Regular Meeting/Planning Session

July 19, 2016
7:00 p.m.
SHS TV Studio

MINUTES

Present:
Mrs. Pamela Berry, Chairman
Mr. Bernard Campbell, Vice Chairman
Mr. Peter Morgan, Secretary
Mr. Michael Carney, Jr., Member
Mrs. Patricia Corbett, Member

Also Present:
Dr. Michael Delahanty, Ed. D., Superintendent
Mrs. Maura Palmer, Assistant Superintendent
Mrs. Deborah Payne, Assistant Superintendent for Business Operations
Mrs. Diana Darnstaedt, Director of Finance

Mrs. Berry called the meeting to order at 7:00 p.m. followed by the pledge of allegiance.

ADOPTION OF THE MINUTES

Approval of the minutes from the June 14, 2016 Regular Meeting

Mr. Morgan requested the following change:
Page 4, line 42, delete the number 2

Motion by Mr. Morgan, seconded by Mrs. Corbett to adopt the minutes with the correction.
Motion carried 5-0

Approval of the minutes from the June 21, 2016 Regular Meeting

Mr. Campbell requested the following addition:
Page 3, line 32 add “Following the vote Mr. Carney asked that the Superintendent to please reach out to the Voter family to notify them of the decision.”

Motion by Mr. Morgan, seconded by Mr. Campbell to adopt the
Motion carried 4-0-1
Mrs. Corbett abstained

Vendor and payroll manifests were passed for signature.
Consent Agenda

Nominations
Marisa Auger, English Teacher at Salem High School
Sheila Bishop, Grade 8 Math Teacher at Woodbury
Kristen Brazauksi, Chorus Teacher at Woodbury
Kevin Fox, English Teacher at Salem High School
Francesca Leone, Grade 1 Teacher at Soule School
Brittany McNary, Kindergarten Teacher at Lancaster School
Claudia Owens, Art Teacher at Barron and Fisk Schools
John Seeman, Engineering and CADD Teacher at Salem High School
Tricia Tardif, Social Studies Teacher at Woodbury

Professional Staff Nominations
See attached list

Motion by Mrs. Corbett, seconded by Mr. Carney to adopt the minutes as read by the Chairman.
Motion carried 5-0

Recognition of Students/Staff Accomplishment - None

Other Business Items

Network Equipment Maintenance Bid Award
Mr. Hasbany, Director of IT recommended the annual network equipment maintenance bid be awarded to Blue Spruce Technologies in the amount of $18,370.85. He explained that the maintenance agreements for a variety of hardware and software would now be coterminus.

Motion by Mrs. Corbett, seconded by Mr. Carney to award the bid to Blue Spruce Technologies in the amount of $18,370.85.
Motion carried 5-0

Sidebar - SEA Article 12
Dr. Delahanty stated a sidebar is needed to impose the date of 2020 that the legislature set on the agreement rather than 2018. He explained that the SEA will be signing the document as well.

Motion by Mr. Campbell, seconded by Mr. Morgan to ratify the sidebar memo agreement on the Affordable Care Act as presented.
Motion carried 5-0

SEPA and SESPA Negotiations for 2017-2018
Dr. Delahanty stated that the Salem Educational Personnel Association (SEPA), and Salem Educational Support Personnel Association (SESRA) groups have submitted requests to begin negotiations for their successor collective bargaining agreements. SESPA has requested beginning in late August, and SEPA is asking to begin sometime early in school year. He asked
that board members provide him with a list of available dates. Mrs. Berry suggested that the board members provide their availability to the Superintendent to coordinate.

Budget Preparation Calendar
Dr. Delahanty suggested the board review of the budget be on Saturday, October, 22, and be submitted to the budget committee on Friday, November 18. Mrs. Corbett asked if there would be a meeting on November 8, Election Day. There was some discussion by the board and Dr. Delahanty, and it was agreed that the board meeting may be changed to November 9 or 10.

Set Deliberative Session Date
Dr. Delahanty recommended establishing Thursday, February 9, as the date for the Deliberative Session.

Motion by Mr. Campbell, seconded by Mr. Carney to establish Thursday, February 9, 2017, at 7:00 p.m. at Salem High School as the date for the Deliberative Session.

Motion carried 5-0

Mrs. Berry requested adding a nomination to the agenda. No one opposed.

Nomination
Dr. Delahanty stated there was a nomination from Mrs. Collyer for Katherine Costa as the Director of Continuing and Alternative Education. Her start date will be July 25, 2016.

Motion by Mrs. Corbett seconded by Mr. Campbell to appoint Katherine Costa as the Director of Continuing and Alternative Education with a prorated salary of $75,095.79.

Motion carried 5-0

Administrative Monthly Report

Operating Budget Financial Report
Dr. Delahanty stated the teacher and assistants salaries have a balance as well as some corresponding balances in social security and retirement. He noted that the bond services are over expended. Dr. Delahanty stated there is a balance in special education tuition but told the board they already used the out of district placeholder monies in 2016-2017 to have students placed out of the district and there is one pending. As far as revenue, Dr. Delahanty stated it is where it should be.

Mr. Campbell asked a question about the balance in the supplies account. Dr. Delahanty explained that funds are used to purchase needed materials for a given school year and he will look into it.

Food Service Financial Report
Dr. Delahanty stated the income in April was $127,000 and expenses were $123,000 resulting in the month finishing on a positive note. He explained that May’s income was $162,000 and the expenses were just over $153,000. He stated over the course of the year it was challenging but
the food service finished reasonably well. The program will be highly marketed to increase participation.

PRESENTATION OF POLICIES/REPORTS BY SUPERINTENDENT AND STAFF

Kindergarten Enrollment Update
Mrs. Palmer explained that kindergarten registration has been ongoing since January, and there are 187 students registered as of today with 200 projected. She explained that out of the 187 registered, 110 are full day and 77 are half day. All families who requested the full day program have been accommodated.

Staffing Report
Dr. Delahanty stated there are some substitutes that have to be hired for long term needs but he is confident they will fill them. He stated there is a physical education vacancy at the high school due to a resignation in June. There have been four people interviewing for the band instructor position at the middle school and the position should be filled soon. There is an individual being interviewed for the SAIF position, and the performing arts technician was approved to start in September.

Facilities Renovation, Phase III Update
Dr. Delahanty provided a July 18 look ahead to the board. He stated that he is pleased that the four court gym is nearing completion and should expect it to be available by mid August. Also the auditorium is on track to be ready in December. The locker room and band area is still scheduled for October with finishing touches starting there. Dr. Delahanty stated Phase III is the front of building, but Phase IV is the auto tech area, and because the weather has cooperated work has already begun for that part of the project.

PLANNING SESSION

Salem High School Course Competencies & Competency Assessment
At this time Salem High School Principal Tracy Collyer joined the board members as well as Math & Science Director Bradley St. Germain, and Humanities Director Steve Goyette.

Mrs. Palmer stated that the work of understanding competencies and grade level standards began years ago. They’ve been creating learning targets, and developing student assessments that link to the learning targets. All to prove the meaning behind grades the students receive. Mrs. Collyer explained that all professional development and meetings that have taken place over the past few years have been focused on this work and they are finally able to report on competencies. She said it has been a tremendous effort and has taken years to get to this point but teachers have had a shift in their thinking.

Mr. St. Germain and Mr. Goyette spoke about wanting to provide parents and students with more information. It was further explained that teachers worked together to discover what the common theme was across courses; that was then broken down. Once the standard was recognized, the things that students would be required to know and be able to do were identified in order to work toward mastery of that standard.
Dr. Delahanty stated this same work is going on throughout the district, but here at the high
school it has to be in place by this month per expectations put forth by the state. He explained
that we could have just met the condition for approval, but that this has been very lengthy,
ongoing, and thorough undertaking. He stated we want all students to have the capacity to move
from high school to whatever comes next for them, and that a letter grade goes deeper than
reporting and that it doesn’t always mean the same thing from district to district. He explained
that we now have a broader depth of information of what students know and are able to do
outside of just a letter grade. For the past few years work has been done on developing the core
set of standards that will help and will give students a depth of knowledge. He stated the goal is
to begin reporting to students and parents in a more comprehensive way on student progress.

Mrs. Collyer explained that students have been hearing the terminology such as “learning target”
in their classes for years now. The competency information to be included on report cards will
be reviewed at orientation and parent teacher meetings. There will also be video presentations
made so everyone is educated on how the reporting will work.

Department of Education and Justice – Dear Colleague Letter
Dr. Delahanty stated this letter came from the Departments of Education and Justice indicating
strong suggestions on how to proceed with accommodating transgender students. He explained
that Salem’s practices so far are consistent with how parents and students wish it would be. He
stated that he doesn’t necessarily understand this phenomenon but it is always the district’s goal
to do what is best for students and their learning. There was discussion by the board and they
agreed that the current policies that are in place pertaining to discrimination and bullying address
this issue and any transgender student would be protected by these policies. Mr. Campbell
suggested just adding specific language covering this guidance letter and referencing it. That
would accomplish the goal.

INFORMATION AND PROPOSALS FROM BOARD MEMBERS

Adjournment
Motion by Carney, seconded by Mrs. Corbett to adjourn.
Motion carried 5-0

The board adjourned at 8:52 p.m.

Lani R. Leland
Recording Secretary, Salem School Board
July 19, 2016
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