

**MOTION BY MEMBER WILLIAMS TO ACCEPT, AS AMENDED
MOTION SECONDED BY MEMBER STOLL
MOTION CARRIED**

4-0-1

Member Brown Abstained

NOMINATIONS/RESIGNATIONS/CORRESPONDENCE

Superintendent Corey informed the Board of the resignation of Rick Barnes, Principal, Hollis Brookline High School (HBHS). In his letter, Principal Barnes states he is resigning in an effort to pursue new and exciting professional opportunities, and is deeply grateful for the opportunity to have served the district and to develop as a professional over the past 11 years.

Superintendent Corey thanked Mr. Barnes noting the tremendous job he has done during his tenure. Chairman Deurloo-Babcock spoke of the appreciation of the work and service Mr. Barnes has provided the community-at-large.

MOTION BY MEMBER WILLIAMS TO ACCEPT, WITH REGRET, THE RESIGNATION OF RICK BARNES AS THE PRINCIPAL AT THE HOLLIS BROOKLINE HIGH SCHOOL WITH AN EFFECTIVE DATE OF JUNE 30, 2020

MOTION SECONDED BY MEMBER WILLIAMS

MOTION CARRIED

5-0-1

Member Solon Abstained

PUBLIC INPUT

Heather Ryan, 18 Sawtelle Road, Brookline

Thanked the Board, Administration, and staff for all they do. She spoke of having been on the fence regarding whether her children would be enrolled in-person or remote. They chose in-person solely because of the re-opening plan that was put in place, and are happy with their decision. With the upcoming holidays, they are concerned with COVID fatigue, and that people will travel, and perhaps not follow all of the precautions that have been followed thus far. She is hopeful the district will consider being fully remote during the holiday season.

Sue Connelly, 59 Dupaw Gould Road, Brookline

Echoed the remarks of the previous speaker. She commented on having to go remote on Tuesday. She had students who met with her during study hall who said being remote was not a bad thing, and that they felt a reduced level of stress knowing that we could meet their needs with our schedule and with the changes that the Administration put in place.

As a teacher in the school, she has heard teachers express concern with their home towns being remote and them having to be in two places at one time. She is hopeful the Board will consider going remote for a short amount of time to ensure we remain safe and healthy both physically and emotionally.

Tiffany Testa, 101 Mooar Hill Road, Hollis

Spoke of proposed changes to the Program of Studies. She is concerned with the potential for lowering expectations for graduation in the sciences. Currently, the district is above the State standard in that regard; requiring 3 years of science where the State requires 2.

She is a teacher of over 20 years in math and science. She is also a community member who has watched this district put priority in the areas of critical thinking, 21st century thinking skills, and the ability for our students to have critical argumentation, scientific process and thought. She has seen the district, over time, get rid of a position in Spanish to allocate the resources at the lower levels to STEM and math. That resulted in a system that benefited/served our top students at the math level. A review of the Program of Studies highlighted all options for science have prerequisites. She has read “there is a concern that the chemistry for those that are not science inclined is too challenging.” To her, that sounds like an accessibility problem and equity problem.

Our top students will not be hurt by this because every one of them will take 4 years of science. If we lower our standards for our students they may choose not to take a 3rd year. In the year of COVID and having to be scientifically literate, we cannot say that we care about this and then lower our standards. That is not meeting the needs, that is lowering our standards.

Carol Swanson, 29 French Mill Road, Hollis

Echoed the remarks of the first two speakers. She is concerned with the upcoming holidays. She spoke of how well the district has operated in the current conditions. She is pleased with being able to be with students in the school. That trust has to be built should the district have to go fully remote. Having had to go remote for a day, she was pleased with how well it went. She requested the Board consider going remote during the holiday season.

There being no objection, the Board went out of the regular order of business to take up the discussion of the Winter Athletic Protocols.

- Winter Athletic Protocols

Brian Bumpus, Athletic Coordinator, noted the [agenda](#) included a proposal for addressing the winter season. The policies and procedures used for the fall season worked very well. Some adjustments were made along the way, without difficulty. The policies and procedures provided solid guidance through the fall season. The Health and Safety and Game and Practice procedures will remain relatively unchanged; will move indoors. What will change are the dates. The NHIAA has set some dates; on November 30th, there is the ability to start small group sessions where teams can come in and do skills work with coaches. On December 14th we can start official practices, and the first competition in any sport will not be allowed to occur until January 11th. Additionally, since the time the report was submitted, the NHIAA has also come out with the season dates. The last date to compete will be February 28th for the majority of our sports with several ending earlier in February (3rd or 13th).

The majority of changes to highlight are sports specific. For winter sports it is more challenging to provide a blanket statement on how programs will be run. There are a lot of winter sports that have participation offsite, e.g., swimming, skiing. The indoor element is the challenge to overcome. A review was done of each of the sports and different recommended considerations were identified for how to best manage them.

The number of rostered athletes for basketball will be capped at 15 (NHIAA tournament roster number). Sub-Varsity teams would start off practicing only and would be subject to available facilities.

Unified basketball can run in the same manner as was done for unified soccer.

Bowling will be limited to practices and competing out of the home facility, Merrimack Ten Pin.

Cheerleading will follow the same model as the fall season. No sideline cheer due to space limitations (gym).

Gymnastics and ice hockey will have athletes learning remotely for the duration of the season.

There is an issue with transportation for skiing. The district cannot have access to buses for athletic events before 4:15 p.m. The solution has not yet been identified; likely will have to rely on parental transportation. The experience in the fall was that the majority of parents wished to provide their own transportation.

There has been a great deal of discussion around swimming. A good many pools around the State have shut down. Our home facility has not. Current discussion with NHIAA is to run and host virtual meets; you will practice and compete in your own pool, coaches will do time trials, and then everyone will submit the numbers. That will be the race for the week.

All colleges and universities have shut down. There is no access to run any indoor track meets. Working with area schools and the Hampshire Dome to pull together mini-meets for athletes.

The number of wrestlers that may practice together on any given day will be reduced. Wrestlers will only wrestle with one partner for the entire season. Wrestling will be in dual meets only (mandated as a State Committee; no individual tournaments).

When discussions began with Derryfield about ice hockey, they stated their athletes would learn remotely. That sparked us to start thinking about our own sports and conferring with other districts that are requiring their athletes to learn remotely. As they went through the sports they looked to the higher risk offerings we have. Ice hockey is a hot topic around the State and was felt those athletes should learn remotely. Wrestling, with the amount of contact, was felt appropriate to be remote. The big piece for our district around gymnastics is that they are competing in a facility with several other schools and using a lot of equipment that may be difficult to sanitize between athletes.

Member Brown questioned if we have any control over students who don't participate in the school's programs, but are participating in those same activities elsewhere. Are we allowing those kids to be involved in that, but if participating in the school program must be remote? Mr. Bumpus commented he is uncertain requiring remote is the right answer.

Member Williams stated that to be a concern for her, and commented it may not be an option for some. She would worry about forcing that decision. There are a lot of students who participate in outside sports, and are doing well and making smart choices with that. Mr. Bumpus remarked that was another drawback they had discussed; there will be students who are participating who may not have the ability to stay home by themselves during the day. It puts parents in a difficult spot.

Member Brown commented on the mental health and wellbeing of the student athletes. She wants to be able to keep as much normalcy for the students as possible. Remote days are very difficult on working parents. Putting the extra burden of transportation on parents makes it that much more complicated. She was uncertain what a solution would be.

Vice Chairman Solon questioned the COOP facilities that are going to be available for winter sports, and was told, if following the same setup as the fall, there will be access to the HBHS mini-gym and the middle school main gym during the week. Weekends they were able to access the main gym at the HBHS.

Asked what the procedure is for having the school facilities available for sports if the schools are not open for classes, Superintendent Corey stated if the district were to go to 100% remote learning, we would still participate in sports.

Member Williams commented if able to start December 14th and practices are able to resume January 4th, should the district go remote during that time and the facilities not be available, it would significantly cut into their season. Superintendent Corey stated his support for opening for athletes. It has been proven that we can run a successful program in the midst of this.

Superintendent Corey stated the desire was to put information out for Board and community consumption. There will be a concern for some families because their child just is not a remote learner and will have to choose between a sport and remote. The mental health aspect is important. We would be taking approximately another 60-80 students out of the high school daily (reducing number of in-person students). The Administration is confident the protocols are in place to have a successful winter, but they are uncertain of the remote aspect. Ultimately, we are here to teach kids about academics, and that has to be the top priority. He would not want someone who is not a remote learner to choose a learning environment that doesn't allow them to be successful.

He suggested the Administration bring a more concrete recommendation before the Board at its December meeting. He spoke of having had a Superintendents' meeting earlier in the day where this topic was discussed. Division I and Division III have mandated masks to play. Division II will be meeting shortly to decide on that mandate.

The biggest desire for him is to get the students to tryouts (14th – 18th tryouts and a few days of practice), let everyone enjoy the holidays and then resume on January 4th whether remote or in-person.

Vice Chairman Solon questioned if the schools with whom we will likely interact are similarly going to allow their students to participate in athletics if they go fully remote. Mr. Bumpus stated the district has aligned itself with Milford, Souhegan, and ConVal. They met last week. The Athletic Directors had not had any discussion about athletes going remote.

Vice Chairman Solon commented he sees the logic used in terms of which sports would be remote. The greatest risk is person-to-person as opposed to person-to-facility. From that standpoint when you have multiple people exerting themselves they are all kind of equivalent. He believes it to be an all or nothing. If athletes are going to be sufficiently protected to minimize the risk during play, he would think that would carry for all athletics if they have similar protocols during play. He can understand something like gymnastics where there is a facility that is completely out of your control, but in general he doesn't discriminate between basketball and wrestling. If it is believed we can manage it in one he would suspect it can be managed in another. Conversely, if not believing it can be handled in one he would question if it can be managed in the other.

Chairman Deurloo-Babcock echoed the comments of Member Brown; not certain can require people to be remote, but can highly recommend it. Parents and students need to look at what their risk level is and what they are being involved in. She believes there to be a few sports on the list that she does not see the need for remote, e.g., skiing. There are different levels of risk associated with different sports, and the Director has chosen the higher risk ones to consider recommending be remote.

Member Brown questioned if the district is allowing any other outside group in our buildings for any of these sports, and was told it is not, per the original re-opening plan.

Member Brown commented on the abilities of the Trainer, and questioned if he could do some training (recorded) activities that could be broadcast via Zoom for student safety. She would not want students to get out of shape and then return to play, and be injured. Mr. Bumpus stated that could occur.

Member Williams commented on eligibility to play and waiving the impact testing for an additional year, noting the desire to have a means of knowing whether a student has had any kind of concussion or head injury since the last one before waiving the requirement.

The Board returned to the regular order of business.

PUBLIC HEARING

MOTION BY MEMBER BROWN TO RECESS UNTIL THE CONCLUSION OF THE PUBLIC HEARING

MOTION SECONDED BY MEMBER SOLON

MOTION CARRIED

7-0-0

The Board recessed at 6:45 p.m.

The Board reconvened at 6:51 p.m.

PRINCIPAL REPORTS/ATHLETIC UPDATE

Mr. Bumpus highlighted information from the reports submitted by Tim Girzone, Principal, Hollis-Brookline Middle School (HBMS), and Rick Barnes, Principal, HBHS (copies included as part of the [agenda](#) packet).

Parent-Teacher conferences will be held via Zoom on Thursday, December 3rd and Tuesday, December 8th in line with the teaming model at the HBMS, and similar to the open house format; teachers will meet with parents by team. Parents who would like to meet with their child's teacher but are unable to schedule a meeting on these dedicated dates, can always schedule a meeting.

Chairman Deurloo-Babcock congratulated Daniel Geller for having been awarded first place for the VFW's Patriot's Pen contest.

Principal Barnes' report included a request that the Board appoint members to a working group to work with the Administration to review proposed changes to the Program of Studies.

A survey was put out in response to the request from the Board for input from the Class of 2022 relative to the discussion of class rank. The latest tally suggests approximately 70% of juniors would like to see us move forward with replacing the Top Ten with a Latin Honors System beginning with their class.

Principal Barnes is looking to meet with two members of the Board to discuss the changes he and his team have put together. The Board would have additional clarity/information for its December meeting. Members would be able to communicate with those working with Principal Barnes to provide input and have questions responded to.

The consensus was to support the approach.

Asked if the expectation is that the Program of Studies would be presented and voted on at the December meeting, Chairman Deurloo-Babcock stated her belief that is the intent. Asked if there is concern with the public not having a chance to digest the information, she stated some concern with the timeframe required; however, noted what is on the table for consideration has been available for public review. Vice Chairman Solon suggested if there is something different than what can be reviewed with this agenda packet, it needs public exposure well before the meeting. Assistant Superintendent Bergskaug stated the highlighted items are the only proposed changes.

Chairman Deurloo-Babcock spoke of the discussion that occurred at the previous meeting, and suggested if there are any particular items that are of concern to member(s) that it be made known.

Member Whalen spoke of struggling with the lowering of standards in science. She is a strong believer in that public education should give students a basis for everything. Chemistry is an extremely important part of that. If we find our chemistry is too difficult then perhaps we need to analyze that. We do have honors and AP. All kids should have access to chemistry and be required to take it.

Member Brown echoed the remarks. The advice she received from a lawyer friend of hers while she was a freshmen in high school, was to take chemistry, and that what she would need to do well in college and a career like law, which require logic, will be taught in the fundamentals of a chemistry class. If it is the way we are teaching honors or AP chemistry that is making it inaccessible to kids who are typically bright students in the language arts, then we need to look at the curriculum. If the concern is that it is a difficult course and a stumbling block, if those are code for smart kids get Bs and Cs in chemistry, they still need to take that class. It is okay to get Bs and Cs in high school. It is about being exposed and becoming a well-rounded student.

Chairman Deurloo-Babcock commented although chemistry was brought up, the district does not require chemistry. We require 3 sciences. The 3rd science doesn't have to be chemistry.

Member Stoll stated there to be other science options, but there is also chemistry in society, which is an option for those who don't want the rigor of a full chemistry class because they know they are not going into a science-related field in their future. They can still get a taste of chemistry on that chemistry in society level. She believes it important for students to take the 3 years of science, especially if college bound.

Chairman Deurloo-Babcock commented it is her sense that, in some ways, the 3 years of science is a challenge for our students who aren't college bound. They end up in a 3rd year of science and are generally unhappy.

Member Williams commented if we're really struggling that much there are different ways we can approach that. She does not look at changing this to a two-year requirement as lowering a standard. She took five years of science in 3 years. She was dual enrolled in a college while attending high school. Part of the reason she was so successful and her love for science was because she attended a high school that had lower requirements

and allowed her to flex in a direction that was a passion of hers. Not all of our students will go to college or they may go to very different type of colleges.

Member Brown commented this has been an area where college bound students want to take a lot of science. We have had problems with class sizes on the science side. She is concerned instead of adding the FTE we might need; we might be trying to fix a problem by reducing a requirement or getting it where it is a more like-minded group in that class and getting rid of the learners that will struggle a little bit more. These kids need to be exposed to the concepts.

Member VanCoughnett stated agreement it is a foundational course, and of great importance. For any kind of medical background career, this is really important. She does look at it as lowering our standards.

Vice Chairman Solon questioned the change in computer science. His recollection was the impetus for bringing in web design was to get them into coding as it was felt coding is a concept we really need. If we don't feel we want coding in there then let's look at it. Cyber security is a neat buzz word. He is uncertain how you teach that at a level for people who are not computer literate. He will need a better understanding before approving of doing away with the coding class.

He questioned limiting CTE offerings to Nashua. It says focused. Does that mean that is what we are promoting or that we are not going to send students to other locations? Superintendent Corey responded if a student looking for vet tech, for example, that would still be at Alvirne as the only one offering that. He believes what is being looked at are courses that are offered by both Nashua and Milford, and from a transportation point of view, if we could make decisions regarding where to go for that course, it would be beneficial. Vice Chairman Solon remarked he would accept something that says for a given offering we have a location for it. He would like the courses to be promoted not the locations.

Chairman Deurloo-Babcock will speak with members to determine who will represent the Board and work with Principal Barnes towards a final proposal to be brought before the Board.

Student Council Representatives spoke of discussion around policy ideas for the upcoming school year. There was talk around the possibility of an open campus; however, after discussion with Principal Barnes, they are aware of there being a great deal of planning involved in such an endeavor.

Another idea was implementing a virtual sign-out sheet to underclassmen on Wednesdays and Thursdays, so they don't need to all crowd in the back of the school to leave.

The Junior class decided they would like to begin the new class ranking system. When the survey was sent out, 90 students provided input with 80% voting in favor of the Latin honor system.

The student activity section of Student Council is currently planning to pick an activity that will raise funds and awareness for a charity in the HB Community. Nothing has been decided to date. Fifty percent of proceeds would go to a charity and 50% towards grand council for things like funds for students who cannot afford yearbooks, etc.

The senior class decided to have prom at Beaver Brook this year. In large part because of financing, but also due to the amount of nostalgia for students.

Chairman Deurloo-Babcock stepped down and Vice Chairman Solon presided.

Member Brown questioned if the prom deposit from last year would be lost if moving to Beaver Brook. Last year the deposit had been made and the venue was allowing them to roll it over for this year's senior class. This year's senior class has elected to have prom at Beaver Brook.

BUDGET COMMITTEE UPDATE

Superintendent Corey noted information on Rounds 1 and 2 of the budget was included with the agenda packet. He and Kelly Seeley, Business Manager, have been working with Darlene Mann, Chairman, and members of the Hollis-Brookline Cooperative School District Budget Committee. Round 3 is being finalized.

The Budget Committee had provided preliminary guidance (original multiplier; 0.8%). They then looked at the formula slightly differently, which resulted in a lower percentage (current multiplier is 0). The next round that will be brought before the committee will be below preliminary guidance, with discussions ongoing.

Member VanCoughnett noted the Committee is looking to determine how to address student athlete fees; if moving to a revolving fund (offsetting) rather than the Trust.

Superintendent Corey had requested relief from guidance for the Guaranteed Maximum Rate of increase for health insurance and the increase associated with the New Hampshire Retirement System. The Budget Committee did not feel they needed to do that, and that the Superintendent could come up with a number based on where the process was in Round 2.

DISCUSSION

- FY22 Budget
 - Maintenance Trust

In the area of personnel, is an additional Case Manager (\$80,470 – salary only). The Town of Hollis received grant funding for a second School Resource Officer for the schools. That officer would be going to the Hollis Primary School. There would be an officer working with HPS and HUES and Officer Bergeron would remain with the HBMS and HBHS (had been giving 20% of his time to Hollis). The COOP would now budget for that additional 20%. The amount listed (\$30,000) is a placeholder and will be further defined in the coming months.

Vice Chairman Solon stepped down and Chairman Deurloo-Babcock presided.

There is \$500 listed for the USDA Wellness Policy Coordinator. Proposed are three shared positions. This year, the largest focus is the SAU Directed Facilities Substitute; a custodian that could be assigned to any building when a need arises. Because of where other budgets are, the Directed Food Service Substitute and Directed Instructional Substitute positions will likely not make it to the next round of review.

In the area of academics, is funding for textbooks at the HBHS; AP psychology (\$5,100), algebra I (\$13,500), and anatomy & physiology (\$8,250). Funding is identified for lab table replacement (\$9,048). A request was made for a Soprano Sax (\$2,700) and Soundtrap equipment (\$4,000). At the HBMS, requests include the Shakespeare Guest speaker (\$1,800; historically, parent-paid), placeholders for textbooks for social studies (\$24,000) and science (\$20,880). Superintendent Corey commented on the likelihood of the cost for textbooks for social studies being removed as the State has not yet finalized social studies standards. Also listed for the HBMS are the Sibelius online subscription (music teachers) (\$598) and laser machine maintenance contract (\$1,450).

Under new computer equipment, at the HBHS, Chromebooks (\$28,500) and carts (\$4,800) are proposed for social studies and science-biology & chemistry, Chromebooks (\$45,885) and carts (\$4,200) and world language Chromebooks (\$35,625) and carts (\$3,000).

Under replacement computer equipment; staff laptops (\$7,750), projectors (\$4,250), math staff laptops (\$8,250), Chromebooks (\$34,200 – worst-case scenario; number will likely be reduced) and Smartboards (\$3,000) at the HBHS. At the HBMS, listed are staff laptops (\$8,525), staff desktops (\$2,700), printer (\$600), projectors (\$1,275), student desktops – library (\$2,700), and Chromebooks (\$30,210).

With remote learning and computers being used in homes, there is the need for better filtering software. Under shared services/software, identified for both the HBMS and HBHS is filtering software (\$2,750 each). It is envisioned the district will continue to utilize and allow computers to go home even in a post-pandemic environment.

Under safety issues, the HBHS lists a camera for the turf field (\$15,000; may be able to be purchased through the balance in the bond article) and the HBMS has Epi Pens for the Nurse Office (\$1,200) and handheld radios (\$2,625).

In the area of athletics, the HBHS lists ski team training fees (\$2,200) and swim team pool fees (\$2,700). Those amounts would be offset through the collection of athletic fees.

Extensive discussion has occurred around letting a bond versus utilizing the Maintenance Trust. It is believed there are only two items on the list under Facilities/Maintenance which have to be done; Phase IV of the roof at the HBHS (\$35,000) and Phase II of road paving (\$80,000).

It is believed a bond is the right direction to take for maintenance; however, it is not believed this is the climate for that and most items can be delayed until FY23. That would allow the Business Administrator and Facilities Director to obtain concrete numbers for the roof sections, paving, and other big ticket items.

The remaining items listed include masonry repairs-patio curbs (\$15,000), upgrade HVAC software (\$16,000), A/C in engineering classroom (\$12,000), window blinds (\$3,000), window screens (\$3,000), Phase III of window seals (\$3,500), and storage shed – outdoor gear (\$8,000). At the HBMS, Phase IV of MPR tables/chairs (\$5,700), security systems/alarms (\$12,000), HVAC PM contract (\$8,800), building systems evaluation (\$26,000); may be delayed to coincide with a bond, and Phase II of window replacement (\$30,000); can likely be delayed until FY23.

At completion of Round 2 of the budget review process, represented was a potential increase of \$894,352 (3.79%) for the operating budget. Additional warrant articles include allocations to the Contingency Fund (\$100,000), SAU Assessment (\$910,255), Athletic Trust (\$67,000), Maintenance Trust (\$200,000), and Special Education Trust (\$25,000). The total increase represented is \$967,172 (3.89%). That does not include potential increases associated with para and teacher contracts.

Ms. Seeley has been working diligently, and both of those numbers will be reduced with an ultimate goal of achieving an increase below 3%.

Vice Chairman Solon questioned if the changes described in the area of Facilities/Maintenance occur, would the amount allocated to the Maintenance Trust be lowered. Superintendent Corey stated the Maintenance Trust allocation would go from the \$200,000 (last year's allocation) to about \$110,000.

Asked why, in the second round under new computer equipment, equipment is subject matter specific, Superintendent Corey stated the reason to be to ensure the devices could do what is needed in the classroom. The equipment would be used in the classroom and have the ability to go home at times. It is not seen as a one-to-one environment where they belong to the student to be home all the time.

Vice Chairman Solon spoke of the equipment all being priced the same, and suggested the course specific description may lead to confusion. Assistant Superintendent Bergskaug commented when the four-year technology plan was proposed, it was itemized. The identification is in following what was viewed last year. The only change that has been made is the cart versus the permanent storage device. That was due to space needs.

Vice Chairman Solon commented in the context that we now see the value of the resource, it may warrant a different breakout. Asked about the lifespan and replacement cycle, Superintendent Corey stated the Chromebook has a lifespan of about 5 years. These particular systems would look to be replaced in that five-year timeframe. One of the reasons they were listed/purchased by department is to get them on a replacement cycle that can be planned for.

Vice Chairman Solon remarked previously we did not have the one-to-one scenario. We had Chromebooks in the classroom to be used for subject-matter content. Chairman Deurloo-Babcock stated that to be the plan that was approved pre-COVID. Vice Chairman Solon remarked when entering remote learning the pool of computers were allocated differently than intended. He questioned if the district would revert back to the equipment staying in the classroom for subject matter content or stay with the model of one-to-one. He wished to simply note the budget presentation suggests a specific model, and he questions whether we want to perpetuate that model in the presentation.

Assistant Superintendent Bergskaug stated her belief there is a lot of value to the model adopted. We have very specific devices for computer science, physics, and engineering. Last year's purchase was similar in cost, but the number of devices was much lower as they were higher-end products. She liked the model of identifying the curriculum and the device needed to access the curriculum because we don't have to have a high-end device for all students as some won't be accessing engineering in that particular year, etc.

Asked how remote students are accessing the science classes when they don't have the high-end laptops, she stated when they first identified all students who requested devices, they went student-by-student and identified their course load. They then identified the best device to provide that student. When distributing at the HBHS and also in Kindergarten (iPad for Kindergarten), they were handing out specific systems to individual students.

Member Brown spoke of the magnitude of the behind-the-scenes work that went into handing out equipment. She thanked the Administration for the explanation and effort.

Vice Chairman Solon stated the desire to see a pool of general purpose machines and a pool of specialty machines. If this makes more sense he is okay with that, but cautioned it may require explanation.

Asked if any of the technology purchases (new or replacement) could be reimbursed through COVID funding received, Assistant Superintendent Bergskaug stated some of the grant funding was expanded and computers were included as an acceptable expense. The district purchased Chromebooks that way. The CARES Act funding would be used to purchase additional Chromebooks. Those systems might reduce the number of

replacements identified. However, we have already identified damaged machines. Not knowing the extent of damage until June 30th, the number of replacement Chromebooks needed will not be understood. The numbers identified in the budget process are based on known replacement needs.

Member Brown questioned whether the laser machine is a piece of equipment shared between tech ed and robotics. Assistant Superintendent Bergskaug stated her belief Robotics does not utilize that piece of equipment.

Member Brown commented shifting from using the Maintenance Trust Fund or allowing it to accumulate to a bond process is something she believes would be a difficult sell to some in the Town of Hollis and may be divisive. Superintendent Corey commented there has yet to be enough discussion from a Board point of view. Where he is comfortable is in saying some items can be delayed. He does not believe the section of roofing or paving should be delayed.

Chairman Deurloo-Babcock remarked it makes good sense to postpone the concept of a bond until FY23. She does not believe either community currently has the appetite for taking on debt. Member Brown added she is in favor of the concept of doing things that are conservative and need to be done from both a maintenance and financial aspect.

- Diversity, Equity and Inclusion (DEI) Update

Tiffany Testa, Co-Facilitator, DEI Advisory Committee, remarked membership is very diverse, representing the varying opinions, thoughts, and ideas from the community. The Committee meets every other Thursday. To date, the work of the Committee has been focused on building bridges/trust and sharing information on why each individual came to this work. This effort has highlighted where there is commonalities and differences among the members. As a result, the Committee has recognized some of the most immediate needs. Feedback provided by the school boards and communities, in response to the proposal of a resolution, highlighted the need to define terms, e.g., diversity, equity, and inclusion. Another short-term goal of the Committee is to edit and address the resolution.

The focus of the group, while action oriented, is more about prioritizing consensus building among the community so that when there are proposals brought forward we can be confident they have support. The Committee is a community-based advisory group able to provide the Superintendent with a diverse community perspective and guidance with clear limits as to what actions it can take. The Committee has no intentions of doing any of the work. The work is about the schools, faculty, and other constituents. It is not their job to provide a professional opinion or advice as to how to address diversity, equity, and inclusion. There are only two members of the Committee that have extensive experience and expertise in education, equity work or both. What they have is a diverse community perspective. They can serve as a thoughtful pulse as to where the community is at and to propose possible next steps the district could engage in toward developing a student experience with regard to DEI that is vetted by a diverse community group.

The Committee continues work on the resolution believing it to be a statement that the community is saying this is important work, important for student experience, and we want our schools and our district to engage in it. The Hollis School Board was looking for a timely presentation of that resolution, and what was relayed to them is that the Committee acknowledges the need to present a document that already has consensus among Committee members.

It is important that the community and boards recognize the positive impact of this discussion within the SAU; it is just opening the dialogue and conversation, which is what this work is really about. Because this has been out in the public, students are coming forward and sharing their narratives and experiences. A group of students

came forward at the HBHS disclosing and expressing their experiences. There has been talk among faculty. There have been some impromptu professional development teachers could choose to participate in.

At the next meeting, the Committee hopes to define the terms, and edit the resolution to have it ready for presentation. They are also looking to decide on a process going forward.

- Calendar – Potential Pivot for the Holiday Season (December/January)

Superintendent Corey stated the discussion is not based on the number of COVID cases, but rather a potential staffing issue. The Amherst School District has already determined they will be remote from December 4th through the 19th, Milford and Londonderry will be remote November 30th through December 19th. Right now Bedford, Goffstown and Salem are open. Nashua is 100% remote. Hudson is remote December through January 19th. Merrimack is meeting tomorrow night to discuss this.

Superintendent Corey noted with other districts closing, childcare becomes an issue. Some of our staff will not be able to come in person. We don't have the level of staffing or substitutes to simply plug the leak. There have been mornings where Assistant Superintendent Bergskaug has served as a substitute teacher. He has spent mornings at the HBHS to help with staffing issues. It goes well for us, but we are on a fine margin. A staff member of our own getting quarantined, we believe we can deal with, but using Amherst as an example, their going remote will likely impact 3 people in our elementary district. We have staff members who reside in Manchester. Manchester will be remote November 30th through January 19th.

The intent is to notify parents that he would like to see the District arrive at December 18th. Come back the Monday after the holiday. The Administration has talked with staff and the Principals with families; they are not envisioning as much travel as we might have anticipated.

Depending on what happens with teaching staff, at any point during the point from October 30th through December 18th, we might have to pivot to remote.

When looking at travel for the holiday season; December 19th through January 3rd, there is an uptick in what the district has been notified of. He complimented parents for keeping the district informed and thereby assisting in the decision-making process.

With that in mind and the closing of surrounding districts to remote learning, he is looking at January 4th through January 18th for the district to potentially become remote. Noted was that Assistant Superintendent Thompson was attending the Brookline School Board meeting where the board was also discussing this issue. There is a December 2nd meeting with the Hollis School Board during which this will be discussed. Nothing will be finalized until after the Thanksgiving break.

Superintendent Corey spoke of respecting the comments provided by the public, but when looking at the data and protocols, they are working. If we were to see a change, he believes we could successfully pivot to having our students go fully remote.

Although not asking for any action by the Board at this time, Superintendent Corey remarked, if having to decide, at this time, he does not believe staffing levels would meet the need to be in person from January 4th through the 18th. We would open our buildings and staff would be able to come in. There would have to be flexibility with staff to be able to deliver instruction. Options have been considered such as should we allow staff to bring children with them. That prevents many issues; co-mingle communities, creates potential liability issues, etc. The Administration is considering all aspects of the situation.

Why he is confident the district can remain in-person November 30th through December 18th is because of the protocols that are in place. Enrollment remains an 80/20 split for in-person and remote. We achieve 6' of distance in every classroom, Administrators are becoming very proficient in contact tracing, etc.

Asked for clarification, Superintendent Corey stated there are no students in the building during Thanksgiving week, and the week of December 21st. After returning to the buildings from the Thanksgiving holiday, there would be 15 school days before the next holiday. What has been seen is that, if things are going to rise, it is in the first 7 days from returning.

Vice Chairman Solon questioned when it would be known if there is a staffing problem that requires the district to go remote, and was told that will likely be known by the end of this week. Superintendent Corey intends to provide some form of communication to families this week indicating his plan; we would be open, based on today's data, from November 30th through December 18th. We would be remote from January 4th through the 19th based on staffing. Because of data or cases in schools going up, the decision on the December time period may have to change.

Chairman Deurloo-Babcock commented the district would be remote from December 21st (already planned) through January 19th. The days that are non-student days would stay non-student days, including Martin Luther King, Jr. Day.

Member Williams stated her support for the plan in place, and pointed out, for the December holidays, having a two-week remote period following the December holidays is almost a gift to our families and our staff and students. This allows families to travel or see people guilt free knowing that we all have a two-week quarantine after, while we remote learn. It is a safety thing to do and important for emotional support.

Superintendent Corey noted travel requirements have been changed; quarantine is 7 days and a negative test (PCR and non-symptomatic) as soon as the 7th day (or beyond).

Member Stoll stated her support for the plan to pivot. She questioned if the intended last day of school still includes 5 snow days built in. Superintendent Corey stated it does. Asked if a decision has been made around snow days being remote, Superintendent Corey noted he has entered into discussions with the union presidents. He is hopeful they will agree to allow him to have this flexibility. There is value in a snow day. If the District gets through December already having X number of traditional snow days, he will inform families and staff his goal would be that the next snow storm, providing there is power, would be a remote learning day. He would want the snow day to have flexibility whereby teachers would start the day with collaboration/professional development, and the students would have a late start.

Member Stoll commented snow days are important. She would love to see it work out so that the 5 days already built into the calendar remain as traditional snow days. Member Williams commented on the overwhelming response from students that they really value their snow days.

Asked if all three districts have to make the same decision with respect to going remote, Superintendent Corey stated they do not. Member Brown stated her belief the younger students are handling the remote aspect possibly better than the teenagers. They need that social experience. She had a conversation with a friend who has teenagers in the Manchester school district, and 3 of her children's friends attempted suicide within a two-week period. We cannot sit here as a COOP School Board and think that the kids that we are responsible for are just like those in the primary school. Everything we can do to get these kids into the building should be tried. If we don't have a staffing problem at the HBHS, let's bring the high school kids in.

Chairman Deurloo-Babcock remarked the sense she gets is the planned pivot makes perfect sense given the circumstances surrounding us in terms of other districts making that decision, but that continuing to keep our students in-person from November 30th through December 18th also makes perfect sense.

Member Brown stated she would not mind the district returning to in-person on January 4th. She believes students being home in the month of January right before they go into mid-terms would be tough. Superintendent Corey stated a discussion is going to take place around whether to have mid-terms, based on student health and wellness.

DELIBERATIONS

- To see what action the Board will take regarding the receipt and expenditure of Fiscal Year 2021 unanticipated revenue associated with the CARES Act and any other local, state or federal resources set forth in RSA 198:20-b.

MOTION BY MEMBER SOLON TO APPROVE THE ACCEPTANCE AND EXPENDITURE OF FISCAL YEAR 2021 UNANTICIPATED REVENUE ASSOCIATED WITH THE CORONAVIRUS AID, RELIEF, AND ECONOMIC SECURITY (CARES) ACT AND ANY OTHER LOCAL, STATE OR FEDERAL RESOURCES SET FORTH IN RSA 198:20-B. THE BOARD TO BE PROVIDED WITH A FULL ACCOUNTING OF THE REVENUE AMOUNT AND EXPENDITURES

MOTION SECONDED BY MEMBER WILLIAMS

MOTION CARRIED

7-0-0

- To see what action the Board will take regarding the Public School Infrastructure/Facilities Grant

MOTION BY MEMBER SOLON TO APPROVE THE ACCEPTANCE AND EXPENDITURE OF THE PUBLIC SCHOOL INFRASTRUCTURE/FACILITIES GRANT IN THE AMOUNT OF SEVENTY ONE THOUSAND TWO HUNDRED EIGHTY FOUR DOLLARS (\$71,284) (80% OF TOTAL UPPER LIMIT COST BASED ON ESTIMATE PROVIDED IN APPLICATION) FOR SECURITY CAMERAS AT THE MIDDLE AND HIGH SCHOOLS. THE DISTRICT PORTION OF SEVENTEEN THOUSAND EIGHT HUNDRED TWENTY ONE DOLLARS (\$17,821) WAS FUNDED THROUGH BUDGETED DISTRICT FUNDING

MOTION SECONDED BY MEMBER WILLIAMS

MOTION CARRIED

7-0-0

- To see what action the Board will take regarding Policy **IHAMA** - Teaching About Alcohol, Drugs and Tobacco
 - 1st Reading; 2-12-20
 - 2nd Reading; 10-21-20

Given its third reading;

**MOTION BY MEMBER WILLIAMS TO ACCEPT THE THIRD READING AND ADOPT
POLICY IHAMA - TEACHING ABOUT ALCOHOL, DRUGS AND TOBACCO, AS
PRESENTED
MOTION SECONDED BY MEMBER SOLON**

ON THE QUESTION

Chairman Deurloo-Babcock commented the only change was removal of the legal reference disclaimer. No other changes have been proposed since the time of the second reading.

MOTION CARRIED

7-0-0

- To see what action the Board will take regarding Policy **IKC** – Class Rank

- *1st Reading; 10-21-20*

Given its second reading;

**MOTION BY MEMBER SOLON TO ACCEPT THE SECOND READING OF POLICY IKC –
CLASS RANK, AS AMENDED
MOTION SECONDED BY MEMBER WILLIAMS**

ON THE QUESTION

When the Policy Committee met, the survey results were not available. The policy continues to identify the class of 2023. Added in the first paragraph was the sentence “Academic achievement will be recognized at graduation as per the procedures outlined in the Hollis Brookline High School Program of Studies.” The desire was to have language in policy that shows we will recognize academic achievement, but we don’t want to be specific, in the policy, as to what that procedure will be. That will be outlined in the Program of Studies. A committee is working on this. The concept is a Latin honors system.

There remains the exception for class rank in regard to the Service Academy application process. Principal Barnes and his team interviewed the Service Academies. Member Williams stated the responses were split; at the time, the Navy and Army both said class rank was not needed, but the Air Force and Coast Guard stated it is. The Merchant Marines have since indicated they do require it. It was split, but also depended on who you asked within the academies. Principal Barnes reached out to other area high schools who have had students get into service academies, and don’t report rank. A few reported that they do report that a student falls within the top 10% or 25%, etc., but still do not technically calculate or report rank. She questioned the will of the Board.

Member VanCoughnett stated she would not support the policy if that language is included. She believes it to be black or white. Member Brown stated she is acceptable to the language being included. She would not want to handicap anyone who would be willing to give their life for this country.

Assistant Superintendent Bergskaug commented the question was raised of the number of people who say they are going to apply to a service academy just to learn their rank. That has not happened. This has not been abused. There are multiple steps in the process before rank is released. Chairman Deurloo-Babcock noted policy also identifies a waiver and non-disclosure agreement. It really does prevent that from happening.

Member Stoll questioned if, when releasing rank to service academies, it is given to them directly. Chairman Deurloo-Babcock stated policy does not direct procedure. The procedure could be that it is released directly to the service academy. She was uncertain of how the procedure currently works. Vice Chairman Solon stated the applications ask for the rank. There would have to be a way to circumvent the student if that is the desire.

Chairman Deurloo-Babcock commented there seems to be a sense that a lot has changed in terms of reporting of rank. We're hearing two academies say it is not needed, and we are wondering what the future will be. Perhaps we leave it in for another year and revisit the policy.

Vice Chairman Solon commented when this was added, they did not ask for class rank, they asked to confirm the student was in the top 15%. Since we didn't explicitly state anything above top 10, we instead gave the number so that it could be calculated. There is the option of saying that the school will provide information to service academies if required. The information they require may not be class rank, it may just be whether the student graduated in the top quarter, etc.

Chairman-Deurloo-Babcock noted the language could be rephrased. Member Brown stated she could support amending the language to indicate we would supply the information required by the service academies.

Asked if she could support the policy if the language was changed in this way, Member VanCoughnett indicated a desire to see the language. The current language "rank" is what she is opposed to.

Member Williams stated her support for removing that language.

Vice Chairman Solon stated his opposition to the language as it is stated; making an exception. He would support a clause that gives the Administration the ability to work with a student applying to a service academy to give some information that may assist their application. We're not going to calculate or report rank. Member Stoll stated the desire to provide students with what they need to be successful. Member Whalen stated the original intent was to be rid of rank to avoid harming students. She does not want to harm them by not allowing opportunities.

The policy will be returned to the Policy Committee to work on that language.

Vice Chairman Solon stated his support for changing the class the policy would begin with the Class of 2022.

The practice of awarding top ten recognition is about much more than just the recognition. The impact of our current practice is unintentionally harming and limiting our students. Some of the unintended consequences of limiting the recognition to ten students, identified to the committee by the students and staff, include encouraging cheating through sharing of work when students are afraid to be less than perfect due to the impact to their GPA and thereby undermining the learning process. For instance, for someone who did not get the chance to do their homework or someone who has concerns about something, it is common practice to get it from someone else because it is graded.

It is not what you traditionally think of as cheating, but the fact is it keeps them from necessarily doing the work themselves even if it was going to be late. Students are sick to delay testing until they can find out what was on the test, and choosing classes based on GPA value instead of the importance of the subject matter to the student. There is increased anxiety from fear of failure at the prospect of not meeting the threshold for top ten, and lost opportunity for recognition among those students who are mathematically eliminated from the top ten due to a single bad course or course selection. The proposed change does not remove recognition or incentivizing of achieving excellence; it amplifies it by removing the artificial limit on how many can achieve excellence. This does not become a participation trophy.

The standards do not need to be compromised or lowered. It will eliminate the desperate efforts to beat out the other person by the 1000th of a GPA point, which is really where we are. They start calculating their GPA freshmen year. By sophomore year some kids know I can't make top ten because I got a B. It also provides a good foundation for ongoing work on the grading and assessment. It will allow recognition of exceptional

achievement in the full range of studies in which our students excel not just the narrow ones that are currently structured within our system.

Student Council noted 80% of the reporting students in the Class of 2022 would like it gone. We all got a letter that stated that not to be a big majority, but that is a landslide. We're not hurting the kids who are already benefiting from top ten by changing it, but we are harming kids by not changing it. If the student population is asking to have it done we should be honoring that request.

Assistant Superintendent Bergskaug noted the need for language to be included in the Program of Studies for next year.

Chairman Deurloo-Babcock stated agreement with starting this with the Class of 2022. She especially thinks it is important for the public to understand that there is a good chance the Policy Committee will bring this back to the Board amended to identify the Class of 2022.

Member Brown indicated she did not wish to see the language change around the Class of 2023. There are 10 or 15 students that are vying for that top 10 or 15 spot and they just got out voted by kids who can't get into those 15 spots. She is uncertain she is buying the logic. Vice Chairman Solon commented it is not known that those who are vying for it voted against the change. In the Committee, some of the student input was from students who are in it and were saying they wished it were different. Member Brown did not wish to justify a change based on the survey. It should be based on some scientific data.

MOTION CARRIED

6-0-1

Member Brown Abstained

- To see what action the Board will take regarding Policy **GADA** - Employment References and Verification;
Second Reading
 - 1st Reading; 2-12-20
 - 2nd Reading; 10-21-20*Given its third reading;*

**MOTION BY MEMBER WILLIAMS TO ACCEPT THE THIRD READING AND ADOPT
POLICY GADA - EMPLOYMENT REFERENCES AND VERIFICATION, AS PRESENTED
MOTION SECONDED BY MEMBER SOLON**

ON THE QUESTION

Member Williams commented on the previous changes to amend by removing the line that reads "At least one of the following conditions applies:" and by adding "or" following the language in "a" and "b".

The recommendation was made to further amend by replacing "he/she" with "their". Chairman Deurloo-Babcock spoke of the Board's decision to make that change in all policies being reviewed.

MOTION CARRIED

7-0-0

- To see what action the Board will take regarding Policy **DAF** – Administration of Federal Grant Funds
 - 1st Reading; 2-12-20
 - 2nd Reading; 10-21-20*Given its third reading;*

**MOTION BY MEMBER SOLON TO ACCEPT THE THIRD READING AND ADOPT POLICY
DAF – ADMINISTRATION OF FEDERAL GRANT FUNDS
MOTION SECONDED BY MEMBER WILLIAMS**

ON THE QUESTION

No changes have been proposed since the time of the last reading.

MOTION CARRIED

7-0-0

- To see what action the Board will take regarding Policy **EFD** – Wellness
 - *1st Reading; 10-21-20*
 - Given its second reading;*

**MOTION BY MEMBER WILLIAMS TO ACCEPT THE SECOND READING OF POLICY
EFD - WELLNESS
MOTION SECONDED BY MEMBER SOLON**

ON THE QUESTION

Assistant Superintendent Bergskaug stated there to have been no changes proposed since the time of the last reading.

Vice Chairman Solon commented on questions posed relative to how the policy mirrors practice. Information provided him indicated no need to make any changes. He questioned if the district is in the situation where we are putting a lot of food onto the meals that is not being eaten. When changes were first made to the menus, seen was a large increase in the amount of food not being eaten. Assistant Superintendent Bergskaug spoke of improvements made in the past few years. There remains food that goes uneaten, but not to the previous degree.

Noted was that pages 1 and 2 of the policy, under Nutrition Promotion, state all schools participating in the National School Lunch Program will utilize *at least 5* of the smarter lunchroom strategies identified. The ones the district is not following are: 1) vegetables are incorporated into the main entrée at least monthly, 2) students are offered a taste test of a new entrée at least once per year, and 3) students provide feedback (informal – “raise your hand if you like...” Or formal – focus groups, surveys) to inform menu development. All others are already incorporated.

Asked if the program of providing lunches at no cost will continue, Assistant Superintendent Bergskaug stated it had been identified as December 31st, but has been changed, and will continue until the end of this school year.

MOTION CARRIED

7-0-0

- To see what action the Board will take regarding policy **KCD** - Public Donations to Schools
 - Given its first reading;*

**MOTION BY MEMBER SOLON TO ACCEPT THE FIRST READING OF POLICY KCD –
PUBLIC DONATIONS TO SCHOOLS, AS PRESENTED
MOTION SECONDED BY MEMBER WILLIAMS**

ON THE QUESTION

Chairman Deurloo-Babcock commented on this policy having come forth as a result of all of the work done on the turf field, and gifts received and continuing to be received. The policy states “Principals may accept non-monetary gifts valued at \$1,000 or less for a school. Notice of such gifts must be made to the Superintendent.” Proposed is removing “Notice of such gifts must be made to the Superintendent.” The problem is that certain things like boxes of gold fish, tissues, and all sorts of incidental things would be in that category. Also proposed is changing the amount of monetary gifts the Principals may accept to be \$1,000 or less (previously \$500 or less) and the Superintendent \$1,000 - \$5,000. The Board would be notified of any non-monetary gifts valued at over \$1,000 and accept all monetary gifts of over \$5,000.

A record of all monetary gifts and the use of such gifts will be kept by the Superintendent or their designee. The language “and a report given to the Board by the end of the school year” has been proposed to be removed. The Board does not receive a written report.

Vice Chairman Solon commented the Board does receive reports of donations and uses. The language does not require the report to be written. He was in favor of leaving that language in the policy.

Member Brown commented there was a point when the district did not have basic supplies in the office of the Nurse, because we were depending on the good will of the community. That should have been a budgetary item. We need to know if such items become a practice. She was acceptable to the changes proposed around the monetary values. She would like to see the language regarding reporting to the Board amended.

Asked if all gifts are acknowledged in writing, Assistant Superintendent Bergskaug stated all monetary gifts are acknowledged. Member Brown stated non-monetary gifts that have a value exceeding \$250 should be acknowledged in writing for the benefit of that person’s tax returns. She suggested that sentence be pulled out of that paragraph, stand alone, and that the language be modified.

It was suggested the language could simply be amended by replacing the word “by” to “during”.

MOTION CARRIED

7-0-0

HB HIGHLIGHTS

Member Williams thanked all of those who are serving as substitutes.

REPORT OUT BY PROCESS OBSERVER

Member Whalen remarked the meeting went a little over the expected time; mostly in the area of athletic protocols. Discussion was good.

NON-PUBLIC SESSION

MOTION BY MEMBER SOLON THAT THE BOARD, BY ROLL CALL, GO INTO NON-PUBLIC SESSION PURSUANT TO RSA 91-A:3 II (a) THE DISMISSAL, PROMOTION OR COMPENSATION OF ANY PUBLIC EMPLOYEE, (b) THE HIRING OF ANY PERSON AS A PUBLIC EMPLOYEE AND (c) TO DISCUSS A MATTER, WHICH IF DISCUSSED IN PUBLIC, WOULD LIKELY AFFECT ADVERSELY THE REPUTATION OF A PERSON, OTHER THAN A MEMBER OF THE BODY OR AGENCY ITSELF

MOTION SECONDED BY MEMBER WILLIAMS

A Viva Voce Roll Call was conducted, which resulted as follows:

Yea: Cindy VanCoughnett, Elizabeth Brown, Krista Whalen, Holly Deurloo Babcock, Tom Solon,
Beth Janine Williams, Kate Stoll

7
0

Nay:

MOTION CARRIED

The Board went into non-public session at 8:46 p.m.

The Board came out of non-public session at 9:17 p.m.

ADJOURNMENT

MOTION BY MEMBER SOLON TO ADJOURN

SECONDED BY MEMBER WILLIAMS

MOTION CARRIED

7-0-0

The November 18, 2020 meeting of the Hollis Brookline Cooperative School Board was adjourned at 9:18 p.m.

Date _____

Signed _____