meant that the District was “exempt from meeting the requirements of NH RSA 194-C:3 except that it is required to provide superintendent services pursuant to RSA 194-C:4. Mr. Tanguay read what the School Board Association had for that and noted that counsel articulated what the RSA said, specific to Fremont.

DA: FISCAL MANAGEMENT PLAN

Peg Pinkham made a motion to accept the first reading of DA: FISCAL MANAGEMENT PLAN as submitted. Deb Genthner seconded the motion. Motion passed 5:0.

Ms. Girardi asked if the policy had steps that were measurable to tell if it’s working or not. Ms. Genthner answered that the School Board sets policy and the administration sets procedures for policy.

JG: ASSIGNMENT OF STUDENTS TO CLASSES AND GRADE LEVELS

Peg Pinkham made a motion to accept the first reading as amended. Sharon Girardi seconded the motion. Motion passed 5:0.

Mr. Marston recommended placing “and/or guidance counselor” in 4 places (after where it reads “building principal”).

JLCD: ADMINISTERING MEDICATION TO STUDENTS: TABLED

This was reviewed by the school nurse.

Ms. Pinkham asked what designates a “school day”. She wanted more definition in that sentence since students should be covered during school-supported events that are held off of school property as well as on school property. Legal counsel would be consulted for this question.

SECOND READING

Peg Pinkham made a motion to table the 2nd Reading of Sections E, G, and J. Deb Genthner seconded the motion. Motion passed 5:0.

The Board discussed items for counsel to review/made edits:

GBEA: STAFF ETHICS

“1. Employees will not participate for financial remuneration in outside activities wherein their position on the staff is used to service or to sell goods to pupils or their parents.”

GBEB: STAFF CONDUCT

Last sentence should read:

“ All Employees shall obey the established rules and decisions of their supervisors.”

GBI: STAFF PARTICIPATION IN POLITICAL ACTIVITIES

Replace “division” with “District” throughout page.

NHSBA APPENDIX
GBJ-R
PERSONNEL RECORDS

Ms. Girardi asked to define “a reasonable period of time” as stated in line #4. Mr. Tanguay said guidelines could be included for reference.

Ms. Keane asked if employee addresses should be included in Item 5. Privacy was Ms. Keane’s concern. Mr. Tanguay said he would check on that.

NHSBA APPENDIX
GBK-R
EMPLOYEE COMPLAINTS AND GRIEVANCES

1.a. (last sentence should read:...using the Employee Complaint Form, and submitted to the immediate supervisor.”

Ms. Keane asked if the Board wanted to know about issues handled by the Superintendent even if they didn’t have to act on them. Mr. Tanguay explained that he has given the Board information like that in the past but that there is an agreement that information stops with him and that he needed to be careful where it went from there. Ms. Keane noted that the policy does not currently read that it stops with him and questioned if the policy needs to be changed. He said that he might not even know of

grievances that are resolved at the principal’s level. He said he can provide an “incident report” to the Board.

B. PERSONNEL REPORT

Deb Genthner made a motion to approve the personnel report and accept with regrets the resignation of Gail Contant. Sharon Girardi seconded the motion. Motion passed 5:0.

X. FUTURE AND FOLLOW UP AGENDA ITEMS

Board Policies	Ongoing
Public Relations: newsletter	Ongoing
New Board Member Orientation	April 8, 2009
Adult Education Program	TBD
Policy: Project Management Plan	TBD
Long Range Facilities Planning Committee	TBD

XI. NON-PUBLIC SESSION

Peg Pinkham made a motion to enter into non-public session at 10:10 PM to act upon a matter or matters referenced in 91-A: 3 II (c). Deb Genthner seconded the motion. Motion passed 5:0.

XII. RETURN TO GENERAL SESSION

Deb Genthner made a motion to return to general session at 10:45 PM. Peg Pinkham seconded the motion. Motion passed 5:0.

Peg Pinkham made a motion to approve the non-public minutes of March 11, 2009 as amended. Deb Genthner seconded the motion. Motion passed 3:2.

XIII. NEXT MEETING: APRIL 8, 2009 AT 6:30 PM

XIV. ADJOURNMENT

At 10:47 PM, Deb Genthner motioned to adjourn. Sharon Girardi seconded the motion. Motion passed 5:0.

Respectfully submitted,

Susan Perry, School Board Secretary

03.24.09

QUESTIONS:

1. Ms. Pinkham asked Mr. Tanguay to email that information out to the Board members. Mr. Tanguay said he would do that.

2. JLCD: ADMINISTERING MEDICATION TO STUDENTS: TABLED Ms. Pinkham asked what designates a “school”. She wanted more definition in that sentence since students should be covered during school-supported events that are held off of school property as well as on school property. Legal counsel would be consulted for this question.

3. NHSBA APPENDIX
GBJ-R PERSONNEL RECORDS Ms. Girardi asked to define “a reasonable period of time” as stated in line #4. Mr. Tanguay said guidelines could be included for reference.

4. Ms. Keane asked if employee addresses should be included in Item 5 of Policy GBJ-R. Privacy was Ms. Keane’s concern. Mr. Tanguay said he would check on that.