

SOMERSWORTH SCHOOL BOARD

December 8th, 2015

Somersworth City Hall

7:00 pm

1. **CALL TO ORDER - ROLL CALL - PLEDGE OF ALLEGIANCE:** Austin called the meeting to order at 7:00pm upon call of the roll the following members were present: Rivers, Gibson, Austin, Pepin, Brennan, Paradis, Yoder, Hiller and Bolduc.
2. **COMMENTS BY VISITORS:** Tamara Hallee stated that she would like to thank Wal-Mart in Somersworth for celebrating the teachers at Maple Wood. Each year they choose a school to celebrate and they give \$1,000 and some treats. She stated that today they came and gave 20 \$50 gift cards and honored the teaching staff. They also mentioned the other grants that we can get and they would like to help as much as possible.
3. **CONSENT CALENDAR:**
 - 3.1 **Removal of items from the consent calendar:** None
 - 3.2 **Approval of Consent Calendar:** A motion made by Paradis seconded by Brennan to approve the consent calendar as presented. VOTE: motion passed, unanimously. Approved were:
 - November 17th 2015-Minutes of the Somersworth School Board Meeting
 - November 16th, 2015- Minutes of the JBC-Joint Building Committee Meeting
 - Idlehurst- December Newsletter
 - Somersworth Career Technical Center-Newsletter
 - Fosters: Surprise Silver Medal for High School Band
 - Fosters: School holds I am college bound day
 - Fosters: Indonesian Consulate General Visits Middle School
 - Fosters: Students Moved by Malala's Story
 - Fosters: Where does Food Come From?
 - Enrollment-December
4. **ANNOUNCEMENTS:** Supt. Mosca stated that in front of everyone is the SYC Calendar that is done yearly. She stated that she would like to invite them to the third annual Senior Holiday Tea Party on December 18th from 4-5:30 at Idlehurst. She stated that the high school hosted a math meet and it was very well attended and organized. She stated that it was the first time that the varsity math team scored 100 points so it was an exciting event. She stated that Nurse Puk wanted her to share that the lions club is doing vision screenings to the schools and they have completed Maplewood and are half way through Idlehurst and the results will be printed and sent home to parents. She stated that Maureen and SYC have been working with CAP to do a snack/dinner and it started yesterday and went well. The meal consisted of a sandwich, veggies, crackers, milk and juice. She stated that we are trying to do what we can to help families.
5. **DISCUSSION ITEMS:**
 - 5.1 **Maplewood 4th and 5th Grade Chorus Performing the National Anthem**
 - 5.2 **BOARD REPORTS:**
 - Building, Grounds & Transportation:** Rivers stated that they met last Friday at 1:00pm. He stated that they had a discussion on Partnership program, due to the renovations the program needs to be moved to the high school and the cost is about \$5,000. He stated that the consumer education program at the middle school needs to be moved back to the middle school and that is a bit more expensive. He stated that they did extensive vetting on this and the total cost will be about \$23,000 and it will come out of the contingency maintenance funds. He stated that he appreciates all the hard work that has been done.
 - Curriculum and Activities:** Austin stated that the curriculum and activities committee met and the minutes are in the packet. He stated that the purpose of the meeting was to discuss the opportunity to create a graduation requirement that includes community service. He stated that

they compared other schools and what they do and the committee decided that they need to meet in January and in the interim Sharon will do more homework with the notion of possibly piloting this in the 16/17 school year with the incoming freshman and they would require 10 hours of community service. He stated that it would be a limited scope with one class versus all four classes. He stated that there is more work to do on researching how to implement it so we will meet again in January.

Policy Committee: None

5.3 City Council Update: Marty Pepin stated that last night the Mayor proposed January 11th as a joint meeting with the school board and city council at 5:30 at the CTC.

5.4 Student Representative Report-Cassidy Akatyszewski: None

5.5 Calendar for 16-17: Austin stated that the proposed calendar is included in the packet as a discussion item tonight and then it will be on the next agenda for a vote. Brennan asked why during Christmas break they have Friday the 23rd off, is there a standard number of days. Supt. Mosca stated that when she met with the other Superintendents they felt it made the most sense to take it off because Christmas is on a Sunday and people would probably take that day off anyway.

5.6 Sub Pay: Supt. Mosca stated that as you know when the economy is better like it is we struggle getting people that are willing to be substitutes and we are facing a real shortage and we are not the only ones. She stated that they talked about what we offer for salary to see if we were competitive she asked Marie to put together a document of the area districts and what they pay subs and we are at the bottom so she is proposing for us to consider going from what we currently pay \$75 for certified subs and \$70 for non-certified to \$85 certified and \$80 non certified in hopes that we will entice people to sub. She stated that it creates a real hardship for the sub coordinator and she feels awful saying that she can't cover everyone. She stated that she hopes this will make us competitive and entice people to sub and stay with us. Bolduc asked about past history and how much that would add to the budget. Supt. Mosca stated that the sub line is always over and we have between 10-20 subs a day throughout the schools and we have about 16 subs that we can count on. She stated that we don't have the right budget numbers in there because it would tilt the budget so going up \$10 is not going to be a hardship for us because we already run in the hole. Bolduc stated that it would be nice to know the numbers and how this will affect us. Supt. Mosca stated that they can bring the figures next week. Joanne Pepin stated that if we average 10-20 subs a day are we above or below other places. Supt. Mosca stated that we are a bit higher. Joanne Pepin asked if she had any idea why. Supt. Mosca stated no. Joanne Pepin stated that if we go where we are talking we will be higher than Dover and Rochester and they are bigger cities and they also have tax caps like we do and we are going to be at zero or less and she doesn't think we can afford this. Hiller stated that she has a feeling that other districts will also raise their rates and if we don't change we will be more behind. She stated that \$80 a day is around 10-12 an hour and I am a past sub and subs are worth every penny because there is a lot of unknowns for them so she is all for raising the rate. Joanne Pepin stated that she agrees she was also a sub but just like teachers, paras and SAU staff personnel we will never be able to pay them what they deserve and with the tax cap if we keep raising a little at a time we will end up cutting positions so do we have fewer subs or fewer teachers, we just can't afford it no matter how important it is. Brennan stated that she hears every word you are saying but she doesn't think that we can afford to have classes without teachers and we need to make sure we have enough coverage and there is always a need for a sub and if it costs extra money to make sure there is coverage she thinks it has to be done. Paradis stated that she agrees with both of you and at the very least we should match Dover at \$80 and \$75. Bolduc asked how many times to we end up with classes without coverage. Supt. Mosca stated every day. She stated that we try to move people around but we struggle every day to cover what needs to be covered and if this helps attract two or three more bodies I am happy. Hiller stated that we could match Dover and then do what they do and go up after so many days. Supt. Mosca stated that we do that for long term substitutes. For the first ten days they are at \$75 and then from 10-20 days they are at the bachelors step one and then after 20 it is wherever they fall on

the teacher's salary schedule. Rivers stated that he agrees with the rate increase. He stated that in private industry with line cooks and airline pilots they try to dumb the prices down but sometimes there is a need for a rate increase. Joanne Pepin stated that after listening to everyone she would agree to go up and compromise with matching Dover's rates but any more than that we can't afford. Austin stated that it will come back next week for action and they can make an amendment at that time. Brennan asked if that number is realistic or will Dover go up and then we are back in the same situation. Supt. Mosca stated that she can check with folks and at this point anything will be a help so if we go \$80 and \$75 she is grateful but she will check and have an answer next week. Gibson stated that he agrees with everything and he doesn't know what the right number is but the issue isn't so much not paying enough. In the area it doesn't matter what industry you are talking about there is a lack of bodies even in retail we can't find people. He stated that the issue is the people with those qualifications are harder to find. He stated that the compromise number is a good starting point. Austin stated that it will be on the next agenda for action.

6. ACTION ITEM:

6.1 Policies: EEAA-Staff Personnel Computer Security, E-Mail and Internet Communications, GBJ- Personnel Records, ILDA- Non-Educational Questionnaires, Surveys and Research, JCA- Change of School or Assignment, JICDD- Student Discipline/Out of School Actions and JICK- Bullying: A motion made by Paradis seconded by Brennan to approve the policies as presented. Gibson stated that on JICDD he agrees with the changes in paragraph one but he doesn't agree with paragraph two. To me it seems like a back door way of getting around the first paragraph of the policy. He stated that he is not saying that our administrators would strong arm the students in a disciplinary situation but there is a fine line between voluntary and feeling compelled. Supt. Mosca stated that this ties to the bullying policy and by statute we have to research any events that happen and that could be cyber bullying and this allows us the flexibility. She stated that some things came up that tied our hands in order to enforce the other policy that exists and this language helps that piece out. Hiller stated that it says we may request it doesn't say the student must hand over and she wants us to be able to request what was on the internet. Austin stated that the language comes right from the legislation and it gives us the tools to investigate. VOTE: motion passed, unanimously.

7. NEW BUSINESS

7.1 Property Liability /Workers Compensation Provider: Austin stated that our current provider can no longer provide coverage starting next year and we have received a proposal from Primex and we need to put coverage in place. Bolduc asked if we had numbers on how much different it will be going from one to the other. He stated that he doesn't understand how there is only one company to provide us insurance. D'Agostino stated that the bid went out with Primex because the city also has them and we looked at combining with the city but we did not get a better rate we got a better rate on our own. She stated that the price is \$7,000 less than what is currently budgeted to switch. She stated that they are the only governmental pool in the state. Bolduc stated that he is happy to hear that it is less than last year. D'Agostino stated that they are the only pool offering this coverage for municipalities and governmental entities. Bolduc stated that might it not be in our best interest to go out to a commercial lender. Gibson stated that he would like the representative to the state school boards association to investigate since he joined the board it doesn't matter what we put out to bid the available options are shrinking every year. He stated that at some point municipalities need to think about why this is happening and what is going on because when there are fewer competitors you almost always end up paying more. He stated that he hopes to get more answers at some point. A motion made by Hiller seconded by Gibson to accept the proposal from Primex for our Property Liability and Workers Compensation insurance. VOTE: motion passed, unanimously.

8. OLD BUSINESS

8.1 Vision 20/20 Committee: Paradis stated they didn't have a quorum for the last meeting so they will reschedule after the new council is on board.

8.2 Budget: None

8.3 JBC Update-Ken Bolduc: Bolduc stated that they have not met since the last meeting but Jeni has been busy with relocating classes for the spring as they hope to get underway to take sections and work on them before school closes. Austin asked if they are any closer to getting a cost. Bolduc stated that they are meeting on the 14th.

9. FUTURE MEETING DATES/SUGGESTED AGENDA ITEMS:

- **December 14 2015- Joint Building Committee Meeting**
- **December 15 2015- Somersworth School Board Meeting**
- **January 11 2015- Joint Meeting with City Council**

10. CLOSING COMMENTS

10.1 Visitors: None

10.2 Board Members: Yoder stated that she went with the middle school to see He named me Malala and it was a great experience and the kids were really into it and it was a great experience for the kids and the teachers. She stated that they also went to Idlehurst for the gingerbread night and she thanked the staff for a fantastic night for the family. Brennan thanked everyone for coming to the parade and thanked everyone on the parade committee for their hard work and it was great to see everyone come out and it was nice to see the schools well represented. Joanne Pepin thanked the Maplewood chorus for coming and singing, they were really outstanding. She stated that she would like to thank Don and Jeni for doing this it is an important thing for the board to see but also for everyone to see what the kids are doing. Paradis stated that she also attended He named me Malala and it was a great event and extremely important for everyone to see. She stated that the parade was fantastic. She stated that she agrees with Ken that at some point she would be open to extending the school day or year because the kids need more instructional time. She stated that she would like to congratulate Brian Tapscott for his thirty years of service. She stated that she would like to thank Jeni for channel 95 it has come a long way. She stated that the Maplewood chorus was adorable and thank you to Mrs. O'Day for the playing the keyboard. Rivers stated that he wanted to thank all the schools for all the invitations and he will be attending the tea party, he really enjoyed it last year. Hiller stated that she would like to thank the Maplewood chorus they were darling. She stated that she wished the parents had stayed to listen to the meeting. She stated that she would invite everyone to watch channel 95 either to meetings or other events and take part in your children's education. Bolduc stated thank you for talking about channel 95, he watched another news cast from the students and it was great. He thanked Jess for talking about the calendar, we used to have 180 days and now we have 177, we went in the wrong direction. He stated that in regards to the community service in schools is questions would be how much time will it take out of class time and he remembers Mr. Volmer and we can't keep adding to the work load and we are talking about budget soon and it is going to be tough. He stated that Joanne mentioned 0% tax cap but he say in the paper that other cities with a tax cap are not using 0 and wondering why they are different than us. He stated that he would like to congratulate Brian Tapscott for thirty years that is fantastic. Austin stated that he knows how difficult it is to sing the national anthem and they did a fantastic job tonight so thank you to the Maplewood chorus. He stated that channel 95 is a great accomplishment and he has heard people say they are watching us on channel 95 and we sometimes lose sight that these aren't the only people we are talking to; we are talking to the community at large on channel 95 so thank you for doing that. He stated that the parade was fabulous and there was a lot of support from the school and the city so thank you to the organizers of that. He stated that he watched Manchester's parade after the Somersworth parade and the Somersworth parade had it all over Manchester, it didn't even come close. Congratulations to the organizers, it felt like a family out there. He stated that he would like to give a shout out to Rachel Hill for being nominated in collegiate soccer for an award similar to the Heisman trophy in football. There were seven soccer players

nominated and she was nominated as a junior at UCONN. Congratulations to Rachel and her family.

11. NON-PUBLIC: A motion made by Paradis seconded by Brennan to exit into nonpublic session in accordance with Chapter 91-A: 3 II (a) Student Issue (b) Personnel and (e) Negotiations. VOTE: motion passed, unanimously. Entered into nonpublic session at 8:10pm. A motion made by Bolduc seconded by Brennan to exit out of nonpublic session. Exited out nonpublic session at 8:50pm.

A motion made by Bolduc seconded by Yoder to accept the early retirement of Ginger Spendley. VOTE: motion passed, unanimously.

A motion made by Bolduc seconded by Yoder to accept the early retirement of Ginger Riffe. VOTE: motion passed, unanimously.

12. ADJOURNMENT: A motion made by Bolduc seconded by Gibson to adjourn. The meeting adjourned at 8:51pm.

Katie Krauss
Board Secretary

Pending Board Approval