

**Kearsarge Regional School District**  
**School Board Meeting**  
 August 10, 2023 - 6:30 pm  
 Kearsarge Professional Development Center  
 165 Main Street, New London  
**Open to Public**

<p><b>I. Call to Order</b></p>	<p>The Vice-Chair called the meeting to order at 6:31 p.m.</p>
<p><b>II. Pledge of Allegiance</b></p>	<p>Ms. Perkins led the Pledge of Allegiance.</p>
<p><b>III. Roll Call</b></p>	<p>Present: Ken Bartholomew (via Zoom beginning at 7:39 p.m.), Emma Bates, Arthur Bobruff, Eric Gregoire, David Keith, Alison Mastin, Kristen Schultz.</p> <p>Winfried Feneberg, Superintendent; Michael Bessette, Assistant Superintendent; Beth Perkins, KREA Representative.</p> <p>Absent: Ben Cushing, Kyle Lombard; Larry LeBoeuf, Business Administrator; Owen Blood, Student Representative; Adara Boucher, Student Representative.</p>
<p><b>IV. Approval of Minutes</b></p>	<p><i>Mr. Gregoire made a motion to approve the minutes from the June 15, 2023 School Board Meeting as written. Ms. Bates seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></p> <p><i>Dr. Bobruff made a motion to approve the minutes from the June 17, 2023 School Board Retreat as written. Ms. Bates seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></p>
<p><b>V. Reports of Administration</b></p>	<p><i>Superintendent’s Report – Winfried Feneberg, Superintendent</i></p> <ul style="list-style-type: none"> <li>• The Superintendent welcomed back the Board to the start of the 2023-24 school year, expressing that he hoped everyone had a few weeks of relaxation and rest before coming back for yet another exciting school year. He stated that there is much work ahead with many projects both large and small.</li> <li>• He apprised the Board that the district has been able to fill all of the open teaching positions (28 total, including 4 long terms substitutes for anticipated leaves). The district is currently short about 16 paraeducators, 1 custodial position, and 5 bus drivers. Exit interviews were conducted with every individual willing to do an interview. Surveys were reviewed of those who completed and returned them. Overall, previous trends remain as to reasons for leaving Kearsarge: retirements, professional advancements or opportunities for higher pay, relocation, and resignations without further information given.</li> <li>• The Superintendent stated that he was extremely pleased to announce a promotion that has been in the works for quite a while, apprising the Board that Christie Menard has recently completed her Bachelor of Arts in Human Resource Management and will now assume the role of Director of Human Resources for the Kearsarge Regional School District. He noted that Ms. Menard has served de facto in this capacity</li> </ul>

and that this promotion recognizes her tremendous skills and contributions to the district. He thanked and congratulated Ms. Menard.

- Each summer, the Facilities Department works overtime to clean, upgrade, maintain, and beautify our schools, athletic fields, and grounds. This year we also had significant construction and renovation projects on the docket. Supt. Feneberg acknowledged and applauded the efforts and dedication of the facilities staff in making our schools look as welcoming and functional as ever.
- Special education, technology, and administrative staff have also accomplished much over the summer. All student computers were re-imaged and prepared for the new school year. All state and federal reports were submitted on time. The onboarding of new staff is well underway. And school secretaries are busy enrolling new students and getting ready for staff to return in a couple of weeks. He thanked all involved.
- The Superintendent and Assistant Superintendent Bessette attended the State Board of Education meeting earlier in the day after learning that the Board would look at a proposal to approve a Prager U Financial Literacy course as a 0.5 HS credit ELO. He expressed that he and Mr. Bessette witnessed another example of unapologetic political manipulation by individuals sworn to oversee and guide public education. He stated that Prager U, far from being a "university" or a legitimate educational institution, is depicted by the Commissioner of Education as a legitimate purveyor of suitable educational materials. He expressed that even a very cursory look at their so-called curriculum materials reveals a mix of ultra-conservative, religious, and anti-woke viewpoints in virtually all products. Promoting the Prager U 75-minute-long video series on financial literacy as equivalent to a full semester high school course is outrageous.
- The Superintendent presented the Board with the resignation of Kara Byrne, Guidance Counselor at the Middle School, and presented the Board with the hiring of the below individuals:

<b>Name:</b>	<b>Position:</b>
Gillian Twombly	French/Freshman Seminar
Hannah Duvall	Elementary Teacher
Samantha Palmer	Social Worker – High School
Sarah Crooks	Gateway – High School
Lisa Olney	English Teacher – High School
Evan Walsh	Spanish Teacher – High School

***Ms. Schultz made a motion to accept the resignation of Kara Byrne and approve the summer hires as presented. Mr. Ketih seconded. The Motion carried 6-0-0.***

***Assistant Superintendent’s Report - Michael Bessette, Assistant Superintendent***

- Mr. Bessette discussed further the State Board of Education meeting he attended earlier in the day with the Superintendent regarding the financial

	<p>literacy course offered by Prager U. He stated that while he had the opportunity to speak, he did so as a New Hampshire resident and not in his capacity as Assistant Superintendent. He explained that he wanted to take politics out of the equation, instead focusing on the educational quality. He apprised the Board that the course contains 14 videos at 5 minutes each, followed by a multiple-choice test. He noted that this is not a highly rigorous course, stating that there are plenty of well vetted and tested curricula out there for financial literacy. The State Board made the decision to table the issue for a month.</p> <ul style="list-style-type: none"> <li>• The Assistant Superintendent stated that he has been in discussion regarding putting together content for new teachers to District who are coming into the profession without any education experience. He discussed the need for mentorship among teachers.</li> <li>• Dr. Bobruff stated that he was pleased that the Board was discussing the Prager U Financial Literacy course, stating that he believed he had very similar opinions about the situation as the Superintendent and the Assistant Superintendent. He requested the administration to give the Board some guidelines on the issue as to the Board’s response.</li> <li>• Ms. Schultz stated that she agreed, expressing her belief that to push forward a course without adequate curriculum is unacceptable. She asked if this course would be rolled out under the supervision of a teacher. Mr. Bessette stated that this is a replacement curriculum. The students take the online course and present proof of completion to Principal Langille. He noted that if the State Board were to approve the course, the district would have no choice but to accept it and award the credit to any student that may take the course.</li> </ul> <p><b><i>KREA Representative – Beth Perkins, KREA Representative</i></b></p> <ul style="list-style-type: none"> <li>• Ms. Perkins stated that she has been in Concord this week for the NEA Summer Leadership conference. She apprised the Board that earlier in the day she participated in a workshop on outward mindset, explaining that the workshop had been about how you can live out the philosophy of “you matter like I matter.” She stated that the focus is on how teachers can be helpful in different situations and how they can help fellow teachers.</li> <li>• Ms. Perkins apprised the Board that she is currently serving as a co-president of KREA and expressed that the top priority is asking how the district can attract qualified, excellent candidates to fill roles in the noble profession of teaching and how the district can retain those individuals.</li> </ul>
<p><b>VI. Public Comment</b></p>	<p><b><i>Ms. Mastin opened the meeting for public comment.</i></b></p> <p><b><i>Doreen Salera – Bradford, New Hampshire</i></b></p> <ul style="list-style-type: none"> <li>• Ms. Salera read a prepared letter. The letter is attached to these minutes.</li> </ul> <p><b><i>Athanasios Katsanos – Andover, New Hampshire</i></b></p> <ul style="list-style-type: none"> <li>• Mr. Katsanos stated that according to the New Hampshire Department of Labor, an educational employer can only charge 20% of the employee’s</li> </ul>

	<p>salary for tuition. He stated that the district is already at the maximum that can be charged, giving the example that if an employee’s salary is \$50,000.00, only \$10,000.00 can be charged at a maximum. He stated that people have asked him to make bumper stickers, stating that this is not a political stunt, but an issue regarding the longevity of the teacher. He stated that he will request this at every meeting. He expressed that the Board is for the educational benefit of the district. He thanked the Board for their time.</p> <p><b><i>Ms. Schultz made a motion to close public comment. Mr. Gregoire seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></b></p>
<p><b>VII. New Business</b></p>	<p><b><i>Superintendent Search – Christie Menard, Director of Human Resources</i></b></p> <ul style="list-style-type: none"> <li>• Ms. Menard presented the Board with a purchase recommendation for 24/25 Superintendent Search Consulting from NESDEC in the amount of \$7,760.00, plus \$1,560.00 for travel and administrative tasks for a total amount of \$9,320.00. She explained that NESDEC allows the Board to have greater control over the process and has a far reach.</li> </ul> <p><b><i>Ms. Schultz made a motion to approve the purchase recommendation for 24/25 Superintendent Search Consulting from NESDEC in the amount of \$7,760.00, plus \$1,560.00 for travel and administrative tasks for a total amount of \$9,320.00. Mr. Keith seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></b></p> <p><b><i>Transportation Update – Bus Driver Shortage – Larry Elliott, Director of Student Support Services</i></b></p> <ul style="list-style-type: none"> <li>• Mr. Elliott apprised the Board that the Transportation Committee has approved 15 large bus routes for the upcoming school year that will be published on the district website early next week. He noted that last year there were 16 bus routes and 19 the year before that. In many years past, the district had 23 to 24 bus routes.</li> <li>• With the decrease in bus routes, Mr. Elliott stated that it will lead to longer rides for students, buses with more students on them, and different pickup and drop-off times than previous years, with some students being picked up 30 minutes earlier and dropped off 30 minutes later than last year.</li> <li>• There are currently 14 bus drivers for these 15 routes, not counting the transportation director who will drive the final route if no additional drivers are recruited.</li> <li>• The district has been sending out messages to families noting this need. He stated that, as a result, 7 people reached out; however, none have begun training to date. He stated the shortage will also impact field trips and athletic events.</li> </ul>

- The Superintendent stated that a specialized license is needed to even drive the smaller buses, noting that a CDL is not required. The endorsement requires 10 to 15 hours of training, which is paid, but at a slightly lower rate. With the hiring bonus, it does make up the wage. He stated that the bus company is trying their hardest; however, every district is facing the same thing.
- Ms. Schultz asked if parents could drive kids. Mr. Bessette stated that the issue is the insurance of parents, noting that an increase in the average insurance is required to transport students.
- Ms. Bates asked about recent discussion about getting smaller passenger vans that coaches may be able to drive for athletics. Mr. Elliott noted that the smaller vans have not come in yet.
- Ms. Mastin asked how many students can ride on a bus. Mr. Elliott noted that the larger buses can fit roughly 72 students at 3 students per seat. The Superintendent stated that a bus will not leave the school if the bus is beyond its maximum capacity. Mr. Elliott noted that in the past, buses have had more flexibility in terms of where students can be dropped off or picked up outside of their usual points; however, with the shortage of drivers that flexibility is not currently available.

***Amplification System Purchase Recommendation – Larry Elliott, Director of Student Support Services***

- Mr. Elliot presented the Board with a purchase recommendation for amplification systems for New London and the Bradford Preschool from CCS in the amount of \$14,425.00. He noted that these systems will be paid for by IDEA Grant funds.

***Dr. Bobruff made a motion to approve the purchase recommendation for amplification systems for New London and the Bradford Preschool from CCS in the amount of \$14,425.00. Ms. Bates seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).***

***iPads Purchase Recommendation - Larry Elliott, Director of Student Support Services***

- Mr. Elliott presented the Board with a purchase recommendation for 10 iPads at \$569.00/each and 11 iPad Minis at \$599.00/each for a total of \$12,279.00. He noted that this purchase will also be covered by IDEA Grant funds.

***Ms. Schultz made a motion to approve the purchase recommendation for 10 iPads at \$569.00/each and 11 iPad Minis at \$599.00/each for a total of \$12,279.00. Ms. Bates seconded. The Motion carried 5-0-1 (Ms. Mastin***

*abstained).*

***Special Education Director Shortage – Winfried Feneberg, Superintendent***

- The Superintendent stated that in the past, the district has been able to hire Special Education Administrators and allow them to work toward their credentials while on the job. This credential would allow them to become Special Education Associate Directors. Due to recent changes made by the State Board of Education, that has no longer been possible. He noted that the only university program that would have been able to issue the credential is on hold and not accepting new applicants. Supt. Feneberg requested the Board declare an official shortage of Special Education Directors. This will allow Special Education Administrators in the District to use a program in Maine to get the credential and would allow the credential to be accepted by the Department of Education.

***Dr. Bobruff made a motion to declare an official shortage of Special Education Directors in the Kearsarge Regional School District. Mr. Gregoire seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).***

***Bid Recommendation – District Cleaning Supplies - Brett Paré, Director of Facilities***

- Mr. Paré discussed with the Board the progress the Facilities Department has made over the summer including the waxing of the floors throughout the district, replacement of the boilers at the High School, the fire panel at the Middle School, the construction of the Bradford Preschool, and many more. He also apprised the Board of the results of a recent roof analysis that evaluated the roofs on all the buildings in the district. The analysis estimates that each roof will need to be replaced in 1 to 3 years.
- Mr. Paré discussed a forthcoming purchase recommendation for cleaning supplies from Clean-O-Rama. He stated that they are a local company that provides plant-based products to the district with any ordering style like that of Amazon.

***Purchase Recommendations –***

***1. Knoxland Equipment – Purchase of Zero-Turn Lawn Mower – Brett Paré, Director of Facilities***

- a.*** Mr. Paré presented the Board with a purchase recommendation for a zero-turn lawn mower from Knoxland Equipment in the amount of \$31,500.00.
- b.*** Mr. Keith expressed that the cost seemed excessive for a zero-turn mower. Mr. Paré discussed the features of the mower and stated that this mower matches the other mowers currently owned



by the district.<sup>1</sup>

*Ms. Schultz made a motion to approve the purchase recommendation for a zero-turn lawn mower from Knoxland Equipment in the amount of \$31,500.00. Ms. Bates seconded. The Motion carried 3-1-2.*

<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstained</b>
Emma Bates	X	-	-
Arthur Bobruff	-	-	X
Eric Gregoire	X	-	-
David Keith	-	X	-
Alison Mastin	-	-	X
Kristen Schultz	X	-	-
<b>TOTAL</b>	<b>3</b>	<b>1</b>	<b>2</b>

**2. Shiffler – Diversified Chart & Paper Storage – Brett Paré, Director of Facilities**

- a. Mr. Paré presented the Board with a purchase recommendation for replacement cabinets for the High School from Shiffler in the amount of \$16,317.53. He noted that the previous cabinets had water damage which caused mold.

*Ms. Bates made motion to approve the purchase recommendation for replacement cabinets for the High School from Shiffler in the amount of \$16,317.53. The Motion carried 5-0-1 (Ms. Mastin abstained).*

**3. Secondwind Water Systems – Brett Paré, Director of Facilities**

- a. Mr. Paré presented the Board with a purchase recommendation for yearly water testing and maintenance from Secondwind Water Systems in the amount of \$25,607.34.

*Mr. Keith made a motion to approve the purchase recommendation for yearly water testing and maintenance from Secondwind Water Systems in the amount of \$25,607.34. Dr. Bobruff seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).*

**4. GZA Geo-Environmental Tech, Inc. – Brett Paré, Director of Facilities**

- a. Mr. Paré presented the Board with a purchase recommendation for soil sampling from GZA Geo-Environmental Tech, Inc. in the amount of \$10,400.00. He noted that this is to confirm whether or

<sup>1</sup> Mr. Bartholomew joined the meeting at 7:39 p.m. and apprised the Board that he would not be voting.

not oil leaked through the concrete slab following the recent oil spill. Supt. Feneberg commended Mr. Paré and the facilities department for their handling of the oil spill.

***Ms. Schultz made a motion to approve the purchase recommendation for soil sampling from GZA Geo-Environmental Tech, Inc. in the amount of \$10,400.00. Ms. Bates seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).***

***5. Merrimack County Customs - Brett Paré, Director of Facilities***

- a.*** Mr. Paré presented the Board with a purchase recommendation for the replacement of the stairs at the rear of the Kearsarge Regional Development Center from Merrimack County Customs in the amount of \$16,000.00.

***Dr. Bobruff made a motion to approve the purchase recommendation for the replacement of the stairs at the rear of the Kearsarge Regional Development Center from Merrimack County Customs in the amount of \$16,000.00. Ms. Bates seconded. The Motion carried 4-0-2 (Mr. Keith and Ms. Mastin abstained).***

***6. Naughton & Sons Recycling - Brett Paré, Director of Facilities***

- a.*** Mr. Paré presented the Board with a purchase recommendation for trash removal from Naughton & Son Recycling, Inc. in the amount of \$73,067.00. Ms. Perkins asked whether the district still offers any recycling. Supt. Feneberg stated that the district has not been offering recycling as the recycling centers are no longer taking a lot of the materials. Ms. Schutlz asked if this could be looked into. Mr. Paré stated that it can certainly be looked into for next year.

***Mr. Gregoire made a motion to approve the purchase recommendation for trash removal from Naughton & Son Recycling, Inc. in the amount of \$73,067.00. Ms. Bates seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).***

***7. Twin State Paving - Brett Paré, Director of Facilities***

- a.*** Mr. Paré presented the Board with a purchase recommendation for the milling and paving of Cougar Court from Twin State Paving in the amount of \$138,275.00.

***Mr. Gregoire made a motion to approve the purchase recommendation for the***



	<p><i>milling and paving of Cougar Court from Twin State Paving in the amount of \$138,275.00. Mr. Keith seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></p> <p><b>8. KRHS Auditorium – Charles Langille, Principal</b></p> <p><i>a. Mr. Langille presented the Board with a purchase recommendation for lighting and rigging for special effects updates and repairs in the High School Auditorium from TS Event Productions LLC in the amount of \$28,740.00. He noted that TS Event Productions LLC is willing to mentor some of our students who are interested in the lighting and sounds in the auditorium.</i></p> <p><i>Ms. Bates made a motion to approve the purchase recommendation for lighting and rigging for special effects updates and repairs in the High School Auditorium from TS Event Productions LLC in the amount of \$28,740.00. Dr. Bobruff seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></p> <p><b>9. Frontline Technologies – Michael Bessette, Assistant Superintendent</b></p> <p><i>1. Mr. Bessette presented the Board with a purchase recommendation for Frontline Technologies in the amount of \$16,443.01. He noted that this is software used for hiring and employee evaluations.</i></p> <p><i>Ms. Bates made a motion to approve the purchase recommendation for Frontline Technologies in the amount of \$16,443.01. Dr. Bobruff seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></p> <p><b>10. eSpark, Inc. – Michael Bessette, Assistant Superintendent</b></p> <p><i>a. Mr. Bessette presented the Board with a purchase recommendation for eSpark, Inc. in the amount of \$13,878.00. He noted that this is a math and reading tool for the elementary grades.</i></p> <p><i>Ms. Bates made a motion to approve the purchase recommendation for eSpark, Inc. in the amount of \$13,878.00. Mr. Keith seconded. The Motion carried 5-0-1 (Ms. Mastin abstained).</i></p>
<p><b>VIII. Public Comment</b></p>	<p><i>Ms. Mastin opened the meeting for public comment.</i></p> <ul style="list-style-type: none"> <li>• No public comment.</li> </ul> <p><i>Ms. Schultz made a motion to close public comment. Ms. Bates seconded. The</i></p>

	<p><i>Motion carried 5-0-1 (Ms. Mastin abstained).</i></p>
<p><b>IX. School Board Sub-Committees</b></p>	<p><i>Policy Committee – Mr. Keith</i></p> <ul style="list-style-type: none"> <li>• Mr. Keith apprised the Board that the Committee, at the Board’s direction, reviewed Policy JFAB regarding the tuition for students of teachers who live outside the district. He stated that they specifically looked at the last line of the policy that allows the Board to reserve the right to waive tuition as they see fit. He stated that the Committee’s recommendation is to leave the sentence as is.</li> <li>• Mr. Bessette noted that the Board had also charged the committee with determining whether this policy could be used as a recruitment and retention tool. He stated that in order to do so it would need to be part of contract negotiations through collective bargaining.</li> </ul> <p><i>Facilities Committee – Winfried Feneberg, Superintendent and Brett Paré, Director of Facilities</i></p> <ul style="list-style-type: none"> <li>• The Superintendent noted that the Committee’s meeting mainly focused on the roof analysis. He stated that the three roofs of greater concern are the High School, New London Elementary, and the Middle School.</li> <li>• Mr. Paré stated that the High School roof is an immediate need. He noted the concern that the water leaking through the roof could penetrate the insulation under it reaching the metal deck protecting the building. The potential of a compromised metal deck could mean increased costs. He stated that infrared cameras will be used to determine the status of the metal deck.</li> <li>• Supt. Feneberg noted that some of these issues would have been addressed by the previously proposed STEAM renovation.</li> <li>• Ms. Schultz asked how many buildings will need new roofs. Mr. Paré noted a total of 7.</li> </ul> <p><i>Human Resources Committee – Ms. Mastin</i></p> <ul style="list-style-type: none"> <li>• Ms. Mastin apprised the Board that the Committee discussed the job description for the new Director of Human Resources position.</li> <li>• She noted that the Committee also discussed the Superintendent hiring timeline. She stated that the Committee recommends using a third-party for the process which they have found in NESDEC. The Superintendent noted that the goal is to wrap up the process before Thanksgiving.</li> </ul>
<p><b>X. Adjourn</b></p>	<p><i>Ms. Schultz made a motion to adjourn the meeting. Mr. Gregoire seconded. The Motion carried 5-0-1 (Ms. Mastin abstained). The meeting was adjourned at 8:18 p.m.</i></p>

Respectfully submitted,

Tom Hilton  
School Board Note Taker

August 10, 2023

My name is Doreen Salera, I'm here tonight as a taxpayer and a resident of Bradford.

I want to clarify that I am not here as an employee and what I state tonight is all public information

I ask the Board to consider my comments regarding School Board Policy JFAB.

This policy addresses the option for an employee, that doesn't live in the district, have their child attend Kearsarge as a non resident student.

- Currently the cost of tuition for a middle school age child is roughly \$22,000 a year
- Any Non resident employee, regardless of their position in the district, can request to enroll their child and pay only 25% of the full tuition cost.
- This is a generous benefit to employees that is not typical of the surrounding school districts.
- For one child that attends for 12 years under this policy, to the taxpayers is over \$200,000. As the taxpayers of all the seven towns in the district need to cover the other 75 % that hasn't been billed to the parent.
- We now have a non-resident employee that has publicly asked the Board to waive the 25 % and pay nothing at all for their two children that attend Kearsarge.
- Their reasoning is that they already pay taxes and own property in the district and their children should attend for free, even though they don't reside in the district, by their choice. They also claim that the parent is a long standing employee and because of that, the fee for them should be waived.
- There is even a personal social media campaign including bumper stickers, started by the family, to support their cause. This has taken up too much time and energy of the Board and the School District Administration.
- I cannot understand why someone that already has been given a generous option is still asking for more.
- This is essentially asking all seven towns to pay their full tuition. Why should all the towns bear the cost?
- The argument that they own property and pay taxes in the district is not relevant. Owning property in a school district does not qualify as residential status.
- The argument that the employee has been in the district many years is also not relevant. There are many longstanding valued employees in this district that do not benefit from this policy.
- This is a choice to send their children to Kearsarge, with full knowledge of the cost well in advance. They are given a generous option of paying only 25% of the total bill and the SAU Office goes so far as to break up the payments over 20 pay periods. This is more than generous.
- As a taxpayer, I request that the Board gives no consideration to waiving the 25% that is being requested and put an end to this discussion.

Thank you for your time. Doreen Salera, Bradford