

Kearsarge Regional School District
School Board Meeting
 June 1, 2023 - 6:30 pm
 Kearsarge Professional Development Center
 165 Main Street, New London
Open to Public

I. Call to Order	The Chair called the meeting to order at 6:36 p.m.
II. Pledge of Allegiance	Mr. Anderson led the Pledge of Allegiance.
III. Roll Call	<p>Present: Ken Bartholomew, Emma Bates, Arthur Bobruff, Eric Gregoire, David Keith, Kyle Lombard, Alison Mastin, Kristen Schultz.</p> <p>Winfried Feneberg, Superintendent; Michael Bessette, Assistant Superintendent; Larry LeBoeuf, Business Administrator; Beth Perkins, KREA Representative; Adara Boucher, Student Representative.</p> <p>Absent: Ben Cushing.</p>
IV. Approval of Minutes	<i>Ms. Schultz made a motion to approve the minutes from the May 18, 2023 School Board Meeting as written. Ms. Mastin seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i>
V. Reports of Administration	<p><i>Superintendent’s Report – Winfried Feneberg, Superintendent</i></p> <ul style="list-style-type: none"> • The Superintendent stated that the District is on a brisk pace to the end of the school year. The last day of school is June 21st. There is still lots of work to do before the doors of the schools completely close for the summer. • The Superintendent explained the work being done to prepare for the summer, such as preparations for the Extended School Year program as well as the projects that will be done by facilities over the summer. • Supt. Feneberg apprised the Board that the units for the preschool are being delivered in Bradford today and tomorrow. The installation will begin next week. • The Superintendent described the current ability to hire staff for the District, explaining the challenges present in finding suitable candidates. He stated that he has had the opportunity to interview four candidates and was only able to hire one of them. • Supt. Feneberg presented the Board with the resignations of Theresa Georges, Social Worker at the High School, and Anne Carey, Nurse at the High School. He requested the Board accept their resignations with regret. <p><i>Mr. Gregoire made a motion to accept the resignations of Theresa Georges and Ann Carey. Ms. Bates seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <ul style="list-style-type: none"> • The Superintendent presented the Board with the hiring of Allison Battis,

Special Education at the High School, Reilly Moskalenko, Physical Education at the High School, and Lindsay Jones, Art at the High School. He requested the Board approve their hiring.

Ms. Bates made a motion to approve the hiring of Allison Battis, Reilly Moskalenko, and Lindsay Jones. Mr. Gregoire seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).

Assistant Superintendent’s Report - Michael Bessette, Assistant Superintendent

- Mr. Bessette apprised the Board of a very positive meeting he had with about 20 athletes at the High School to discuss the mission and vision statement for the Athletic Department. He said that he spent an hour with the students discussing the language of the mission and vision statement. He stated that it was great to hear their thoughts from their perspectives. He stated that there will be listening sessions to discuss the statement with parents and the Booster Club in the coming weeks. Dr. Bobruff asked if this is something that will be presented to students outside of athletics. Mr. Bessette stated that they do want to encompass K-12 and noted that they did see overlap with Physical Education and Wellness.

Business Administrator’s Report –Larry LeBoeuf, Business Administrator

- Mr. LeBoeuf presented the Board with the estimated year end fund balance. He stated that the final number will be presented in August.
- Mr. LeBoeuf presented the Board with the below scholarship deposits and withdrawals:

Scholarship	Deposit Amt.	Withdrawal Amt.
Main Scholarship Fund (Trust)	---	\$500.00
Project Climb Scholarship (Trust)	\$500.00	---
Art Scholarship	\$200.00	\$200.00

Ms. Schultz made a motion to approve the scholarship deposits and withdrawals as presented. Mr. Gregoire seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).

- Mr. LeBoeuf presented the Board with a budget transfer in the amount of \$7,500.00 for the replacement of expansion tanks at New London Elementary.

Mr. Lombard made a motion to approve the budget transfer in the amount of \$7,500.00. Ms. Bates seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained)

- Mr. LeBoeuf presented the Board with a budget transfer in the amount of \$6,056.02 for the recharging of the HVAC system at the High School.

Ms. Mastin made a motion to approve the budget transfer in the amount of \$6,056.02. Mr. Gregoire seconded. The Motion carried 7-0-1 (Mr.

Bartholomew abstained).

KREA Representative - Beth Perkins, KREA Representative

- On Friday, May 26th, Sutton Central School put on its first theater production, which they performed at the Middle School. This production was led by 5th grade students who served in the roles of Producer, Director, Stage Director, Costume Designer and Make-Up Coordinator. 5th Grade leaders were Alaina Tibbetts, Ryan Geraghty, Jacob Desjardins, Phoebe Legendre, and Josie Cooper. There were about 35 to 30 students involved in all aspects of the production, which was an adapted version of Snow White and the Seven Dwarfs. After the play, the students also continued with their annual talent show. There were about 20 student performances related to that part of the evening. It was a nice evening of entertainment and fun. Thank you to the Friends of Sutton PTO, Sutton Central School staff, and families for supporting all students in this Sutton tradition.
- New London Elementary School just held their annual volunteer tea today. The school staff provide teatime goodies and plants as a little thank you for the many hours the volunteers give to support the school. It's wonderful to welcome volunteers back into the school this year, since Covid restrictions have been lifted.
- Approximately 75 students, siblings, parents, and other family members spent 90 minutes exploring the night sky the Kearsarge Regional Middle School Skywatch on May 23. Bob Friedland from the New Hampshire Astronomical Society set up multiple telescopes and showed students beautiful views of the moon, Venus, the stars Polaris and Arcturus, and several star globular clusters. Students were amazed to see these common objects in such an uncommon way!
- The Middle School chorus concert will be on Tuesday, June 6th at 6:30 in the KRMS gym!
- Culinary classes at the High School hosted local veterans last Friday for a Memorial Day luncheon. This week they are catering the Sports Banquet and starting their senior finals, which will be chopped baskets.
- This Saturday, June 3, the Kearsarge High School Drama Club and Actors Guild will be holding their annual KAG awards ceremony celebrating the theater productions for this school year. All students will be recognized for their participation in theater and many alumni will be returning to present awards for specific individual accomplishments for both actors and technical crew members.
- KRHS Band and Chorus had a fantastic Spring Concert. Chorus, Jazz Band, and Concert Band all performed. The KRHS Band performed the World Premiere of "Sands of Time" by Maddie Stephenson. They also played a "choose your own adventure" piece with a narrator and audience participation. The Band and Chorus also performed at the KRHS Memorial Day Ceremony. Finally, to close out the year, a small group of vocalists performed the Star-Spangled Banner at the New London Memorial Day Ceremony. The Band also performed 3 pieces at that

	<p>ceremony. Thank you to the School Board for all the support and they are already planning some great experiences for next year.</p> <p><i>Student Representative’s Report – Adara Boucher and Owen ??????</i></p> <ul style="list-style-type: none"> • Last week, the High School had their class officer and student counsel elections for the upcoming school year. The Board welcomed Owen ?????? the newly elected Student Representative. • The Academic Award Ceremony occurred this week. • Yesterday, the Sophomore class took a field trip to Saint-Gaudens National Historical Park. • The boys tennis team won the state championship. • Senior finals are ongoing at the high school and will be completed tomorrow. • The Athletic Banquet is this weekend.
<p>VI. Public Comment</p>	<p>Mr. Bartholomew opened the meeting for public comment.</p> <ul style="list-style-type: none"> • No public comment. <p><i>Ms. Schultz made a motion to close public comment. Mr. Gregoire seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p>
<p>VII. Presentation</p>	<p><i>New Hampshire Seal of Biliteracy Award – Michelle Marzelli, ESOL Coordinator</i></p> <ul style="list-style-type: none"> • Ms. Marzelli introduced the Board to the three students receiving this award: Ophelia, Jacob, and Emelia. • Ms. Marzelli apprised the Board that the Seal of Biliteracy Award is a national initiative organized by the Department of Education and a number of other organizations. The award acknowledges students who have studied and attained proficiency in two or more languages by high school graduation. The Award was first introduced in California in 2009. New Hampshire adopted the award three years ago. • Ms. Marzelli explained the benefits of being bilingual or multilingual. She also explained the requirements for a student to receive this award. Students who receive the award have the option to receive a medal, pin, or cord to wear at graduation. In addition, a seal is affixed to their diplomas and is also acknowledged on their academic transcripts. • Ophelia is receiving this award for her proficiency in English, Italian, and French. Jacob is receiving the award for his proficiency in English and Spanish, and Emelia is receiving the award for her proficiency in English and Polish. • Ms. Schultz congratulated the students on receiving this award. • Mr. Lombard asked how many students are in the program. Ms. Marzelli stated that these three students were the only ones to participate for this school year; however, this program is very new to the District. She stated that she has 7 or 8 other students who may be interested in the program. Mr. Lombard asked if there is anything the Board can do to help increase the number of students participating. Ms. Marzelli stated that the award

	<p>needs to be promoted more through the World Languages Department.</p> <ul style="list-style-type: none"> • Dr. Bobruff asked Jacob how he was able to become proficient in Spanish in only 6 years, as he had mentioned. Jacob stated that he had started learning through the use of Google Translate. He stated that he doesn't recommend learning from Google Translate as it isn't the most accurate; however, he stated that it got him started.
<p>VIII. Old Business</p>	<p><i>Class Sizes/Grade 4 Teacher - NLES – Winfried Feneberg, Superintendent</i></p> <ul style="list-style-type: none"> • Supt. Feneberg stated that though he wasn't able to attend the previous meeting, he understood that there was some rich discussion surrounding the size of the incoming 4th grade class at New London Elementary. He had the opportunity to discuss this with the administrators and looked closely at this specific 3rd grade class. He stated that he feels very confident and comfortable that the administration will not request a fourth 4th grade teacher for the upcoming school year. He spoke to the social-emotional concerns of this class, noting that the District has hired an additional guidance counselor for New London Elementary. • Mr. Bartholomew asked that the Superintendent speak to the Social Emotional Learning (SEL) data that was presented in real time at the previous meeting. Supt. Feneberg explained that the data discussed was preliminary data, this is data that is used to identify if there are concerns and, if so, determine how to evaluate the situation. He noted that this evaluation would be considered a first step. • Mr. Bartholomew noted that a letter was received regarding this issue from Eula Kozma. He read Ms. Kozma's letter (attached to these minutes). • Mr. Bartholomew requested that the Superintendent discuss teacher supports. Supt. Feneberg explained that there were several conversations had regarding the workload on the teachers. He discussed the need to ensure that introduce new methods, themes, and programs carefully and at a measured pace. He noted that the District makes resources happen when at all possible and works very hard to support teachers and paras. He thanked the teachers and applauded the incredible work being done to benefit the students. • Dr. Bobruff expressed his opposition to the District not adding a 4th teacher for this 4th grade class. The Superintendent expressed that he is open to having the general discussion surrounding class sizes. Dr. Bobruff stated that he believes education is more successful with smaller classes. • Ms. Harkins asked if the possibility of a floating teacher had been discussed. Supt. Feneberg stated that has been discussed in previous situations like this. • Mr. Bartholomew explained the challenge presented with having four elementary schools surrounding class sizes. He noted challenges such as spatial concerns and the difficulty hiring paras. He discussed permanent sub positions for the schools that had been present in the past. • Ms. Harkins expressed concerns about looking at the issue as a whole rather than looking at this specific class. Mr. Bartholomew stated that his

experience on the Board has always been that these issues are addressed by administration based on the classes themselves, not just a mere numbers issue. Every October when the census is presented to the Board, he questions why classes of 12 and 13 for one grade, for example, aren't combined. He stated the administration has always had a well thought out answer. He stated he believes that is what occurred here as well.

- Ms. Schultz stated that having ebbs and flows in class sizes is a part of education and noted that when you start to think of the alternatives none of them are necessarily fantastic for what people would like. She expressed that she greatly trusts the leadership of the District and takes the recommendation very seriously. She apprised the Board that she had a long discussion with the Superintendent and the Assistant Superintendent about the data presented at the last meeting. From the meeting, she found that the data presented may not have been as grave as it was made out to be at the meeting. She stated that she is comfortable with the recommendation of the District.
- Mr. Keith stated that he wasn't necessarily in favor of the recommendation. He stated that if issues are seen, he would like them brought to the Board.
- Mr. Bessette reminded the Board that the District does have a class cap on the different grade levels. He encouraged the Board to not make decisions regarding class size in the heat of the moment, but to look at the information thoroughly before coming to a conclusion. Additionally, he stated that it is important to look at the totality of the data.
- The Superintendent stated that teacher load is a worthwhile topic to address as well.
- Ms. Mastin stated that she wants people to understand that if a position was needed based on the recommendation of the administration of New London and the District, the teacher would be paid for. She stated that this situation isn't the Board saying that they just didn't want to spend the money.

Policy JFAB – Mr. Keith and Michael Bessette, Assistant Superintendent

- Mr. Keith stated that the Policy Committee has reviewed Policies JFAB and JFAB-R, noting that the last time the policies were reviewed was 2013 and 2014 respectively. These Policies adopted by the District mimic those recommended by the New Hampshire School Board Administration (NHSBA). He stated that the Committee reviewed the policies adopted by other District and discussed their differences. He stated that the Policy Committee's recommendation would be to leave these policies as they are.
- Ms. Harkins expressed concerns about the ability to value and retain employees of the District who are taking advantage of these policies in their current form.
- Mr. Bartholomew expressed his reluctance to advocate for a case-by-case evaluation when an employee uses these policies.
- Mr. Bessette spoke specifically to the incentivization piece of the policy. He noted that the policy sets the tuition rate it does so that it can

	<p>incentivize people; however, he noted that over the last decade 10 employees have taken advantage of the policy. He stated that the District isn't losing people over the percentage laid out in the policy.</p> <ul style="list-style-type: none"> • Ms. Harkins noted that the policy bases tuition off of the residence of the employee. She asked whether paying business or property taxes within the District is ever accounted for. Mr. Bartholomew stated that it is not accounted for in the policy. • Ms. Schultz emphasized that she would never want a teacher to feel undervalued because the District is enforcing a policy across the board. She stated that she believes this is a collective bargaining issue. • Mr. Katsonas stated his belief that if an employee is a taxpayer who doesn't live in the District, that should be considered.
<p>IX. New Business</p>	<p><i>KRMS Alarm – Transfer and Purchase Recommendation - Brett Paré, Director of Facilities</i></p> <ul style="list-style-type: none"> • Mr. Paré apprised the Board that the fire alarm panel at the Middle School was damaged during a power outage in August of last year. Since August, Facilities has been attempting to find replacement parts for the panel; however, they have not been available. Mr. Paré recommended a non-proprietary alarm panel be installed to allow for greater part availability down the road. He presented the Board with a purchase recommendation for the Middle School Alarm System in the amount of \$129,000.00 from NH Fire & Security Systems as well as a budget transfer in the amount of \$130,000.00. <p><i>Ms. Bates made a motion to approve the purchase recommendation for the Middle School Alarm System in the amount of \$129,000.00 from NH Fire & Security Systems. Mr. Lombard seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <p><i>Dr. Bobruff made a motion to approve the budget transfer in the amount of \$130,000.00. Mr. Gregoire seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <ul style="list-style-type: none"> • Mr. Paré presented the Board with a purchase recommendation for a Nobles Scrubber for the Middle school in the amount of \$14,144.87 from Clean-O-Rama. <p><i>Dr. Bobruff made a motion to approve the purchase recommendation for a Nobles Scrubber for the Middle school in the amount of \$14,144.87 from Clean-O-Rama. Ms. Bates seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <p><i>Paper Purchase Recommendation – Larry LeBoeuf, Business Administrator</i></p>

	<ul style="list-style-type: none"> • Mr. LeBoeuf presented the Board with a purchase recommendation for office paper in the amount of \$3.81/ream for white only from W.B. Mason. <p><i>Ms. Bates made a motion to approve the purchase recommendation for office paper in the amount of \$3.81/ream for white only from W.B. Mason. Ms. Mastin seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <p><i>Technology Purchase Recommendation - Barbara Turner, Director of Technology</i></p> <ul style="list-style-type: none"> • Ms. Turner presented the Board with an amended purchase recommendation for 15 iMacs from Apple at \$1,249.00 each in the total amount of \$18,735.00. She noted that the total amount was incorrect on the previous Purchase Recommendation. <p><i>Ms. Schultz made a motion to approve the amended purchase recommendation for 15 iMacs from Apple at \$1,249.00 each in the total amount of \$18,735.00. Ms. Bates seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <ul style="list-style-type: none"> • Ms. Turner presented the Board with a purchase recommendation for firewall replacement in the amount of \$56,248.32 from Omada. She noted that the current firewall is end of life and will no longer be supported after a certain point. She requested the use of E-Rate funds for the purchase. <p><i>Mr. Gregoire made a motion to approve the purchase recommendation for firewall replacement in the amount of \$56,248.32 from Omada. Ms. Bates seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <p><i>Mr. Gregoire made a motion to approve the expenditure of E-Rate funds for the above purchase recommendation. Ms. Bates seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p>
<p>X. Public Comment</p>	<p><i>Mr. Bartholomew opened the meeting for public comment.</i></p> <p><i>Bonnie Gill – 4th Grade Teacher, Sutton Elementary</i></p> <ul style="list-style-type: none"> • Ms. Gill made a comment regarding the 4th grade class size at New London Elementary. She stated that she wanted to paint a picture of what the District’s decision means for the incoming 4th grade class. She stated that it will probably mean 6 or 7 additional desks per classroom, leaving no room for a carpet spot for meetings or any room to play. She stated that elementary students need room to play. She expressed her belief that there’s no way you can serve the needs of 25 students compared to a class of 14 students that she will have next year, stating you don’t need

	<p>data to tell you that. She expressed that the students in the larger classes won't have the benefit that other 4th grade classes have in the District. She asked if anyone had discussed this class with the teachers at New London. She stated that the decision will lead to more papers to grade, 6 more report cards. She said that it's nice that you say you appreciate what teachers are doing. She stated that teaching is not the same as when she went to school, noting that it's a huger undertaking. She stated that if she was asked to teach a class of that size next year, she would be leaving the District for another that has smaller class sizes.</p> <p><i>Sarah Katsonas – 2nd Grade Teacher, New London Elementary</i></p> <ul style="list-style-type: none"> Ms. Katsonas spoke to the DESSA data that was discussed. She stated that this was recently introduced to the school, and she has not received formal training on it. She stated that only guidance counselors and select teachers have received training. She stated that the screening is not an accurate portrayal of these third graders. <p><i>Ms. Schultz made a motion to close public comment. Ms. Mastin seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p>
<p>XI. School Board Sub-Committees</p>	<p><i>Human Resources Committee – Ms. Mastin</i></p> <ul style="list-style-type: none"> Ms. Mastin stated that the Committee finalized some technology job descriptions. The Committee also heard a recruitment update. She stated that the ability to recruit is continuing to get more difficult. Ms. Mastin apprised the Board that the Committee has also been looking at the hiring scale for administrative assistants. <p><i>Policy Committee – Ms. Mastin</i></p> <ul style="list-style-type: none"> Ms. Mastin apprised the Board that the Committee discussed the continued development of the mission and vision for the Athletic Department. She stated that the Committee hopes to have a draft in the fall.
<p>XII. Non-Public</p>	<p><i>Ms. Mastin made a motion for the Board to enter a non-public session. Mr. Gregoire seconded. The Motion carried 8-0-0 by roll call vote.</i></p> <p><i>The Board returned to public session.</i></p>
	<p><i>Dr. Bobruff made a motion to approve three stipends as presented in non-public session. Mr. Keith seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p> <p><i>Ms. Mastin made a motion to approve the full 2.5% merit bonus to the Superintendent. Ms. Schultz seconded. The Motion carried 6-0-2 (Mr. Bartholomew and Mr. Keith abstained).</i></p> <p><i>Ms. Schultz made a motion to modify the Superintendent's contract to increase the merit bonus for the following year to 5%. Dr. Bobruff seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained).</i></p>

XIII. Adjourn	<i>Ms. Schultz made a motion to adjourn the meeting. Ms. Mastin seconded. The Motion carried 7-0-1 (Mr. Bartholomew abstained). The meeting was adjourned at 9:13 p.m.</i>
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Respectfully submitted,

Tom Hilton
School Board Note Taker