SALEM SCHOOL BOARD
SCHOOL ADMINISTRATIVE UNIT #57
38 Geremonty Drive
SALEM, NEW HAMPSHIRE 03079

Regular Meeting October 10, 2017
7:00 p.m.
SHS TV Studio

MINUTES

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

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

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

MONTHLY PRESENTATION ON STUDENT ACHIEVEMENT

Maura Palmer welcomed Soule Elementary School staff and introduced Principal Christine Nadeau, who gave an overview of the hard work and many contributions made by paraeducators; such as instructional support for small groups, one on one instruction, the implementation of behavior plans, and personal care assistance. Principal Nadeau emphasized the importance of training these paraprofessionals receive allowing them to be effective in the classroom which leads to student achievement. Principal Nadeau introduced CHOICE guidance counselor Natasha Moreau. Ms. Moreau highlighted a paraprofessional training she ran focusing on Crisis Intervention and Behavioral De-escalation which included preventive and verbal de-escalation techniques to help students be available for learning. Ms. Moreau indicated the education of staff results in the education of students. Ms. Moreau introduced kindergarten teacher Christine Augusta who continued to explore the vital role of paraprofessionals and their training that provides strategies and practices. She highlighted the benefit of training, particularly in dealing with students in crisis or those who have experienced trauma, and its positive contribution in creating a safe and nurturing educational climate. Ms. Nadeau then introduced a video featuring Soule School paraprofessionals elaborating on professional development training received and techniques learned to assist students with specific, detailed examples of CHOICE program training. Principal Nadeau thanked the staff for participating in the video.
The board expressed their gratitude for the contribution of paraprofessionals, and Dr. Delahanty followed up and praised their critical work.

**APPOINTMENT PRESENTATIONS BY MEMBERS OF THE PUBLIC** - None

**ADOPTION OF THE MINUTES**

September 19, 2017; Planning Session
Motion by Mr. Carney, seconded by Dr. Corbett to accept minutes as circulated.
  Motion carried 5-0

September 26, 2017; Regular Meeting
Motion by Mr. Carney, seconded by Dr. Corbett to accept minutes as circulated.
  Motion carried 5-0

Vendor and payroll manifests were passed for signature.

**CONSENT AGENDA**

Extracurricular Nominations:
Beth Talbot, Freshman Class Advisor
Ricky Oliver, Salem High School Women’s Varsity Basketball
John Gatsas, Salem High School Women’s Junior Varsity Basketball
Juan Valero, Salem High School Men’s Junior Varsity Basketball
Justin Webber, Salem High School, Men’s Freshman Basketball
Robbie McLaughlin, Salem High School, Men’s Varsity Basketball
Whitney Halloran, Salem High School, Junior Varsity Cheerleading
Rebecca Robichaud, Salem High School, Varsity Cheerleading
Lillian Olivieri, Salem High School, Women’s Gymnastics
Samantha Cloutier, Salem High School, Gymnastics Assistant
Peter DiMarino, Salem High School, Junior Varsity Ice Hockey
Mark McGinn, Salem High School, Varsity Ice Hockey
Kaitlyn Shea, Salem High School, Assistant Swim Team Coach
Scarlett LeBlanc, Salem High School Swim Team Coach
Daniel Kelleher, Salem High School, Assistant Women’s Track Coach
Benjamin Adams, Salem High School, Women’s Track Coach
Craig Robinson, Salem High School, Assistant Men’s Track Coach
Spencer Shaw, Salem High School, Men’s Track Coach
Steve Abraham, Salem High School, Assistant Wrestling Coach
Wesley Decker, Salem High School, Varsity Wrestling Coach
Nicholas Eddy, Salem High School, Varsity Wrestling Coach
Rosario Beninati, Woodbury School, Girls’ Basketball Coach
Frederick Hutchinson, Woodbury School, Boys’ Basketball Coach
Whitney Halloran, Woodbury School, Cheerleading

Dr. Corbett, seconded by Mr. Carney, moved to accept Consent Agenda as read.
  Motion carried 5-0
OTHER BUSINESS ITEMS
Snow removal Bid Award
Mr. Campbell recused himself for business and professional reasons, and turned the meeting over to Dr. Corbett, Vice-Chairperson, who then asked Dr. Delahanty to speak for the award. Dr. Delahanty explained that Jack Messenheimer, Director of Maintenance, was not able to be present this evening. He then reviewed the two bids received as a result of the Request for Proposal for snow plowing services for the 2017-2018 school year: One was from the current provider George E. Merrill & Son, and the other from Belko Landscaping. Board members were provided with a summary of the quotations, and Dr. Delahanty made recommendation that the bid be awarded to George E. Merrill & Son.

Mr. Carney asked if the issue of pushing snow into wetlands had been addressed, and Dr. Delahanty confirmed that it had. Mr. Carney suggested combining the purchase of sand and salt by the school district with that of the town in order to receive a better price. Dr. Delahanty indicated that Mr. Messenheimer could inquire about that possibility with the DPW.

Motion by Mr. Carney, seconded by Mrs. Berry to award the contract for snow removal for 2017-2018 to George E. Merrill & Son.

Motion carried 4-0-1 Mr. Campbell abstained.

Salem High School Course Proposal
Dr. Delahanty introduced Mr. Brad St. Germain, Salem High School Math & Science Director, and Mrs. Collyer, Salem High School Principal, who presented a proposal to replace Integrated Science with Earth & Space Science at the high school. Mr. St. Germain reviewed the science curriculum and explained that this course will meet the learning standards identified in the Next Generation Science Standards (NGSS), and responded to questions from the Board regarding the program. Dr. Corbett asked Mrs. Palmer if other curriculum changes are being made across the district to align with this program. Mrs. Palmer responded that Mr. Whittaker is overseeing Woodbury, and Mrs. Markley is overseeing the elementary schools, in regards to the standards in connection with Project Lead the Way,

Motion by Dr. Corbett, seconded by Mr. Morgan, that Integrated Science be replaced with Earth & Space Science, as presented.

Motion carried 5-0

Teacher Retirees:
Norma Bursaw, Science at Salem High School - 40 years
Patricia Burr-Verge, Physical Education at Woodbury - 38 years
Aida Koocher Speech Therapist at Fisk - 38 years
Elizabeth Gerano, Speech Therapist at North Salem - 33 years
Kathleen Chaput, Grade 6 Math at Woodbury - 32 Years
Darlene Ronchetti, International Language at Salem High School - 30 years
Christine Landry, Technology Education at Woodbury - 24 years
Ellen Fox, Special Education at Salem High School - 15 years

The board will formally acknowledge the service of these individuals at a meeting in the spring.
Policy EEAA Video and Audio Surveillance
Dr. Delahanty presented a revised proposal based on the Board’s request at the last meeting to separate the Audio and Video Surveillance policy from that of Audio and Video Recording of Students for educational purposes. There was some discussion on the wording of the policy among Board members with minor changes suggested. Motion by Mr. Morgan, seconded by Dr. Corbett, to accept the amendment to the policy language and adopt the policy as presented

Motion carried 5-0.

Policy EEAAB Video and Audio Recording of Students
Dr. Delahanty presented the revised policy proposal based on the Board’s request to distinguish Audio and Video Recording necessitated by a student’s IEP. Motion by Mr. Morgan, seconded by Dr. Corbett to adopt the policy as presented.

Motion carried 5-0.

PRESENTATIONS OF POLICIES/REPORTS BY SUPERINTENDENT AND STAFF
Paraprofessional training
Dr. Delahanty introduced Margaret Bentley, Director of Student Services, who presented an overview of paraprofessional training for special and general education paraprofessionals, Mrs. Bentley has worked with Dr. Jennie Marshall, Director of Literacy, and Assistant Superintendent for Academics, Maura Palmer, to develop a training and education program to elevate paraprofessional opportunities to support students in the classroom. Dr. Delahanty praised their thoughtful, coordinated efforts and elaborated on the educational contributions of paraprofessionals. Mrs. Palmer responded to Board questions regarding the hiring and evaluation process.

Phase III Project Budget Updates
Dr. Delahanty introduced Assistant Superintendent for Business Operations Deborah Payne, who provided a budget update and responded to Board questions.

Facilities Renovation Phase III Update
Dr. Delahanty referred to the updated three week look ahead, and provided Board members with copies, indicating the project is on time and then responded to questions from the Board.

Mr. Campbell suggested a tour of the STEM wing at 6:00 p.m. on October 24, 2017.

INFORMATION AND PROPOSALS FROM BOARD MEMBERS
-None

Future Meeting Dates
1. Meeting Dates
   a. October 17, 2017; Planning Session
   b. October 24, 2017; Regular Meeting
   c. October 28, 2017; Budget Meeting
2. Future Agenda Items
   a. Board Goal Review/Update
   b. Maintaining Healthy School Environments
   c. High School RE: Structure Update
   d. Digital Citizenship
   e. Woodbury Tour

Adjournment
Motion by Dr. Corbett, seconded by Mrs. Berry to adjourn the meeting.
   Motion carried 5-0.

The board adjourned at 8:30 p.m.

Elizabeth Palardy
Recording Secretary, Salem School Board
October 10, 2017