SALEM SCHOOL BOARD
SCHOOL ADMINISTRATIVE UNIT #57
SALEM, NEW HAMPSHIRE

Regular Meeting

October 13, 2015
7:00 p.m.
SHS TV Studio

MINUTES

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

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

Mr. Carney 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 September 15, 2015 Planning Session
Motion by Mr. Morgan, seconded by Corbett to adopt the minutes as presented.
Motion carried 5-0

Approval of the minutes from the September 22, 2015 Regular Meeting
Mr. Morgan requested the following additions:

Page 2, line 14, after accept add the words “and expend”
Line 20, insert “district” after the word school
Line 21, change “Superintendent” to “Superintendents”
Line 21, change to read, “The Superintendents come to an agreement…”
Line 22, change to read, “...current district or to attend school in a different district. The final approval for out of resident district placement however, must come before the school board.”

Motion by Mr. Morgan, seconded by Mr. Campbell to adopt the minutes with the changes.
Motion carried 5-0

Approval of the minutes from the September 22, 2015 Non-public Session
Motion by Mr. Morgan, seconded by Mrs. Berry to adopt the minutes as circulated.
Motion carried 5-0
Vendor and payroll manifests were passed for signature.

CONSENT AGENDA

Nomination
Linda Johnson, ESOL Teacher, part time (Federally funded)

Leave of Absence
Leslie Cucolo, Grade 4 teacher at Soule School, maternity leave February 15, 2016 until May 20, 2016

Motion by Mr. Campbell, seconded by Mrs. Berry to adopt the consent agenda as read.
Motion carried 5-0

MONTHLY PRESENTATION ON STUDENT ACHIEVEMENT – Woodbury
Amy Favreau
Marcia Murphy counselor
Teachers Mark Lacasse, Keli Barry and Jacqueline Duane

Mrs. Palmer welcomed the Woodbury School staff to make a presentation regarding the efforts made to transition students from their neighborhood schools to Woodbury. She then introduced Mr. Brad St. Laurent, Woodbury Principal.

Mr. St. Laurent stated there are six different activities over six months’ time to familiarize incoming students with what to expect at Woodbury. He explained that there are visits to all elementary schools to talk about Woodbury, an Open House for fifth grade parents to attend and have questions answered, a counselor also goes into fifth grade classrooms. The fifth graders are invited to the Woodbury School play, they have move up day to meet their teachers before school starts, and their first day of school is a half day orientation in August. Mr. St. Laurent then introduced school counselor Marcia Murphy.

It was explained that in early April there is a meeting with the elementary school counselors to learn more about the incoming sixth graders. Current eighth graders are chosen to visit the elementary schools for an hour and answer questions incoming students may have. Mrs. Murphy also stated that she is with the students for the full three years they are at Woodbury because they loop grades with them. She stated that it really helps with building relationship. She then introduced Amy Favreau, Assistant Principal.

Mrs. Favreau stated that a great deal of effort is put into making the transition to Woodbury a positive one. She said she coordinates move up day in the spring and the orientation in fall. She explained that having the students assigned to a team and having them be organized into groups by color helps the students adjust.
She then introduced sixth grade teachers Mark Lacasse, Kelli Berry, and Jackie Duane. Mr. Lacasse, social studies teacher, spoke about the importance of having an advisory period. The focus in advisory is team building and getting to know your activities when school first begins.
Mrs. Berry, math teacher, explained that the extended advisory periods at the beginning of the year help students become more familiar with the schedule and changing classes. She explained that the classes are color coded for an organization strategy, and that it helps students process
their daily routine. Jacqueline Duane, science teacher explained how the teams have 100 students each and how team teaching allows teachers to really get to know their students.

Mr. St. Laurent introduced a video clip highlighting move up day and orientation day at Woodbury Middle School. He then introduced three students Sam Jamer, Grace Micklon, and Evan Tremblay. The students took a moment to say what they liked most and how they felt about transitioning to Woodbury.

Mrs. Corbett stated the student speakers were fabulous and she felt this was a great topic because parents probably do wonder what happens during move up day. Mr. Carney thanked the staff for doing a great job as well and said the students did a wonderful job representing their school.

Dr. Delahanty congratulated the three students on a job well done and for being very well prepared for their presentation.

**OTHER BUSINESS ITEMS**

**Teacher Retirees**
Mr. Carney stated the following individuals are going to be retiring at the end of this school year:

Helen Minkle, Music teacher at North Salem and Soule School for 36 years
John Kelly, Music Teacher at Woodbury for 35 years
Mary Meisser, Grade 2 teacher at Fisk School for 30 years
Martin McCue TV Production Teacher at SHS for 26 years

Motion by Mr. Campbell, seconded by Mrs. Berry to accept with regret and celebration the resignation by retirement of Helen Minkle, John Kelly, Mary Meisser, and Martin McCue.

Motion carried 5-0

Dr. Delahanty stated there are many people who will remember these individuals and it is with his own regrets that they are leaving the district, but he wished them luck.

**SEA Agreement Sidebar**
Dr. Delahanty presented a revision to Article 14 of the current SEA contract. He stated prior to this new language being introduced, even an experienced coach or advisor could, without previous notification, not be invited back the following year. This now gives that person at least one year to improve and then if the expectations of improvement haven’t been met then a new nomination will be taken.

Motion by Mrs. Berry, seconded by Mr. Morgan to approve article 14 and the SEA agreement sidebar.

Motion carried 3-0-2

Mr. Campbell and Mr. Carney abstained

**Snowplowing Agreement**
Dr. Delahanty stated the snowplowing bid is usually awarded without competitive bidding. He expressed his support for Merrill and noted that the district has only had a different vendor on one occasion, and that Merrill still had to be called in because the job was not done well enough.
He did recommend that the board authorize him to negotiate the snowplowing agreement for this school year, but he also understands that if board wants this to be put out to bid.

Mrs. Berry stated that going out to bid may be wise however, because we are dealing with snow, she would rather stick with the local company that the district knows well and has worked with extensively. Mrs. Corbett agreed with Mrs. Berry. Mr. Carney stated that he trusts Merrill as well but feels that every once in a while it should be put out to bid to see what else is out there.

Motion by Mrs. Berry, seconded by Mrs. Corbett to authorize the Superintendent to negotiate with George Merrill and Company to supply the Salem School District’s snow removal for the school year.

Motion carried 3-1-0
Mr. Campbell abstained
Mr. Carney opposed

Medical Waste Contract
Dr. Delahanty stated that there is not a lot of medical waste created by the district, but there is a company that comes to remove it several times per year. He stated this has been put out to bid and recommended this waste removal be done by Curtis Bay Medical Waste for the amount of $1,200.

Motion by Mrs. Berry seconded by Mrs. Corbett to award the three year contract bid to Curtis Bay Medical Waste of Haverhill, Massachusetts, in the amount of $1200 in the first year for the disposal of medical waste.

Motion carried 5-0

APPOINTMENT PRESENTATIONS BY MEMBERS OF THE PUBLIC – None

PRESENTATION OF POLICIES/REPORTS BY SUPERINTENDENT AND STAFF

Landscape Proposal
Dr. Delahanty stated there are funds remaining in the bond to beautify the exterior appearance of Fisk and Soule Schools. He explained that the designer will be at the Planning Session to review the final design with the board. Dr. Delahanty then went over the plans for both of the schools. He asked the board to bring any concerns or questions to him so the designer can address any issues at next week’s meeting.

SHS CTE Renovation Phase III
Dr. Delahanty stated that within a month the public will see masonry block going up. The demolition of the auditorium should start Tuesday, October 20th and the separation of the building should start this week. The plan for the cafeteria is to have a grand opening on Monday, October 26. The new equipment will be up and running and the staff will be trained prior to that date on how to use it effectively. In the gym, Dr. Delahanty stated all the backboards have been installed and the bleacher work has started and should be done by next week.

INFORMATION AND PROPOSALS FROM BOARD MEMBERS
Mr. Campbell stated there is budget committee meeting tomorrow night and the town budget preliminary votes are on November 3.
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Dr. Delahanty stated Barron School Principal Anna Parrill is leaving for Washington, DC to attend the national distinguished principal event.

Future Meeting Dates
October 20, 2015; Planning Session
October 24, 2015; Budget Review (Saturday 8:00 a.m.)
October 27, 2015; Regular Meeting

Future Agenda Items
a) Title I Review
b) Landscaping Planning
c) Strategic Plan Review
d) Math and Literacy Instruction and Assessment
e) 2016-2017 Budget

Adjournment
Motion by Mr. Campbell, seconded by Mr. Morgan to enter into a non-public session pursuant to RSA 91-A:3(II)(c)
Mrs. Berry  yes
Mrs. Corbett  yes
Mr. Morgan  yes
Mr. Campbell  yes
Mr. Carney  yes
Motion carried 5-0

The board entered the non-public session at 8:15 p.m.

Motion by Mr. Campbell, seconded by Mr. Morgan to adjourn.
Motion carried 5-0

The board adjourned at 8:30 p.m.

[Signature]
Lani R. Leland
Recording Secretary, Salem School Board
October 13, 2015