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

Regular Meeting

September 10, 2019
7:00 p.m.
SHS TV Studio

MINUTES

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

Also Present:
Dr. Michael Delahanty, Ed. D., Superintendent
Mrs. Maura Palmer, Assistant Superintendent for Academics and Support
Mrs. Deborah Payne, Assistant Superintendent for Business Operations

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

MONTHLY PRESENTATION ON STUDENT ACHIEVEMENT - None

APPOINTMENT PRESENTATIONS BY MEMBERS OF THE PUBLIC - None

ADOPTION OF THE MINUTES
August 27, 2019 – Regular Meeting
Mr. Campbell moved, seconded by Dr. Corbett, the Board adopt the minutes of the August 27, 2019 Regular Meeting with one correction. On page 2, line 46, change wording to “more aggressive reevaluations should be considered.”

Motion carried 5-0

Vendor and payroll manifests were circulated for signature and passed on to Mrs. Payne
CONSENT AGENDA
Nominations – Professional/Extra-Curricular
The Board was provided with a professional nomination for Mikael Stong, Woodbury Middle School, Social Studies Teacher, $47,567.

Dr. Corbett made a motion, seconded by Mr. Campbell, to accept the consent agenda as read by the chairman.

Motion carried 5-0

OTHER BUSINESS ITEMS
Policy Revision – GBEA – Staff Ethics
The Superintendent reminded the Board that last Spring there was a presentation by Nicole Highmark, spokesperson for the School Board Association, giving them an overview of the new Code of Ethics that was adopted by the State Board of Education which applies to all school district personnel. The Board was provided with an updated copy of Policy GBEA – Staff Ethics as well as an updated Code of Ethics from the New Hampshire State Board of Education. The changes in Policy GBEA reflect the language from the Code of Ethics which applies to all school personnel. Dr. Delahanty gave further details about the policy. Mrs. Berry requested making an addition under Number 5, to include fundraising as it relates to teachers and their students. Dr. Corbett agreed but suggested making it an item of its own. There was further discussion in regards to what should be covered by this addition. All agreed to ask the Superintendent to return with appropriate wording. This was the first reading.

Policy Revision – GBEB – Staff Conduct
The Board was provided with an updated copy of Policy GBEB – Staff Conduct. As discussed, the State Board of Education adopted a Code of Conduct for all New Hampshire Certified Educators. The Superintendent recommended changes on page 3 of 3, #7 a waiting period of 4 years rather than 10 months. Mr. Campbell expressed his concern with 4 years because he felt it was excessive and perhaps not legal. He suggested possibly 21 years of age, but cannot support 4 years. Mr. Morgan agreed with Mr. Campbell that 4 years was too long. Dr. Corbett asked the Superintendent why he suggested 4 years. He explained. Dr. Delahanty will check with legal counsel. The Superintendent noted the special education statutes require the age to be 21. Mr. Carney noted the definition of an adult is 18 years of age. The Superintendent will inquire and return with further information. Dr. Corbett asked if the staff had received training on the Code of Conduct. Dr. Delahanty stated they had received an overview of both Code of Conduct and Code of Ethics. This was the first reading.

Policy Revision JFABD – Admission of Homeless Students
The Board was provided with an updated copy of Policy JFABD – Admission of Homeless Students. The Superintendent explained the update reflects changes to federal and state statutes. He elaborated. Mrs. Berry asked what the McKinney-Vento Act was. The Superintendent explained. Mr. Campbell asked Dr. Delahanty to provide the Board with a copy of the McKinney-Vento Act summary used by the District. Mr. Carney asked for clarification in regards to a student moving out of District. Dr. Delahanty explained. This was the first reading and there will be a second reading at a future date.
Policy Revision JICD – Student Discipline
The Board was provided with an updated copy of Policy JICD – Student Discipline. The
Superintendent noted this policy was last considered in 1999. He took the opportunity to make
changes because of the need to add “and Due Process” to the title. He noted he felt the wording
was harsh and strict resulting in this change. He elaborated on other changes. Mr. Campbell
asked if there was a separate expulsion policy. The Superintendent was not certain and will look
into this and return with information. Mr. Carney asked for clarification in regards to
suspensions and participation in activities. There was further discussion and the Superintendent
will add appropriate wording. This was the first reading and there will be a second reading at a
future date.

PRESENTATIONS OF POLICIES/REPORTS BY SUPERINTENDENT AND STAFF
Grant Field and Track Progress
The Board was provided with an updated timeline. The Superintendent gave details. Dr.
Delahanty said he believed another track season would be lost but SHS graduation would be on
Grant Field. Mr. Morgan asked if there was some kind of dome that could be used to keep the
temperature warm enough to apply the surfacing. Dr. Delahanty will ask about the tenting and
temperature details. Mr. Campbell asked if the playing field would be seeded or sod. The
Superintendent noted the sod is being provided by Green Thumb in Maine.

Woodbury Project
Dr. Delahanty noted the team met today and finalized presentations. He gave further details of
the planned presentations and marketing strategics. The project is now on the website.

INFORMATION AND PROPOSALS FROM BOARD MEMBERS
Future Meeting Dates
1. Meeting Dates
   a. September 17, 2019 – Planning Session
   b. September 24, 2019 – Regular Meeting
   c. October 8, 2019 – Regular Meeting
   d. October 15, 2019 – Planning Session
   e. October 19, 2019 – Budget Review Session
   f. October 22, 2019 – Regular Meeting

2. Future Agenda Items
   a. High School Internships
   b. Capital Goals
   c. Social Emotional Learning
   d. Soule Landscape Plan

Mr. Campbell inquired as to future planning session agenda. The Superintendent noted it would
be one of the items listed above.
Adjournment

Motion by Mrs. Berry, seconded by Dr. Campbell, to adjourn

The board adjourned at 7:49 p.m.

Lucille Ramsey
Recording Secretary, Salem School Board
September 10, 2019