

**HILLSBORO-DEERING SCHOOL BOARD
REGULAR MEETING**

**Monday, December 21, 2020 - 6:15pm
Hillsboro-Deering Elementary School Media Center
With Public Live Stream Viewing in the
Hillsboro-Deering Elementary School Cafeteria**

The mission of the Hillsboro-Deering School Board is to articulate and develop the educational goals of the community and to allocate community resources effectively and responsibly. It strives to create with educational professionals, a dynamic learning environment in which all students are inspired to realize their individual potential, learn critical academic skills, develop intellectual curiosity and moral courage, and prepare to be active citizens.

MINUTES

In Attendance:

Board Members:

Kathryn McGinn
Chris Bober
Paul Plater
Rich Pelletier
Herla Iadonisi

Student Representative - Camron Garcia

Administration:

Patricia Parenteau, Superintendent
Jennifer Crawford, Director of Curriculum
Instruction and Assessment
David Jack, Interim Business Administrator
Mary Henry, Business Administrator
Stacey Vazquez, Director of Student Support Services
Jeni Laliberte, Lower HDES Principal
Donna Furlong, Upper HDES Principal
Jim O'Rourke, HS Principal
Marc Peterson, MS Principal
Patrick West, MS Assistant Principal

A. Call Meeting to Order

- a. Chair McGinn called the meeting to order at 6:17pm

B. Pledge of Allegiance and Moment of Silence

- a. Chair McGinn led the Pledge of Allegiance and a moment of silence. She thanked everyone for attending the meeting and stated that the meeting was being video and audio recorded and will appear on the district website, www.hdsd.org. A live stream video, in real time, can be viewed at www.townhallstreams.com.

C. Recognitions

- a. None

D. Correspondence

- a. Letter - Camile Gibson

- i. The music program needs to remain intact, and no position should be eliminated. This program is important to the students who choose to participate in the program.
- b. Lilly Gibson (former student)
 - i. Full letter can be found online.
 - ii. Emphasises the impact the music program at HD has made on her life and how upset she was when she learned the Board planned to cut the FT music position at the middle school.

E. Student Representative Report - Camron Garcia

- a. ES
 - i. The 2nd grade is learning about different holidays around the world
 - ii. 3rd grade had a talent show
 - iii. Art supplies have been sent home with students
- b. MS
 - i. Dress-up day challenge
 - ii. 1920s year for the 8th grade
 - iii. 8th grade is also hosting their holiday hot chocolate and mug contest
 - iv. 7th grade is writing letters to families who are facing challenges
- c. HS
 - i. 14 athletes that have been recognized for scholarship by the NHIAA
 - ii. The HS staff, faculty, and students would like to wish a happy and safe holiday break.

F. Presentations

- a. None

G. Public Comment

- a. Segedy
 - i. Appreciates the original thought of using attrition if the Board does have to make cuts
 - 1. When you're making the cuts, a real explanation as to why those cuts were proposed was missing.
 - 2. Years ago the actual budget proposal process involved the administration and the Board sitting down together and delving deeper into the reasoning behind the cuts being made.
 - ii. Is curious about the number of guidance counselors
 - 1. You have 6 now, when 2 years ago you had 4.
 - 2. Would rather see some of these positions being cut over teaching positions being cut.
 - iii. Has questions about the Instructional Coordinators
 - 1. There are 4.3 of them this year, but doesn't know when they were added.
 - 2. Either the administration is slipping them into the budget, or the Board isn't paying attention.
 - 3. What do they do? The public should know.
 - iv. Pre-School
 - 1. It was mentioned that the preschool being provided is just for special ed, and not the general public.

2. Why do we still have 2 teachers here? If you're not providing those services to others why not get rid of one?
- v. Other Staff positions
 1. Computer software
 - a. Why are we using Microsoft instead of using a free program?
- vi. Field Trips
 1. Are not taking place in the Covid era, why do we have this in the budget?
- vii. MS Athletic Director
 1. For only a couple of sports we do not need a separate athletic director.
- viii. Sees a \$4,500 in additional MS Sports bringing it up to \$12,000

H. School Board Response to Public Comment

- a. None

I. Superintendent's Report

- a. General Update
 - i. We have been in full remote learning
 1. There are some students coming in to receive specialized services.
 2. The teachers are all teaching full remote
- b. Decision Matrix Update
 - i. Full report can be found online
- c. Appointments, Leaves and Resignations
 - i. See attached sheet
- d. Proposed FY 21-22 Budget Cuts
 - i. Positions restored
 1. 1 Middle School ELA Teacher Position
 2. 1 Music Teacher Position
 - ii. New Proposal for Position Reductions
 1. 1 Middle School STEM Teacher Position
 - a. STEM is now integrated into the Next Gen Science standards
 - b. There is an open MS science teacher position, the current STEM Teacher would move into this position.
 2. 1 Elementary School Computer Teacher position
 3. 1 High School Math Position
 4. .5 Middle School Office Paraprofessional
 - iii. Additional Proposed Budget Reductions
 1. Non-personnel Reductions
 - a. Professional Development - \$12,000
 - b. Technology - Zoom Subscription - \$14,000
 - c. High School Supplies - \$5,000
 - d. Middle School Supplies - \$5,000
 - e. Maintenance & Repair - \$5,000
 - f. Custodial Line - \$5,000
 2. Total proposed non-personnel reductions of \$46,000

- iv. Budget Summary
 - 1. Proposed FY2022 Budget - \$23,640,619
 - a. HD Apportionment of SAU Budget - \$1,018,442
 - 2. Proposed FY2022 Budget including SAU - \$24,659,061
 - 3. FY2021 Budget - \$24,115,389
 - 4. Proposed Increase - \$543,672
 - 5. Percent Increase - 2.25%
- v. Questions
 - 1. Plater
 - a. The position at the HS
 - i. How many math teachers will we have left at the HS?
 - 1. 5 Teachers
 - a. Will rotate the teachers who teach both math and engineering
 - b. The proposed budget reductions and reduction of staffing evens out bringing the other two positions back
 - 2. Iadonisi
 - a. Why was the MS Media Specialist brought into the STEM teacher discussion?
 - i. The library technician also team teaches and supports them with technology, which is a big part of STEM
 - b. Is there a reason we are using Microsoft?
 - i. We use the entire suite and everything is interconnected.
 - 3. Bober
 - a. Part of the Microsoft line item is inflated due to the licensing increase?
 - i. Yes
- vi. Five Year Capital Maintenance Plan
 - 1. See attached Sheet
- vii. Warrant Articles to Consider
 - 1. From Surplus
 - a. School Paving Expendable Trust
 - i. Would like to add to this
 - b. School Roofs Expendable Trust
 - i. James feel this fund is doing ok at the moment
 - c. Special Education Expendable Trust
 - i. Would like to add to this
 - d. Technology Expendable Trust
 - i. Would like to add to this
 - e. Heating/Ventilation/Air Conditioning
 - i. Would like to add to this
 - 2. RSA 198:4-b Retaining Surplus
 - 3. Questions

- a. Bober
 - i. The priority order is for maintenance trusts?
 - 1. HVAC, Paving, Roof
 - ii. Do we want to put the HVAC over Special Ed?
 - 1. McGinn
 - a. Would rather put special Ed over HVAC
- b. Plater
 - i. Not inclined to put much money into any of these this year given the unforeseen future.

J. Board Discussion

- a. Proposed FY 21-22 Budget Discussion
 - i. Thoughts about the revisions
 - 1. Bober
 - a. Is never happy about any cuts, but looking at the environment that we are currently in it's fair.
 - b. Feels the Board needs to be really clear in their presentation to the taxpayers when the budget is presented.
 - 2. Iadonisi
 - a. Thinks that this proposal is a much better position
 - i. It doesn't effect the children's curriculum
 - ii. Also appreciates the explanations that went with the proposed cuts.
 - b. For warrant articles
 - i. Special Ed, HVAC, Technology, paving funds in that order
 - c. What else can we do to cut the budget further?
 - i. We can ask the Administration to take another look at the budget and see what they can do to cut another \$250k or whatever.
 - 1. If you ask the Administration to go back and make deeper cuts, then it will start impacting the students' education.
 - 3. Plater
 - a. Understands where the Administration is coming from with the additional cuts
 - b. Guesses he can support it if there are no additional warrant articles
 - 4. Pelletier
 - a. Would be ok if it was just the proposed budget increase, but it's not.
 - i. The decrease of revenue from the state
 - 1. \$450,000 loss
 - b. Can't say yes to a \$1,000,000 increase to the local taxes.
 - i. It's too much for the towns to handle based on where we are with COVID.

- c. Feels the Board should be making the tough decisions, and not putting that on the taxpayers.
 - 5. McGinn
 - a. Feels the Board needs to spend time going over the state funding issues
 - i. Can only be fixed at the state level.
 - b. Thinks the Board should send this to the taxpayers and let them decide
- b. Proposed Warrant Articles
 - i. From Surplus
 - 1. Special Education Expendable Trust
 - 2. School Paving Expendable Trust
 - 3. Technology Expendable Trust
 - 4. Heating/Ventilation/Air Conditioning
 - ii. RSA 198:4-b Retaining Surplus
 - 1. Iadonisi
 - a. Would like to implement this, but this year may not be the best year to do this.
 - b. We can choose up to 5%, we don't have to take the full 5%
 - 2. Bober
 - a. We can vote it in this year, but it doesn't get implemented until the following year
 - 3. McGinn
 - a. Feels this is a good idea
 - b. Will have to do a good job explaining the benefits to doing this
 - 4. Pelletier
 - a. Believes we should have it, but would not vote for it unless it's a unanimous decision from the Board.
 - 5. Plater
 - a. Is not going to ever vote for this unless we get rid of all the other funds first.
 - 6. David
 - a. You have the warrant articles and the RSA 198:4-b
 - i. For the RSA 198:4-b, you would pick a number which would be held year after year - it would not grow
 - 1. The warrant articles for the trusts are meant to grow and be used to planned/unplanned projects
 - ii. The 198:4-b would only be for catastrophic expenses.
 - iii. It is a prudent way to plan for things that are unforeseen.
 - iv. There are very strict parameters on how this money can be used, and there is oversight by the state on

when and how it can be used.

K. NHSBA Proposed Resolutions

- a. Bober is going to be representing the Board on January 23, 2020
- b. Proposed Resolutions
 - i. 7. Go along with the School Board Association
 - ii. 8. Go along with the School Board Association
 - iii. 9. Go along with the School Board Association
 - iv. 10. Go along with the School Board Association
 - v. 11. Go along with the School Board Association
 - vi. 12. Go along with the School Board Association
 - vii. 14. Support this.
- c. Continuing Resolutions 1-6
 - i. Do we want to continue to support these?
 - 1. Yes

L. Minutes

- a. December 7, 2020 meeting minutes
 - i. Pelletier moved to approve the December 7, 2020 meeting minutes as presented. Bober seconds.
 - 1. Plater moved to amend pg. 7, 2.a “ELA”
 - ii. Bober moved to approve the December 7, 2020 meeting minutes As amended. Plater seconds. Motion passed 5-0

M. Public Comment

- a. Segedy
 - i. Neglected to preface his previous remarks that we all got our tax bills last week, and they were up significantly. Keep this in mind
 - ii. I have provided the Board with a number of suggestions on how to cut the budget further.
 - 1. Appreciates that there were explanations on some of the new cuts.
 - 2. Maybe the Board should discuss some of the suggestions he has made.
 - iii. RSA Surplus Bill
 - 1. What was presented was not very accurate.
 - a. It also says you can use it to level out the tax rate.
 - b. It can be pretty much used for anything.
 - 2. They talk about having the safety of having a public hearing and then the Board having to use it - Has never seen the Board have a public hearing to use the money, then not vote to use it after the hearing.
 - 3. There is basically no limit on what you can spend it on based on the Tax leveling.
 - iv. Trust funds are to be used to save money and not be used in the same year the money has been raised in.
 - 1. We just saw a few months ago that money that was just appropriated last year was taken out.
 - v. Suggests that the Board wait a couple of years for the new superintendent to create a track record with using the trusts to gain support on funding

- them
 - vi. This year is not a good year to be adding to the trust funds.
 - 1. \$600,000 in the Special Education trust is more than enough
 - b. Bosse
 - i. Fully understands the difficult job that you have to do in normal times is exacerbated by the pandemic.
 - 1. The Chair fell back on the age old excuse that the lack of funding is due to the state funding
 - a. Hillsboro-Deering has fared poorly compared to other school districts despite having a higher cost per pupil.
 - b. The Board should be asking itself what the Board should be doing differently.

N. School Board Response to Public Comment

- a. Iadonisi
 - i. When I stated that I don't know what to do other than going line by line - which is something that you have said to do.
 - ii. The money from the Tech fund was used due to the pandemic
 - iii. One student could wipe the entire special education fund out.
 - iv. Feels that it takes time for changes to make an impact.
- b. McGinn
 - i. Feels you would have to be living under a rock to not see the need for mental health counseling in this district - especially in the pandemic.
 - ii. We haven't added any positions
 - iii. The MS Athletic Director is still P. West - it is a stipend position
- c. Bober
 - i. Has seen the changes first hand in all 3 buildings
 - 1. It takes time to get it to where we need to be
 - ii. Retaining Surplus
 - 1. It's not a trust fund - retaining surplus - can only be used with approval of the DOE

O. Action Items

- a. Appointments, Leaves and Resignations
 - i. Pelletier moved to approve the Appointments, Leaves and Resignations as presented. Bober seconds. Motion passed 5-0
- b. FY 21-22 Proposed Budget
 - i. Tabled
- c. 2021 Warrant Articles
 - i. Tabled
- d. NHSBA Proposed Resolutions
 - i. Bober moved to approve the NHSBA Proposed Resolutions as discussed. Plater seconds. Motion passed 5-0
- e. January 12 public hearing via Zoom
 - i. Iadonisi moved to hold the January 12 public hearing via Zoom. Bober seconds. Motion passed 5-0

P. Adjournment

- a. Pelletier moved to adjourn. Bober seconds. Motion passed 5-0 @ 8:10pm

Respectfully Submitted,

Megan Fleagle

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SAU #34

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Soaring to Excellence

Patricia M. Parenteau, MS, CAGS
Superintendent of Schools
Stacey Vazquez, MS
Director of Student Support Services

Jennifer L. Crawford, Ed.D.
Director of Curriculum, Instruction and Assessment
Mary A. Henry, BS
Business Manager

To: Members, Hillsboro-Deering School Board
From: Patricia Parenteau, Superintendent of Schools
Date: December 21, 2020
Re: Appointments, Leaves and Resignations - Teachers & Administrators

The following resignations, leaves, and appointments of teachers have occurred since the December 7, 2020 School Board meeting:

RESIGNATIONS:

Carolyn Stiles – HDES Gr. 5 Classroom Teacher, retirement effective 6/30/2021

LEAVES: None

TRANSFERS/CHANGE OF ASSIGNMENTS: None

APPOINTMENTS:

Kaitlyn Gillett – HDES Instructional Support Specialist, \$25.00/hour, 8 hours/day for 120 days, effective 12/14/20, NH certification in Elementary Education (K-6) & (K-8) and General Special Education

Jenna Rheault – HDES Occupational Therapist, salary \$28,947, 4 days/week for 100 days, effective 12/9/20-6/25/21, National Board Certified and NH Licensed Occupational Therapist

John Bramley – HDHS Bowling Coach, \$1,500 stipend, effective 12/14/20-2/28/21

Phil Swasey – HDHS Alpine Skiing Coach, \$3,000 stipend, effective 12/14/20-2/28/21

Heather Garcia – HDSD Safety Care Trainer, \$2,000 stipend, effective for the 2020-21 school year

Kathleen Wechsler – HDSD Safety Care Trainer, \$2,000 stipend, effective for the 2020-21 school year

Emily Pinkham – HDSD Assistive Technology Professional, \$1,800 stipend, effective for the 2020-21 school year

Danielle Parenteau – HDES Pre-School Facilitator, \$1,800 stipend, effective for the 2020-21 school year

Jill Severino – HDSD Assistive Technology Professional, \$1,800 stipend, effective for the 2020-21 school year

Kathleen Wechsler – HDSD Board Certified Behavior Analyst, \$1,800 stipend, effective for the 2020-21 school year

**HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT
FIVE YEAR CAPITAL MAINTENANCE PLAN**

Expenditure By Category

| Item | District-Wide | Purpose | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 | TOTAL | | |
|----------------|-------------------------------------|----------------|------------------|------------------|------------------|------------------|------------------|--------------------|--------------------|------------------|
| 1 | Repair Pavement | Repair | | \$ 20,000 | | \$ 20,000 | | \$ 40,000 | | |
| 2 | Install Cooling for Server Rooms | New | | \$ 50,000 | | | | \$ 50,000 | | |
| 3 | Kitchen Equipment Upgrades | Upgrade | | | \$ 15,000 | \$ 20,000 | | \$ 35,000 | | |
| Item | Elementary School | Purpose | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 | TOTAL | | |
| 4 | Repair Roofs | Repair | | | \$ 75,000 | | \$ 120,000 | \$ 195,000 | | |
| 5 | Exterior Brick Repairs | Repair | | | | | \$ 35,000 | \$ 35,000 | | |
| 6 | HVAC Electric Wing | New | | \$ 350,000 | \$ 400,000 | | | \$ 750,000 | | |
| 7 | Repave Main Parking Lot | Repair | | | \$ 175,000 | | | \$ 175,000 | | |
| 8 | Front Entrance Improvement | New | | | | | \$ 140,000 | \$ 140,000 | | |
| 9 | Replace Pneumatic Controls | Repair | \$ 75,000 | | | | | \$ 75,000 | | |
| Item | Middle School | Purpose | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 | TOTAL | | |
| 10 | Ductwork Cleaning | Repair | | | \$ 50,000 | | | \$ 50,000 | | |
| 11 | Upgrade Condensing Unit Refrigerant | Upgrade | \$ 30,000 | | | | | \$ 30,000 | | |
| 12 | Repair Roofs | Repair | | | | | \$ 50,000 | \$ 50,000 | | |
| Item | High School | Purpose | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 | TOTAL | | |
| 13 | New Domestic Hot Water System | New | \$ 140,000 | | | | | \$ 140,000 | | |
| 14 | Replace Pneumatic HVAC Controls | Upgrade | \$ 20,000 | | \$ 20,000 | | | \$ 40,000 | | |
| 15 | Repair Roofs | Repair | | | | \$ 60,000 | | \$ 60,000 | | |
| 16 | Second Floor HVAC | New | | | \$ 150,000 | \$ 150,000 | | \$ 300,000 | | |
| 17 | HVAC Gym | New | | | | | \$ 200,000 | \$ 200,000 | | |
| 18 | Replace Upper Bleachers | Upgrade | | | | | \$ 40,000 | \$ 40,000 | | |
| 19 | Office Area HVAC Replacement | Repair | | | \$ 90,000 | \$ 140,000 | | \$ 230,000 | | |
| 20 | Upper Field Redone | Repair | | | | | \$ 250,000 | \$ 250,000 | | |
| 21 | HVAC Control Panel Change Over | Repair | | | \$ 50,000 | | | \$ 150,000 | | |
| 22 | Replace Fire Alarm Panel | Upgrade | | \$ 50,000 | | | | \$ 50,000 | | |
| TOTALS: | | | \$265,000 | \$470,000 | \$625,000 | \$790,000 | \$935,000 | \$3,085,000 | | |
| | | | | | | | \$290,000 | \$305,000 | \$1,940,000 | \$550,000 |

