

MINUTES
SAU 39 SCHOOL BOARD MEETING MINUTES
October 29, 2009
Souhegan High School Annex, Room A222

Chairman Dan Foley called the meeting to order at 6:05 p.m.

I. CALL TO ORDER

Present:

ATTENDANCE

Souhegan Cooperative School Board: Steve Coughlan, Pam Coughlin, Dan Foley, Chris Janson, Jeanne Ludt, and Mary Lou Mullens

Amherst School Board: Peg Bennett, Dwight Brew, Rob Graybill, Nancy Head, Chris Janson, and Peter Maresco

Mont Vernon School Board: Jayson Darula, Trevor Girard Kim Roberge (arrived 6:12 p.m.) and Bruce Schmidt

Administrative Team: Nicole Heimarck, Dr. Mary Jennings, Betty Shankel, and Renea Sparks

Budget Advisory Committee: Howard Brown, Charlene Carper, and Mark Vincent

Minutes Recorder: Lyn Jennings

- A. FY10 Enrollments – Board members received a handout in their board packets entitled Enrollment Numbers, dated October 1, 2009.

II. ANNOUNCEMENTS

Clark/Wilkins has 710 students, Mont Vernon 252 students, AMS has 794 students, and Souhegan High School has 891 students. The total number of students is 2,647.

- B. Inter-District Study Committee – Board members received a copy of the schedule for the Inter-District visits to each of the schools in their board packets.

Dr. Jennings told board members if they were interested in

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serving on the committee to send her an email.

Dr. Jennings told board members should they choose to serve on the committee they should try to come to all four sessions as outlined in the handout.

Dr. Jennings also told board members committee members would be able to shadow a student, which is one of the best ways to get to know a school.

Board members who aren't able to serve on the committee are also encouraged to shadow a student if they so choose.

Board members received a handout from Dr. Jennings regarding the death of Theodore Sizer, who founded the Coalition for Essential Schools. Dr. Jennings told board members their would be a memorial service for Mr. Sizer on November 21, 2009.

Dan Foley invited comments from the Public but none were forthcoming.

III. PUBLIC TIME

Jeanne Ludt pulled the A. Minutes 1. September 24, 2009, from the Consent Agenda.

IV. CONSENT AGENDA

The D. Transfers were pulled from the Consent Agenda.

A motion was made by Jeanne Ludt to accept Consent Agenda Items B. Treasurer's Report 1. September 2009 and C. Manifest 1. September 2009. Jayson Darula seconded the motion. All board members voted in favor of the motion. The motion passed unanimously. (15-0-0)

A motion was made by Jeanne Ludt to approve Consent Agenda Item A. Minutes 1. September 24, 2009, as amended and D. Transfers. Pam Coughlin seconded the motion. Fourteen board members voted in favor of the motion, with one abstention, Chris Janson. The

motion passed. (14-0-1)

- A. SAU39 Crisis Response Consultants – ORI Associates – Dr. Jennings told board members since the crisis that took place in Amherst and Mont Vernon, the Principals and Staff at the SAU have been interviewing people that can offer the districts advise on how to address what happened.

V. PRESENTATIONS

Dr. Jennings explained how important it is to get outside help. Dr. Jennings said she has spoken to the Chief of Police as well as the Board of Selectmen.

Dr. Jennings explained to the board they have funding through the FY10 Title IV Funds as well as obtaining funding from the Safe Free School Grants.

Dr. Jennings explained after interviewing several consulting firms that deal with Crises, the district has decided to go with ORI (Organizational Resilience International, LLC) Associates.

Renea introduced the partners of ORI Associates, Jeff Ware and Kevin Becker.

Kevin Becker provided board members with an overview of who they are and the different resources they could draw from to address our districts crisis. (ie. Nickel Mines Shootings)

Jeff Ware presented the ORI Philosophy:

- Recovery and resilience must be internally driven. Lasting recovery is driven from the inside – they are here to offer guidance.
- Recovery efforts must address the changing impacts of a trauma over time.
- Sustainability is key – what is sustainable for the community over time for everyone involved.

A slide was presented showing the Life Cycle of a Crisis or Disaster:

- 1) Safety
- 2) Predictability
- 3) Control

Jeff and Kevin explained The Approach ORI planned on using.

- 1) The Dedicated Planning Task Force –
 - a. Charged with creating and maintaining the recovery plan.
 - b. Members should include a wide variety of community members.
 - c. Facilitated and guided by ORI.
 - d. Utilize established resources, communications. (media, activities, etcetera)
- 2) Victim/Survivor Presentations – Nickel Mines Shooting
- 3) Tools for teachers, parents and other caregivers – would include trainings, manuals, video, program development (e.g. violence prevention, conflict resolution)
- 4) Community Events – Fundraising, Public Speakers
- 5) Identification of Professional Services – Funding Sources

Board members were given the opportunity to ask questions.

Kim questioned how ORI would address the two different types of grief the districts were facing – one from the community from the victim’s standpoint and the other from the community responsible.

Kevin Becker said he wishes it were only two different types of grief they would be addressing, and it is inherent on how the traumas roll out.

Trevor questioned why the district was receiving Crisis Response consulting. He felt the resources the district was receiving were irrelevant as compared to what the Cates Family was going through.

Trevor questioned why this wasn't an issue the Selectmen addressed rather than the school district.

Kevin Becker said the members of the community are not different from the Cates family; they are not separate from this group.

Dr. Jennings said the school district took the initiative to get Crisis Response Consultants, not the Board of Selectmen. Dr. Jennings said she knows this crisis has affected every family and student in the district.

Dr. Jennings said at no time, did the Board of Selectmen say they had anything planned as to bringing in outside consultants to address this crisis.

Dr. Jennings said the district is responsible for the children and that's why they took the initiative. Dr. Jennings said they are also responsible for 350+ employees.

Rob Graybill asked how the board would interact with ORI Associates and the Task Force going forward. Rob asked when the board might see them again.

Jeff said a status update should be built in on a monthly basis.

Dr. Jennings told board members the cost to hire ORI Associates as consultants for 12 months is \$12,000 and this includes expenses.

Dr. Jennings highlighted the Next Steps as follows:

- Get people on the Task Force right away.
- Receive board input as to who should be on the Task Force.
- Renea is working on writing the ORI Contract.
- Currently they have \$9,000 in funding through an existing Title IV Grant.

B. FY11 SAU Budget –

1. SAU39 Budget Advisory Committee – board members received a handout in their board packets entitled SAU #39 Budget Advisory Committee, 2009.10.

Dr. Jennings told board members the Amherst Community Member is Charlene Carper, Souhegan Community Member is Howard Brown, and the Amherst Ways and Means Committee representative is Mark Vincent.

Dr. Jennings said they still need a Mont Vernon Community Member, a Souhegan Advisory Finance Committee member, and a Mont Vernon Budget Committee member.

2. FY11 Budget – Draft 1 – Betty Shankel presented the Budget Assumptions as follows:

- Employee Benefit Rate Changes – Increase Dental 5.5%, Increase Health Insurance 22.5%, Increase NH Retirement .77%, Increase LTD Insurance 10%.

Betty told board members with the estimated increases in Employee Benefits, there is a \$40,000 increase, in the budget right off the top.

Betty said the LTD is being put out to bid this year.

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Betty told board members the Revenues are apportioned based on attendance and valuations.

Betty provided details with regards to Staffing:

- Substitute Coordinator Position was replaced by Aesop Online.
- Consultant Fee included for Superintendent Search – Betty said she researched the cost associated with a Superintendent Search and found it to cost between \$10,000-\$20,000. She put \$15,000 in the budget.
- Proposed Salary Increases: The worksheet is attached to the budget.

Betty presented the Bottom Line:

Operating Fund \$1,884,166
 E Rate Fund \$38,400
 Total Budget \$1,922,566
 \$ Increase \$30,101
 % Increase 1.59%

Betty told board members the increase to the budget as presented did not include any raises.

Betty presented the Costs to Be Shared:

Total Budget \$1,922,566
 Less E Rate Fund Balance \$38,400
 Less FY09 Unreserved Fund Balance \$47,205
 Costs to be Shared \$1,836,961
 Increase over FY10 1.1% or \$19,628 (this is the amount to be shared between the districts)

A slide was shown which represents the Cost Sharing for Amherst, Mont Vernon and Souhegan.

The SAU 39 budget is allocated among the three school districts. For FY 2011 Amherst allocation will be 56.0155%, a 0.2279% increase from FY 2010; the Mont Vernon allocation will be 8.8713%, a 0.1584% increase from FY 2010; and the Souhegan allocation will be 35.1132%, a 0.3862% decrease from FY 2010.

For the proposed FY 2011 SAU 39 budget, the Amherst allocation will be \$1,028,983, a \$15,136 or a 1.49% increase over FY 2010; the Mont Vernon allocation will be \$162,962, a \$4,619 or 2.92% increase over FY 2010; and the Souhegan allocation will be \$645,015, a \$127 or 0.02% decrease over FY 2010.

Betty presented a slide, which detailed the Schedule for the SAU 39 FY11 Budget.

October 29, 2009 – Draft 1 presented (tonight)
 October 30, 2009-November 13, 2009 – Budget Committee Review.

November 19, 2009 – Draft 2 presented – Mary told board members during this meeting, the board would go into Non-Public Session to discuss the raises as proposed on page 38 of the board packets. (Percentage increases were proposed at 1%, 1.5%, 2%, 2.5%, and 3%)

December 8, 2009 – Public Hearing and Budget Vote

Trevor Girard asked if the administration has looked at other options to see if they can decrease their health insurance costs. (Health Savings Accounts)

Betty has already started looking at other health insurance options.

- C. FY10 1st Quarter Report – Board members received a copy of the School Administrative Unit 39,

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Quarterly Financial Report, Fiscal Year 2010, dated July 1, 2009-September 30, 2009 in their board packets.

Betty told board members the Adjusted Budget is \$1,848,933 and the YTD Expenditures including Encumbrances is \$1,717,265.62. Betty told board members they are not projecting any shortages or overages at this time.

A. Later Start Proposal – Dan Foley reminded board members of the deadlines they set at the last board meeting with regards to the Later Start Proposal.

- Study Group met between October 20th -29th, 2009, and will provide a final recommendation to the board.
- Preliminary discussions with the Unions and PPC.
- Asking for another board vote tonight, October 29, 2009.
- Feedback from Late Start Forums and Unions.
- Summary of where the Late Start Committee is so the board can vote on whether to proceed or not.
- Next step if proceeding, would be to enter into impact bargaining with the Unions.

VI. ACTION ITEMS

Board members received a handout, which provided the Current and Recommended Start and End time for AMS/SHS, Clark/Wilkins, and the MVVS.

Recommended times reflect a 25 minute later start and end time for SHS and AMS and a 20 minute later start and end time for the elementary schools.

The proposed change would be on a pilot basis, with measurements in place.

Jeanne Ludt said the Later Start Committee really hadn't completed their work yet and didn't have a final

recommendation since they hadn't completed their fact-finding.

Jeanne said they had not received feedback yet from Community Council and really wanted to hear from them before the board made their final decision whether to continue or not.

Dan Foley said they set the project deadlines at the last board meeting and they must meet the deadlines they set, therefore, the board would vote this evening on whether to proceed or not.

Jeanne Ludt said she understood there are deadlines to be met however, the committee would like more time to get all the feedback analyzed from the forums, hear from the Community Council, etcetera.

Peter Maresco said the attendees at the Public Forums were overwhelmingly against the Later Start times. Peter said many people spoke about the negative impact on starting school later for kids in the younger grades and he doesn't understand why we are still trying to go forward with the proposal.

A motion was made by Trevor Girard to proceed with the Alternative Start Time Proposal as presented. Dwight Brew seconded the motion. Eight board members voted in favor of the motion, Steve Coughlan-yes; Dan Foley-yes; Chris Janson-yes; Jayson Darula-yes; Jeanne Ludt-yes; Pam Coughlin-yes; Trevor Girard-yes; and Mary Lou Mullens-yes. Seven board members voted against the motion, Rob Graybill-no; Peg Bennett-no; Peter Maresco-no; Dwight Brew-no; Nancy Head-no; Bruce Schmidt-no; and Kim Roberge-no. The motion was defeated. (8-7-0)

Board tallies were analyzed in order to determine if the Late Start Committee should proceed further.

It was determined all 5 Amherst Board representatives voted against the Alternative Start Time Proposal, 2 Mont Vernon Board representatives voted for the Alternative Start Time Proposal and 2 Mont Vernon Board representatives voted against the proposal, all 6 Souhegan Board representatives voted for the Alternative Start Time Proposal.

Based on the above vote, the board is against proceeding further with the Late Start Proposal.

Rob Graybill said he appreciated all the work and effort by the Late Start Committee, he said they did it the way it should be done.

Trevor Girard asked how this would be communicated to the community.

Mary Lou Mullens said she would write something indicating the committee will not be proceeding with the Late Start Proposal.

Pam Coughlin invited board members to the Penny Sale benefiting the Cates Family being held in Mont Vernon at the Village School on November 7, 2009, starting at 5 p.m.

VII. OTHER

A motion was made by Pam Coughlin to adjourn the meeting. Peter Maresco seconded the motion. The board voted unanimously to adjourn the meeting. (15-0-0) The meeting adjourned at 8:40 p.m.

VII. REVIEW OF MEETING/ADJOURN