

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS  
Peterborough, New Hampshire**

**CONTOOCOOK VALLEY SCHOOL BOARD**

**Tuesday, March 4, 2008**

**SAU Office**

**7 p.m.**

**MINUTES**

**Board**

Mary Allen, Beverly Bacon,  
Stewart Brock, Ray Cote,  
Gail Cromwell, Butch Estey,  
Bart Goodeve, Dan Harper,  
Craig Hicks, Arthur Knight,  
Mary Loftis, Tom Welden

Beth San Martino, CVEA

**Administration**

Richard Bergeron, Supt.  
Don Johnson, Asst. Supt.  
Marian Alese, B.A.  
Linda Potter, SpEd.  
Tim Markley, H.R.  
May Clark, DCS  
Sue Copley, PES  
Sue Dell, CVHS  
Dick Dunning, SMS  
Niki McGettigan, TES  
Gib West, GBS  
Jeanie West, GBS

**1. Call to Order and Pledge of Allegiance**

**Tom Welden called the meeting to order at 7:02 p.m.** The Pledge of Allegiance was recited.

**2. Minutes (Board Vote Required)**

a. **February 19, 2008 (Pgs. 1-6)**

**Butch Estey moved to accept the minutes of the February 19, 2008 meeting as read. Stewart Brock second. Unanimous.**

**3. Public Comment**

Fran Chapman said that he has a problem and he has questions. He said that he has read much about the teacher contract. Fran said that the language changes are the most critical part of the negotiations and he asked Bart Goodeve if this were true. Bart said some parts of the language changes are more important than other parts. It is not the most important. Fran asked Bart if he felt that this should be addressed now rather than later. Bart asked what would be different years from now and he asked what would be gained. Fran asked what the big deal was. Bart said that the teacher's negotiating team should be asked that. Bart said that it has a lot to do with cooperation. Some things have operational ramifications that could be important. Fran asked if the voters reject the proposal did Bart want to give it another try. Bart said that they look forward to getting together to resolve these items. Bart said that if it passes, this Board will continue to do what we do in providing an excellent education to our students. Fran said that the Fact Finders Report says that he (the fact finder) has looked into the financial situation of this district and he asked if Bart feel that they did this. Bart said that they did not. The retirement issue was not on the Fact Finder's radar screen, which he (the fact finder) admitted. Tom said that the two groups were so far apart that there was no chance of agreement. Bart said that we have been talking

about total compensation as one number, both salary and benefits. There was no way that the Fact Finder was looking at it in this way. ConVal is not behind the curve on these items. Fran asked if the Fact Finder was aware of how many foreclosures have taken place in the past year, which is thirty-one. Bart was not aware of what type of financial analysis took place exactly. Fran distributed an analysis of teacher wages from various districts. (See Attachment #1). Fran said that we are in line with the average wage. Bart said that it is worse than that. We have a far more generous compensation report than most districts. These numbers need to be worked out with the teachers union. Fran said that he did not feel that the Fact Finder did his job. There is a serious communication problem among the groups.

Fran asked Richard Bergeron if there was a part that was most important. Dick said that the most important issue is not to lose sight that our teachers are most important. We are trying to produce a fair package given the economic realities. He hoped that all parties would join together despite the ballot box. Dick said that when he first came, he looked at the teacher's contract. There were very difficult parts of the contract that he would find very difficult to implement. His concerns were verified by our Board's attorney. The attorney said that this is a very "A typical" contract. It is difficult to administer. Fran asked Tom Welden if he had familiarity with the insurance aspects. Tom said that we did get competitive bids and that this is an expertise of his. Tom added that this Board has been involved in the process for over six months. The Fact Finders report came out and the Board agreed unanimously not to support it as the representative of each of their towns. Fran thanked the Board for their efforts in helping him to understand what is taking place.

Elyssa Brock, CVHS Student Rep, said that the film festival and blood drive is coming up soon. Sports are complete for the winter. The Science Bowl placed second in the Regional Science Bowl. The Robotics team made it to the semi-finals. Cheerleaders placed third at UNH for the first time ever. A group of students have just returned from Japan.

Beth San Martino said that she has just returned from Special Olympics today. They have returned with their "bling" and will be very happy to share it with you.

#### **4. Consent Agenda**

##### **a. ConVal Ocean Bowl Team Wins Nor'easter Bowl (Pg. 7)**

Dick Bergeron referenced the news release included in tonight's packet. The group will be heading off to Alaska.

##### **b. School Board Salary Comparisons (Pgs. 8-10)**

Dick Bergeron said that Statewide School Board salary comparisons are included in tonight's packet. Gail Cromwell distributed the same information with enrollment figures added. (See Attachment #1)

##### **c. CVHS Scholar/Athlete Awards (Pg. 11)**

Dick Bergeron said twelve females and six males were recognized for the award of scholar/athlete.

#### **5. Superintendent's Report and Presentation of Business**

##### **a. NEAS&C Report – Sue Dell (Pgs. 12-16)**

Sue Dell distributed information providing an update on NEAS&C Two-Year Progress Report. (See Attachment #2) Sue said that the NEAS&C process is a ten year process. The next step is to submit a two-year progress report if there are any remaining items to be addressed. The goal was to remove the warnings. Sue said in this two year report, we continue to be accredited. The warning for the Standard for Accreditation on Mission and Expectations of Student Learning. The

warning for the Standard for Accreditation on Assessment of Student Learning still remains. A progress report on this standard must be submitted by November 2008. The rubrics are written and we are in the process of collecting this information. The five year progress report must be presented by March 1, 2010. There is an expectation that all recommendations, including those that are budget related, will be met. There are some budgetary implications should we increase the number of computers in the library and increase library time. In addition, costs are associated with ADA compliance and rug replacement.

Bart asked what would be done to improve the schools assessment. He asked how this will be approached for the November report. Sue Dell said that the Administrative Council is working on this. The plan developed was implemented. Parts were not implemented effectively. There are things that we are doing that hurt implementation. For example, teachers work with both peers and colleagues in and outside of the classroom. Resources in the building and district need to be sought. The Administrators have offered to cover classes to make this possible for staff. Sue said that they are looking forward to early release time next year.

#### **b. NECAP Presentation – Don Johnson**

Don Johnson presented the NECAP report. Don referenced highlights outlined in his handout. This Fall was the first time the eleventh grade took NECAP testing. Much feedback was obtained in developing this test. The high school changed their math program. These changes will not be seen in these test results. These same students have not taken a proficiency test since 2005.

Bart asked Don to add a column to add the Delta for the other states involved in this test, Vermont and Rhode Island. (See Attachment #3)

Stewart Brock asked what may have contributed to these results. Don said that our curriculum is not aligned with the State standards at this time. Stewart asked if this would be aligned by next year. Don said that the Math curriculum should be aligned by September. Writing should be by November. Science testing is coming to the surface soon. Don said that he feels that adjustments will be necessary in the area of science as well.

Ray Cote asked what the second issue would be. Don said that he feels that assessment driving instruction is necessary. Ray further asked if a plan to provide “catch-up” to those already ten years into this would take place. Don said that there is an RTI initiative, which will provide intervention support, which will be brought to the Education Committee later this month and then on to the Board.

Gail Cromwell said that there has been suggestion that there was no incentive for students in the eleventh grade to do well on these tests. She asked what students are told about the importance of these tests. Why would there be an incentive to do well, the results do not appear on their transcripts. Don said that we need to do better in making our students aware of the importance of these tests. Don said that he has a hard time accepting that this is a major reason for these results.

Niki McGettigan said that at the elementary level this is not a problem. Students are not frequently tested therefore the students accept taking the test.

Fran Chapman said that he feels students take the test to be cooperative. He suggested that students be asked why they didn't do well.

Gib West said that computer tests have been used for reading. A number of students took this test twice this year. Because the results are provided immediately, students see a result in the form of moving to a different reading group. The down side of NECAP's is that you don't see the results for a very long time. Students are less invested in the test. Gib said that students need to be aware of how we use this data to further instruct them.

Tom Welden said that this is a district problem. We need a team type of approach. Curriculum realignment is necessary with Board support. More time for staff development time is necessary.

Craig Hicks said that this is not the teachers fault, it is a district problem. The bar needs to be raised.

### **c. School Board Report Card – Stewart Brock**

Stewart Brock spoke about the School Board Report Card. He provided a PowerPoint presentation (See Attachment #4) Last year was the first time a comprehensive assessment was taken. He thanked everyone for their investment and time.

The objectives were outlined. Actions taken were identified. Five areas of deficiency in 06/07 were outlined. Comparison graphs were provided to reflect the changes recognized from 06/07 to 07/08.

Gail Cromwell suggested that the Board assessment might better align with the academic year. Goals could be set during the summer. Stewart asked the Board members to provide their thoughts. Stewart said that this information will be posted to the web.

Tom Welden thanked Stewart for the time spent in putting this information together and gathering surveys.

### **d. Half Day Saturday Meeting with New Board Members to Set Priorities**

Tom Welden said that focus is necessary. The list of items to address is getting long.

Taking the half day that the Board used earlier in the year to work on budget was very effective.

Dick Bergeron said that he is currently trying to manage 19 initiatives.

The Board agreed to meet on March 29<sup>th</sup> from 8:30 to 2:00 in the SAU Board room.

### **e. Class Size Guidelines (Pg. 17)**

Dick Bergeron referenced a handout titled Class Size Guidelines. (See Attachment #5) How would these guidelines affect current student enrollments? Data was provided. Bart asked what the issues would be when addressing class sizes exceeding the guidelines. Dick Bergeron said that any group of twenty students would not be the same as another group of twenty students. Strategies, class schedules, material and space allocation, and safety issues would be reviewed. Recommendations would be made to the Board. It is a process.

Gail said that the class sizes are lower than what the State requires. She asked why we would do this. Dick said that we took class size recommendations from around the State. He said that he understands the need for parameters during budget times for this information. Dick said that this packet is a discussion starter.

Ray Cote requested that Dick Bergeron re-do this document against the State requirements.

Stewart said that class size and NECAP results will have to be balanced.

Bart said that he asks if smaller classes will help. He said that we should look at it from opposite directions.

### **f. Monthly Budget Report – Marian Alese (Handout)**

Marian distributed a Grant Summary Report (See Attachment #6) She said that these are the funds that make up the dollars in IDEA, and Title grants. Marian outlined the information she provided.

### **g. Monthly Events Calendar (March/April) (Pgs. 18-20)**

The next Board Meeting is at CVHS on the 18<sup>th</sup> and Education will meet on the 24<sup>th</sup>.

Budget and Property will meet on Wednesday, March 12<sup>th</sup> at 7:00 in the Board Room.

Mary Allen asked if voting results would be available early on. Dick explained that he will obtain information from each of the towns and email it out when received.

## **6. Old Business**

Ray Cote said that he expected to receive Chet Bowles report. Brenda Marschok has the file and will distribute. Ray also said that the Email announcements of the agendas (List Serve) is not working.

Butch Estey asked if it was possible to get an update of the Bullying Report.

## **7. New Business**

### **a. Moodle Presentation – Niki McGettigan**

Niki McGettigan said that early on eportfolios were explored. Moodle is an open source for storing files and pictures. A team went to Keene to attend workshops. Niki said we need a way to communicate easily and store things. Moodle was designed as a course for college. She said that the students, parents, and teachers all use Moodle to communicate. Niki provided multiple possibilities for use of Moodle.

Butch Estey asked if it was possible for Board members to access this information. Niki said that anyone can go to Moodle.com to view the possibilities.

### **b. Paraprofessional Evaluation – Linda Potter (Pg. 21)**

Linda said that in the contract it states that Para's will be evaluated once per year. We made sure we had a consistent tool across the district when developing the evaluation tool. Linda said that the document was presented to the Para's this afternoon. Observations and a post-conference would take place. Interesting feedback was obtained at today's meeting. The goal next year is to get to one hundred plus Para's.

Tom Welden said that it is important for employees to get feedback. Linda said that it is hard to determine how you are going to grow if you don't have feedback. The Para's are excited to be evaluated.

## **8. Approval of Manifests (Board Vote Required)**

Marian certified that manifests 95 – 100 totaling \$287,928.52 and Sub Run 125 totaling \$199,024.34 as well as Payroll 18 totaling \$1,398,499.93 have been reviewed by me and found to be proper charges against the Contoocook Valley School District for goods and/or services received and have been properly processed prior to their submittal to the School Board.

**Craig Hicks moved to accept the approval of the manifests as read. Butch Estey second. Unanimous.**

## **9. Non-Public Session: RSA 91-A:3,IIc**

### **a. Personnel**

Dan moved in accordance with RSA 91-A:3,IIc at 9:12 p.m. to enter non-public session matters of personnel on a roll call vote.

Respectfully submitted,

Brenda Marschok