

SCHOOL ADMINISTRATIVE UNIT #64

MILTON SCHOOL DISTRICT

BOARD MEETING

Wednesday October 23, 2013

**Members Present:** Chair Ann Walsh, Luella Snyder, Douglas Shute, Donna-Marie Currier and Andy Crone.

**Also Present:** Superintendent Mr. Tursi, Business Administrator; Andrew D'Agostino, Aaron Bronson, Doug Kilmister, Mary Wilson, Anne Kebler, Paul Steer, Brenda Forcier, Miranda Myhre, Kelly Eves, Kim Davis, Linda Pouliot, Kelly Barca, and Kathy Randall.

**Call to order/Flag salute:** Chair Ann Walsh opened the meeting at 6:00 PM and Andy Crone led the meeting with the Pledge of Allegiance.

**NON-PUBLIC SESSION**

Andy Crone moved, second by Douglas Shute, to go into nonpublic session at 6:01 PM. The roll call was as follows: Walsh, yes; D. Currier, yes; Snyder, yes, Crone, yes, and Shute, yes;

**Student Hearings took place.**

Douglas Shute made the motion to come out of nonpublic session at 7:02pm, seconded by Andy Crone – all were in favor. The motion passed.

Doug Shute made the motion to seal the first nonpublic session of October 23, 2013, seconded by Andy Crone – all were in favor. The motion passed.

**Public comment:** None at this time.

**Nute Library Trustees:**

Kathy Randall and Kelly Barca had realized that warrant article 2 to raise the appropriated funds to purchase new library books was not put on the warrant article list last year and were wondering if it could be put back on this year. Kelly Barca had asked why this never made the warrant article list last year. Ann Walsh responded that the board had looked into this before making the

decision not to put up the warrant article. This warrant article was setup years ago to be matching funds with the Library Trustee's and that last year during budget season they had spoken to the school media specialist to see what books needed to be purchased, and Gail had indicated that she felt that the they were in pretty good shape with the funds we have set aside for purchasing books in our operating budget. Kathy feels that there is a need for new books in the library. Ann Walsh stated that we could look at this again. Ann Walsh also asked Kathy if the use of kindles and nooks were affecting the use of the library at all. Kathy responded that the library just got Wi-Fi in the library and we have a lot of people come in to use their kindles and taking books out as well. Kathy stated that she has heard from the community that this library is for the school use only. Luella Snyder responded that she knows that it is put in the Milton gazette every month and list the activities that go on there as well. Luella Snyder asked Kathy if they were still matching the \$5,000.00 in fund for that warrant article. Kathy replied due to the hours at the library last year that she believes that \$3,500.00 is for library books and \$1,000.00 is for media. Luella Snyder stated that they did talk to Gail and she felt with the \$5,000.00 from our operating budget and your \$3,000.00 that would more than enough to purchase books and media. Kathy feels that books need to be rotated out so the books are current, she feels that if the books are not current and do not have a good selection then the library won't get used as much as we would like.

**Minutes of Last Meeting:** Andy Crone made the motion to accept the public meeting minutes of October 9, 2013 with corrections, seconded by Douglas Shute – all were in favor. The motion passed.

Douglas Shute made the motion to accept the public meeting minute of October 11, 2013, seconded by Donna-Marie Currier. Andy Crone abstains and all others were in favor. The motion passed.

**Administration:**

**Principal's Report:**

Doug Kilmister made the board aware that the after school program will start October 28, 2013 for 3 days a week and they include the following: activities: sculpturing, book club, math games, homework club, chess club, and elective physical activities.

Mr. Kilmister shared the Aimsweb reading assessment results from the fall that we do 3 times a year and some every 6 weeks to monitor the progress of the students and give add support to the students that need help. Douglas

asked Mr. Kilmister if 80% in Tier 3 on his chart was student reading at a proficient level. Mr. Kilmister explained the Tiers. Student at Tier 1 get enrichment or extra support, students at Tier 2 get targeted instruction, interventions, or work in a group of 6 to 8 students, and students at Tier 3 get intensive interventions and usually work in groups of 3 to 4 student. Luella Snyder stated that by this chart we are not doing so well, and Mr. Kilmister agreed that we have a lot of work to do to get these children to be where they need to be at for their grade level. Ann Walsh asked if we have looked at our NECAP scores to see if they are aligned with the Aimsweb scores. Mr. Tursi responded that in is difficult to compare the two due to NECAP assessment is based on our state standards and Aimsweb assessment is based on skill, so the standards that NECAP sets in content knowledge and skill where Aimsweb is just skills. Ann Walsh is concerned that the skills for the children are not where they need to be at. Luella Snyder asked what we were going to do about this. Mr. Kilmister has started the W.I.N (What I Need) block this year. The Tier data allows teachers to plan targeted instruction or intervention during our 50 minute W.I.N block. Ann McKearin has been working with the teachers to see what skills the children need and put them in a group with the same needs. Luella Snyder asked if this was done every day and would this give more to children who are on an IEP's. Mr. Kilmister responded that it is done every day and this is targeting all students. Mr. Tursi stated that the board could develop a policy primarily around literacy and what the expectations would be. Luella Snyder stated that he has her vote to take part in developing this policy. Douglas Shute asked why he should not be comparing the NECAP score from 2012 in which the 4<sup>th</sup> graders that are now 5<sup>th</sup> graders did very well on as to the Aimsweb Chart provided to the board today that states otherwise. Mr. Tursi stated that we need to have another local assessment that we can use as a comparison point that is comparison to standards and that why he has mentioned in some of our board meetings as NWEA is an assessment that we use as a local tool to determine how the students are doing in an individual basis. Luella Snyder told Mr. Kilmister to keep up the good work. Mr. Kilmister told the board that we have an outstanding PTA committee that seems to always have events going on for the children and community.

Aaron Bronson wanted the board to be aware that there were 76 ELO's (Extended Learning Opportunities) plans written during the 2012-2013 school year, and 61 of them are completed. He presented a list of teachers that went above and beyond that helped with this process. He also wanted to point out the work that has been done on the court yard which was done by

student that are part of the ELO that are learning about landscaping. Ann Walsh asked Aaron Bronson if he had the afterschool program going this year. Aaron responded not at this time. Ann asked if this was due to funding. Mary Wilson stated they were expecting fund to carry over from the SIG grant and due to the waivers process being changed at DOE it is taking some time. Douglas Shute would like to look at this during budget season.

***Student Services Report:*** Anne Kebler would like to make the board aware that attorney Gerald Zelin shared some policies that have been updated in regards to the criteria for the identification of a student with disabilities and the FERPA policy in videotaping a student. The case managers have been busy reviewing the chosen Individual Education Plans for our IEP compliance monitoring. Travis our acting coordinator presented a workshop for our paraprofessionals on fostering independence in our students. Anna is working with Mr. Kilmister to help make sure that the Bright Beginnings class is part of our overall school community. Anna talked about bringing in more Medicaid reimbursement than we have in the past, for an example our transportation reimbursement costs for the driver, fuel costs, and para professional if it was needed.

***Curriculum Coordinators Report:*** Mary Wilson presented the board with a graph with the 4<sup>th</sup>, 8<sup>th</sup>, and 11th grade science NECAP scores. Douglas Shute asked what grade do we start to teach science to the children. Mary Wilson responded that we start teaching in kindergarten. Ann Walsh asked what the state average was for proficient with distinction. Mary responded that it was only at 1% across the state. Mr. Kilmister stated that about 50% of the 4<sup>th</sup> graders were only at proficient across the state and the 8<sup>th</sup> graders are only at about 25% proficient. Douglas asked if anyone had heard of STEM (Science, Technology, Engineering, and Mathematics). Mr. Tursi stated that it is any area of focus, but looking at what we have in front of us we need to work on our general curriculum around science. Luella Snyder attended a meeting by the Department of education and they talked about our Everyday math program and Singapore math program. They talked about an upgrade to the Everyday math program and are we getting this upgrade. Mary responded that Singapore math is actually called Math in Focus. Everyday math is a program and it is not our entire curriculum what we are doing for this year is looking at the standards and looking at were the program meets the standards and what supplements we need in addition to that. Mary recommends the board holds off looking at any other programs until the alignment pieces are done so we really know where we are at to what supplements are needed. Mary stated that we need to do some work in house

before we can really address that problem. Mr. Tursi stated that we need to align our curriculum to the standards and that Everyday math is a resource to help with the curriculum we have. Mr. Tursi is hoping to have a k-12 curriculum plan designed for the 2014-2015 school year. Our primary focus needs to be on literacy in the primary grades and provide additional enrichment to students in the upper grades.

**Correspondence:** None at this time.

**Superintendents Report:** None at this time.

**Old Business:** Douglas Shute & Luella Snyder had provided reading material on the Common Core Standards to the board members. Douglas Shute also questioned why trees were taken down without the board's approval. Mr. Tursi is discovering that we need to put a process in place for communicating issues to the board. Luella asked Andrew where the money was coming from if it did not come out of the budget that was stated through an email. Andrew replied that he was trying to say was that this service was not budgeted for and was trying to show you where we were saving in different areas of the budget to make up the cost of the trees being removed. Luella Snyder apologized for misunderstood how the email was read.

**Committee/Board Member Reports:**

Ann Walsh informed the board that the policy committee met and are reviewing policies to be updated. Douglas Shute stated that the budget committee met and there were some discrepancies, but he had talked with Mr. Tursi and Andrew and will report back to the budget committee with these findings.

Andrew stated that there will be a walk through this Friday morning at 10:00am for the food service bid and we had one company show up and will have a bid for the board soon.

Douglas wanted the board to be aware that is has gotten back to him that having the food service go out to bid has affected the moral of the janitors and they are worried that the board will do the same with their job.

**School Board Business:**

**Support Staff Salary and Benefits Discussions:** Ann had stated that at the last meeting we were discussing the salary scale and longevity and stated that this is something that needs to be looked at as when it was approved the board misunderstood how it would work. Douglas Shute questioned the

salary scale that goes up to step 11 and feels there should be a step 12 if there was to be a 2% pay increase for 2014. Douglas and Andy both feel that there should be a chart with additional steps showing what the pay scale would be if they were to get a 2% for that year. Ann stated that if we base it off of 2% then what happens if they receive a 3% increase, so in turn the pay scale would be inaccurate. The board could do the steps up to 17 and set it at a 2% increase and that what it would be. Donna-Marie asked that if we do the addition steps would we be locked in. Ann stated unless the board votes to change it.

Andrew stated that when this was set up at the point of reaching step 11 every year after they would get a 2% increase every year after.

One of the concerns from the support staff was to change the cap on wages with opportunities for financial employment advancement, which has to do with the longevity. The board feels that the longevity needs to be re-evaluated. Mr. Tursi stated that you could look at the steps for the amount of years they have in the education field and not just for the Milton school, and you could look at a master's scale as well. Luella asked if we do this for the teachers. Mr. Tursi replied that is correct. Brenda Forcier asked if they had a paraprofessional come in at a step 9 then in 2 years they would be eligible for the longevity. Mr. Tursi stated that is not what he is saying. The difference is bringing someone in at a step 11 you would consider they have 11 years experience and then you would build a scale above the step 11 for their years of experience in education, on the other hand you want to honor the paraprofessionals that have the longevity in the school, so the longevity is for those who put their time in this district, so the paraprofessionals pay scale needs more steps. Ann stated that if you look at the pay scale it looks bad, but if you do the math this district pays out more for health insurance than a lot of surrounding district. Ann feels that we need to look at the whole thing and see what needs to be changed. Ann asked Andrew to put together a pay scale for across the board that goes up to 20 steps at a 2% increase each year to see how it would look for the next meeting.

Ann asked if we could work on paraprofessional development for the professional development day. Mr. Tursi is working with Anne Kebler to do this.

**Budget Process:** Luella Snyder would like a tight budget this year. Douglas asked when we were presenting the SAU budget to the Budget committee. Ann stated when we present our warrant articles in the first part of January. Luella would like enough time to review the budget before the budget meetings. November 27<sup>th</sup> work session for the budget is moved to November

21<sup>th</sup> and the meeting starts at 5:00pm. The school board meeting scheduled for November 27<sup>th</sup> has been cancelled.

***School Board Goals:*** Tabled till next meeting

#### **NON-PUBLIC SESSION**

Donna-Marie Currier moved, second by Andy Crone, to go into nonpublic session under RSA 91-A: 3 II at 9:08 PM. The roll call was as follows: Walsh, yes; D. Currier, yes; Snyder, yes, Crone, yes, and Shute, yes;

*Douglas Shute made the motion to come out of nonpublic session at 9:42 PM, seconded by Andy Crone - all were in favor.*

*Andy Crone made the motion to seal the second nonpublic session of October 23, 2013, seconded by Douglas Shute – all were in favor the motion passed.*

*Andy Crone made the motion to adjourn the meeting at 9:06pm, seconded by Douglas Shute - all were in favor. The motion passed.*

Respectfully submitted,

Brandy Banks Secretary

Minutes are a draft until approved.

Approved on: \_\_\_\_\_