

**HOLLIS BROOKLINE COOPERATIVE SCHOOL BOARD
OCTOBER 19, 2022
MEETING MINUTES**

A meeting of the Hollis Brookline Cooperative School Board was conducted on Wednesday, October 19, 2022, at 6:00 p.m. at the Hollis Brookline Middle School.

Holly Deurloo Babcock, Chairman, presided:

Members of the Board Present: Tom Solon, Vice Chairman
Kate Stoll, Secretary
Tom Enright
Beth Janine Williams
Cindy VanCoughnett
Krista Whalen

Members of the Board Absent:

Also in Attendance: Andrew Corey, Superintendent
Gina Bergskaug, Assistant Superintendent of Curriculum and Instruction
Linda Sherwood, Senior Assistant Business Administrator
Tim Girzone, Principal, Hollis Brookline High School
Patrick West, Principal, Hollis Brookline Middle School
Amanda Zeller, Assistant Principal, Hollis Brookline High School
Austyn Kump, Student Body President
Gracie Dortona, Student Body Vice President (arrived at 6:28 p.m.)

APPOINTMENT OF PROCESS OBSERVER

Cindy VanCoughnett volunteered to serve as Process Observer.

AGENDA ADJUSTMENTS

A request was made to incorporate a discussion around the Youth Risk Behavior Survey.

There being no objection, the agenda was amended, as requested.

NOMINATIONS / RESIGNATIONS / RETIREMENTS AND CORRESPONDENCE - None

APPROVAL OF MINUTES

Hollis Brookline Cooperative School Board [September 21, 2022](#)

The following amendments were offered:

Page 5, Line 31; replace “address” with “addressed”
Page 7, Line 34; replace “involve” with “involved”

MOTION BY MEMBER SOLON TO ACCEPT, AS AMENDED
MOTION SECONDED BY MEMBER WILLIAMS
MOTION CARRIED
7-0-0

Hollis Brookline Cooperative School Board – **Non-Public**. [September 21, 2022](#)

MOTION BY MEMBER SOLON TO ACCEPT, AS PRESENTED
MOTION SECONDED BY MEMBER WILLIAMS
MOTION CARRIED
7-0-0

PUBLIC INPUT

Residents providing input were asked to state their name and address for the record and that input be focused on items included on the agenda. The public input period is not intended to be a back and forth discussion, but rather an opportunity for the Board to hear from residents before acting on agenda items.

Chairman Duerloo Babcock opened the floor for public input at 6:08 p.m.

No public input was offered.

The public input period was declared closed at 6:08 p.m.

Noted was that members of the public arriving before 6:40 p.m. and wishing to provide input, would be permitted to do so.

PRINCIPAL/ATHLETIC REPORTS

Tim Girzone, Principal, Hollis Brookline High School (HBHS), highlighted items from the Athletic Coordinator's Report, which was provided as part of the [agenda](#) packet.

Regular seasons are coming to a close, and playoffs beginning. The girls field hockey team will be hosting a playoff game for the first time (15 years).

The golf team participated in the State championship last week. The Unified Soccer team took home a big win against the Boys Varsity team last week.

Patrick West, Principal, Hollis Brookline Middle School (HBMS), noted the Girls soccer team finished 1st in the regular season and the Boys team took 2nd place. Both teams are slated to host in at least one round of the Tri-County playoffs.

The Cross Country team held their first ever Invitational on campus this past weekend. Both the Boys and Girls teams will be competing in the Tri-County League Championships on Saturday 10/15 at Presentation of Mary Academy in Hudson.

Chairman Duerloo Babcock congratulated all of the teams on their season.

Principal Girzone addressed items from his report. The School Profile includes data on the Class of 2022 school day SATs. The district is once again well above the NH State average as well as the U.S. and International test taker average. Data shown also includes distribution of cumulative senior GPAs and AP scores (percentage of students with 3+ qualifying test). He commented on the AP scores having had a nice rebound from the COVID year. Asked if the district monitors ACP results, he stated it does not.

Vice Chairman Solon commented on having seen an article that stated ACP scores nationally are down. It seems colleges that have made testing optional are running into real difficulty in fairness of the application process. He questioned if any feedback around our strategies has been received. Principal Girzone responded if you look at the last page of the profile that identifies the schools our students are being accepted to, not only is the list extensive, but it represents high caliber schools as well as the volume schools. Vice Chairman Solon commented it sounds as though school day testing is working out really well.

Principal Girzone commented using the SATs as the State test not only bodes well for us as a school because it gains the buy-in for our college bound students to perform at their best for the assessment, but also levels the playing field to ensure all students have access to the test during a school day.

Vice Chairman Solon remarked one of the concerns we have always had is that standardized testing that had no stakes do not necessarily get the participation quality. The SATs are our State reporting test as well. He questioned if the district has seen that it has impacted the positioning in the State. Principal Girzone stated the district continues to perform above the State average as we had prior, but the volume of students who are taking the test is higher. The use of the SAT for the State test is the default.

Chairman Deurloo Babcock commented few states do it that way so in some ways when you look at the SAT scores in New Hampshire, you know that almost every student had taken the test. With test scores being optional across the country the SAT has become something that not every student is taking as many times because there is not as much pressure to apply with that SAT. For most schools it is optional now as is the ACT.

Assistant Superintendent Bergskaug remarked you are looking at 200 students taking the SAT rather than any other administration where you might have 5 kids taking it or 100. You are not comparing apples to apples when looking at the average performance of students on the assessment. That is why it is important that it is identified as the school day administration because that means that for the most part all 200 students took it. If you were to compare that to an isolated group, you will see very different things. But to the point, has this assisted those students who were already going to be taking the SAT on their own; yes, because it gave them an opportunity to take it without having to pay for it, without having to take up a Saturday, etc. They are getting that additional practice.

Chairman Deurloo Babcock commented for juniors that are taking the SAT it is beneficial to not have that other State test happening at the same time. Were someone to take this profile and compare SAT scores from before this, going back to say 2010, those scores were not from one moment, they were from students taking them multiple times and prepping for them. This is a one-time in *March* test. Some of our students have not even finished courses when taking it in March. There is a lot to be said for these being clearer scores to compare over years and cleaner data.

Principal Girzone noted fourteen (14) Honors Choir students have been selected to participate in the 2022 All New England Choral Festival at Plymouth St. University on Thursday, November 3, 2022 and fourteen (14) of our Concert and Jazz Choir students were selected to participate in this year's Monadnock Valley Music

Festival at Keene High School in January, 2023. This represents more than half of our Honors Choir students tying a record set back in 2016.

Principal West highlighted items from his report. He spoke of efforts to build in more positive reinforcement for positive choices by students. The HBMS Knight Code of Honor is to recognize students who make positive choices. Students recognized receive a ticket to turn in at the main office. During the monthly community meetings tickets are drawn, small prizes awarded, and students recognized in front of the student body.

Red Ribbon Week is the week of October 24th. The theme is Celebrate Life; live drug free. The theme is to call action to speak out in support of healthy choices and serves as a reminder that we are all empowered in shaping the community around us through positivity, bravery, and strength.

In-person Parent Teacher Conferences are scheduled for November 7th and 15th. The first parent information night will be held on November 9th at 6:00 p.m.

At this time, there are 175 students registered for the Washington trip. The district has received \$5,000 in scholarship donations and is reaching out to those who have not yet registered to determine if financial support is needed. A dance will be hosted in December with all proceeds going towards the DC trip to either lower the cost for all students or add more scholarships.

Student Council Report

Austyn Kump, Student Body President, noted the Student Council just finished the Old Home Days fundraiser. At the moment they are focused on Spirit Week and efforts to gain additional student input. Halloween week includes dances and an assembly.

Gracie Dortona, Student Body Vice President, noted juniors are in charge of the Halloween assembly, and have come up with spirit days for the week. MCs are in place for the assembly, which will include a costume contest.

DISCUSSION

- SAU 41 Anti-Discrimination Plan

Assistant Superintendent Bergskaug noted the Plan is a single document encompassing all of our anti-discrimination policies across the district; one location to find all of the critical information on how to make a complaint, if you are concerned about X, Y, or Z where do you go, who is the appropriate contact person.

The Plan is a document requiring a vote of the Board at its inception and again only if there are substantive changes. It identifies each of the associated policies, and as a result, each time one of the policies changes the plan would as well.

The district is required to have a plan, but there is no outline as to what the plan is supposed to look like. The plan was put together by the Assistant Superintendent with the assistance of the Compliance and Communications Specialist, H.R. Department, and legal counsel. The NHSBA did not have a sample policy and there are only a few districts that have one in place (law passed last year).

Asked, Assistant Superintendent Bergskaug stated some of the policies are required to be shared with both faculty and families each year. Those are incorporated into the student handbooks. Asked if this Plan might be

usable as a framework for that distribution, she stated it could be. That will have to be considered. The Plan may include an excerpt of a policy where the district is required to provide the entirety of the policy, which is currently done through distribution of the handbook.

In terms of training for faculty and staff, annual trainings are required. It is also important to review all policies. The Administration is looking at ways to incorporate some of that into the mandatory training to ensure everyone is made aware of what they need to be.

Vice Chairman Solon remarked the Plan is comprehensive, seems very well constructed, and it ties things together. He believes it would be to the SAU's benefit to have this very visible so that before someone asks a question, they have this information readily available. He suggested it be a prominent link visible on every landing page on the website that users are likely to start at, and if reference can be made to it in the context of items that are required to be distributed.

Assistant Superintendent Bergskaug commented on another component of the Plan; last year she brought forward AC-E, not a policy, but a single document that identifies the individual(s) you reach out to for specific matters.

Chairman Deurloo Babcock questioned if this Plan triggers policy work and was told all of the discrimination and anti-discrimination policies have been worked on. Asked if this would trigger more work on the Student Handbook, she stated the student and staff handbooks are done at the end of June. A review is conducted each year to ensure policies that have been updated during the school year are updated in the handbooks.

- High School Program of Studies

Amanda Zeller, Assistant Principal, HBHS, went over the proposed changes to the Program of Studies. The biggest change comes under Physical Education; new Intro to Strength and Conditioning course. P.E. classes are high energy. The staff leading them are making the gym a center of activity.

One area that requires updating is the Latin Honors language to ensure it truly aligns with the change from ranking and top ten as well as aligning with policy concerning enrollment and full-time status.

Under Career Exploration, the basic ELO offering was updated. The ELO is a very rich opportunity for students and the desire is to ensure students can access it more than once, could apply to earn credit in different ways. The language makes it more flexible and more encompassing.

Under Social Studies, most of the changes are updates that the State has asked that we incorporate into our Social Studies education program. The Citizenship test is not new, but this is the first year in which we are having our juniors take this as part of their civics program. They have to pass the test with a 70% (can be taken multiple times).

Personal Finance is another new piece. It works right into the economics course. Human Geography was very popular for a while but is very much tied to a staff member who is no longer in the department. We saw the popularity of that course take a dive. Knowing what we want to do for class sizes and elective offerings for students we have taken that off of our Social Studies menu.

Under Student Services, we have shifted to use the NECC program, and wished to ensure that is reflected in the Student Services description.

Visual and Performing Arts has a shift being proposed based on the music instruction (choir and band). It is a shift from every other day approach to music education to a full credit, full year, everyday course for band and choir. All aspects of what this means have been discussed, e.g. what does it mean to student schedules, does it limit students to choosing one music versus the other, etc.

Visual Arts is an area where we always come across the idea that there is a bit of a bottleneck. For years it was fundamentals; everyone had to take fundamentals before they could take another art elective and our art teachers have very nicely opened that up over the past couple of years. This year they added Sculpture, which used to be called 3D Design and Sculpture. Removing the prerequisite from the class allows students to now take ceramics, digital photography and fundamentals without taking any other class first.

Painting 2 was removed due to being undersubscribed and the needs being met in other art electives.

Member Whalen questioned if anything has had to be added to the course now that we are required to teach the U.S. Citizenship in Civics and was told only the format of the assessment; to make it match the U.S. Citizenship test so that they can show they passed it with 70% proficiency. Assistant Superintendent Bergskaug noted all students will be required to test regardless of if they take it on VLACS or transfer in. This is a mandatory upload to the State upon graduation.

Member Stoll asked and was told it is believed students taking the test are required to address all 128 questions. Member Stoll questioned, if not achieving the 70%, will students be required to retake the entire test or will it be segmented where they can take portions. Assistant Superintendent Bergskaug stated that to be a good question and one that has been posed to the State on multiple occasions. The responses received have been every answer but the answer to the question asked. Her assumption is we are competency based state so we are going to pass the competencies and if there is an error that we need to retest then we will retest that portion.

Member Williams asked for clarification concert or jazz choir going to a year and resulting in a full credit is matching what honors choir is already. Assistant Superintendent Bergskaug stated her recollection it is every other day; students could take honors choir and honors jazz choir and end up with a full credit, but it is two separate courses. Students could opt to take one or the other and have a half credit.

Principal Girzone stated the ones proposed to switch from half day to full day are not the honors. They are often underclassmen taking it with only the option of every other day. What can happen is a student is boxed in, e.g., if they only want to take say jazz band, they are forced into a study hall the other day because there is no other every other day offerings. Often times when that happens, that half a study is not sufficient so then you are taking a study and a half and that is not ideal either. For Jazz, Band, and Concert Band, those are often different students and being younger students the concept was bolstering the offering. These are often students who want to be there and on the other day they are just taking a study hall anyway.

Asked if scheduling could be done so that student(s) could take both, Principal Girzone stated the way it was explained to him was that there is not a lot of overlap for the bands, but there is for the choirs. The choirs are often the same kids taking half a credit one day and then taking the other half a credit the other day and it plays off each other. The concept would be within the concert choir the same kids that show up one day and then the next and really the curricular are married to begin with so the concert choir would potentially absorb the jazz choir and for the band it would likely end up being two separate options because often times in the band there are different ensembles that require different instruments.

Asked, Assistant Principal Zeller stated the non-honors choir would be a one credit course. It bolsters the middle. It takes the concert choir or band that used to be every other day and brings more kids to that level because they can earn credit and do not have this wasted day in between. It was clarified there are two separate full credit choir classes. Honors is listed as a credit. Asked for further clarification that although the regular choir is basically absorbing the concert choir and the jazz choir there is still a full credit concert choir and full credit jazz choir offered and was told that is correct. Asked where the absorption part comes into play, Principal Girzone stated it to be likely it would be the same students and the anticipation will be that the students will end up taking Concert Choir and not taking Jazz Choir because within Concert Choir (full credit) students will receive the Jazz choir.

Asked why offer Jazz choir, Principal Girzone stated that could be removed. It was felt that this year it would be left to see if it populates. If it is undersubscribed, it would come off in the following year.

Vice Chairman Solon commented he does not believe the data will be driven by the choices of students. You run the risk of making a choice based on schedule convenience rather than content preference. Asked if he had to push it one way or the other, which way he would go, he stated if Concert Choir incorporates Jazz choir that seems to be, at this level, the more equitable option and then gives the opportunity to then move onto honors of one or the other or both. He does not have a preference, but was trying to figure out how to get from Point A to Point B. Chairman Deurloo Babcock noted there is no Honors Jazz Choir.

Vice Chairman Solon referred to language in the Latin Honors description and asked how the language in the School Profile relates, e.g., under the heading of Academic Honors is description for “highest honors”. Below it says, “will be recognized using the Latin Honors System”. He questioned if this is already published for this year. Principal Girzone noted Latin Honors is a graduation accomplishment and not necessarily an ongoing recognition, which is different than say honor roll.

Vice Chairman Solon questioned if there could be additional clarity on the profile as to what is offered. We have promoted the Latin Honors as a meaningful graduation recognition, and it seems to be but a footnote in the profile.

Vice Chairman Solon questioned the personal finance offering; what the State requires. Assistant Superintendent Bergskaug stated the course is not required. The district is required to teach certain skills that are identified in the law, but it says it can be a separate course or can be incorporated into an existing course such as economics. It was already part of the curriculum that we teach.

Vice Chairman Solon commented personal finance, from his background, is very different than economics. Assistant Superintendent Bergskaug commented personal finance is not a good descriptor of what it is that they are asking us to include. Vice Chairman Solon remarked he is supportive of personal finance content not being mandatory but at least extremely accessible and recommended.

Vice Chairman Solon commented on there not being discussion of CTE. During the regional call, one thing that became really clear is that the schools that have the programs are mainly worried about the students that are in those schools. Despite what the law says and the requirement that they cover everybody, they are focused on the schedule, the curriculum, how it relates to everything else, and it is really geared towards that.

Superintendent Corey commented to him that in order to give advantage to our students in the CTE program we need to narrow the focus of which parent schools we are working with so that we are sending more students and

may have more leverage. A big component of success is schedule coordination. Where we have 3-4 different regions, it is very difficult for us to have any kind of meaningful sway in what our partner schools do.

Vice Chairman Solon questioned if there is value in reducing the number of places that we are sending our students to when there are multiple schools offering the same title. Assistant Principal Zeller responded the language that was put in place to start that kind of narrowing, for the reasons being discussed, states "If a comparable CTE course is offered at both Nashua and Milford, whenever possible, and subject to availability, the Principal may use discretion to decide which program will be attended by students." That was the first effort to say let us send a group in one location. It does come down to scheduling and availability of the program. By keeping more available we have more students that can participate.

Vice Chairman Solon commented it was stated they are required to reserve a number of spaces and they are not even coming close to that number. They have to retain in the area of 25% for their own schools and they are typically running at 80-85%. Assistant Principal Zeller remarked it is a conversation worth having as the CTE programs are gaining more attention.

Asked about the language around ELO, Assistant Principal Zeller commented the biggest shift is to make it less tied to the number of hours.

Chairman Deurloo Babcock referred to language around course placement and teacher recommendations stating her opinion if a student completes a class, passes a class, that class is a pre-requisite for another class, and there is nothing underneath that class that indicates they need a recommendation from a teacher, then the subsequent class should be open. In the course descriptions we say when a teacher recommendation is required, but in the beginning of this document we say that teacher recommendations are required for core subjects. She wished for clarity and does not believe a teacher recommendation should be required. If a student receives a C in English IX accelerated and wants English X accelerated that class should be open to them.

Assistant Principal Zeller spoke of a project slated for the Program of Studies review where she envisions each department participating to ensure that those prerequisites are consistent.

Vice Chairman Solon questioned if there is the desire for a review of consolidating the CTE classes for next month. Assistant Principal Zeller spoke of the time required to acquire information from the programs. She believes there would be additional time needed to determine the best location/fit for our students. Assistant Superintendent Bergskaug commented on there being some programs that are more desirable than others; because they leave with something that makes them employable versus an experience. Vice Chairman Solon commented on some programs that do not fall under that scenario that we are not oversubscribing to. He questioned if there is any willingness to review this.

Chairman Deurloo Babcock rephrased there are two questions; is there an appetite to do it and is there an appetite to get it done by next month. The answer is yes people have an appetite to do it, but no people want to take more time to process it.

Assistant Superintendent Bergskaug shared when the district did eliminate one of the locations (the year that we invested in the vans), when we went to do the van scheduling, we had too many students going to one location, and we had to send 2 vans to the same location. We ended up replacing it with a bus.

Principal Girzone stated currently there are three districts our students are sent to; Nashua, Alvirne, and Milford. All 3 are well subscribed to. To remove options it is likely we would be removing options for that next sophomore that is interested in that class in Milford or Nashua South.

Vice Chairman Solon responded what is stated is hypothetically true, but based on the current situation, the schools are looking for additional enrollment. They are having difficulty and several of them are trying to find ways to group so that they do not lose the programs. There are guaranteed positions for outside schools, but the scheduling conflicts are preventing many students who want to go from going. If they are not subscribed by tuitioned schools, then they can fill positions within their own district.

Principal Girzone noted it is not necessarily the same offerings at every school. Vice Chairman Solon remarked we cannot have a perfect situation where it is not the same program, but the result is that they do not get any program because the schedule conflicts are too great. He is of the opinion there are more students not using CTE because they cannot make it work with their schedule than there are students who will lose it because it is not the program they want.

Superintendent Corey added what Vice Chairman Solon is hitting on is accurate from the standpoint that the State has reached out and said we need to do a better job of making this more accessible for students. Superintendents started that work a year ago and took it from say 40 conflicts of the master calendar down to 20 because of early release days, etc. We have some districts that start 10 days before Labor Day and others that start after Labor Day. There are a host of issues and as a result some of the vocational components are undersubscribed. The COOP district has done a pretty good job getting our students into a number of places. To the point made, when you are on those calls as a non-CTE center, we are looking for some sort of leverage to be able to provide what we can for our students.

The bigger discussion is a scenario such as trying to fit a student's English class in being difficult because they are going to CTE for this block, etc. Discussions have started around if there is that type of conflict could the student not just take the English class at the school they are going to. The conversations are changing, but it is frustrating because they own the building, and it is not as flexible as perhaps the State would like to see it. It is funded through Perkins money, which is federal dollars, and we need to maintain services to continue that funding. When your overall student population is going down in the State you are already dealing with an issue.

He agrees there is the desire to review this and continue those discussions. They are looking for Hollis Brookline to sign on to another 10 or 15 year agreement and prior to Tim and with Rick we have not been willing to do that because we are not getting enough in a contract yet to say yeah, we will sign on the line.

He suggested moving forward with the Program of Studies this year and continue discussions around calendar, etc.

Student Body President Kump remarked she originally wanted to go to Alvirne to do the GRTC but was unable to because of scheduling. She was choosing to take other courses that she had a greater interest in. There are a multitude of her peers for whom scheduling has been the issue.

- Hollis Brookline High School Profile

Addressed under the Principals report.

- Hollis Brookline Articles of Agreement

On July 12, 2022, the New Hampshire State Board of Education certified the amendments made to the Articles of Agreement at the Hollis-Brookline Cooperative School District Special Meeting on October 5, 2021.

Included as part of the agenda packet were the Final Order from the State Board of Education (July 14, 2022), current Articles of Agreement, as certified by the State Board, copy of the October 5, 2021 Special Meeting Warrant, Certificate of Posting of Warrant, evidence of Publication in Newspaper; and minutes of October 5, 2021 District Special Meeting, including voting results. The updated Articles will be posted on the website.

Noted was legislation at the State level that would make Co-ops illegal and disbanded by 2024. The bills were grouped into 3. A study committee has been created to look at Co-ops. Superintendent Corey will serve on that committee.

Asked where we are in the five-year minimum timeframe for the potential for review of the formula, Superintendent Corey stated his belief we are currently in year 2.

- Fiscal Year 2021-2022 Year-End Revenue and Expense Report

For year ending 6-30-22, the audit was conducted in August and resulted in expenses totaling \$24,358,749 leaving a balance of \$1,936,301. Some areas that contributed to the balance were unfilled positions (includes salary, taxes, insurance and retirement), unpaid leaves, lane changes, and professional development. The key driver is \$1.2 million savings in the area of special education (transportation, students moving out of district, declining services, program changes, unfilled positions).

On the revenue side of the ledger, the end of year result was a surplus of \$364,686. Half of that amount was received from federal grants and the other half from the health trust surplus refund.

The Unreserved Fund Balance of \$1,922,955 was reduced by the voter approved allocations to the Maintenance Trust (\$200,000), Special Education Trust (\$25,000) and the Retained Fund Balance (\$188,559) leaving a balance of \$1,509,436 that will be returned to the taxbase.

- Fiscal Year 2022-2023 First Quarter Revenue and Expense Report

As of October 12, 2022, there remain unfilled positions, employees on unpaid leave, savings in benefits, etc. Increased costs are seen in the areas of electricity, oil, gas, diesel fuel, etc.

Out of the \$27,598,743 approved budget, expended to date is \$6,320,778 and encumbered is \$20,790,744 resulting in an anticipated balance of \$487,221. Given we are in the first quarter of the fiscal year, much can change. On the revenue side, because it is so early in the fiscal year, the numbers identify what is expected.

Vice Chairman Solon questioned the \$38,349 listed for site improvements; press box stairs and platform; specifically if there is an offsetting revenue from donations. Superintendent Corey stated he would pose the question to the Business Administrator. Vice Chairman Solon suggested if not the case perhaps HB Elevates could be looked to.

Superintendent Corey spoke of the amount being returned to the tax base representing approx. 5% of the overall budget. He commented on the budget being prepared 18 months in advance noting \$1.2 million of the \$1.5 million being returned is related to special education costs, which are always volatile; could have a student

move in tomorrow resulting in an increased cost of hundreds of thousands of dollars or the opposite could occur where a student moves out of district.

Vice Chairman Solon commented on the importance, in a year where we have a windfall of reduced special education costs, that we give that back to the taxbase.

Superintendent Corey commented on the FY24 budget noting the Budget Committee would like the Administration to look at either the Unreserved Fund Balance line or a contingency line with there being concerns with the potential for capital expenses down the road.

It is likely savings will be seen in the area of special education with students aging out of the programs as well as savings achieved by simply having the programs in-house and not incurring the added expenses of out-of-district placements. Crotched Mountain has closed resulting in many students returning to districts in need of programming. Just as we are having trouble staffing so are places like that.

Nice progress has been made on the capital improvement items while still managing to return funds to the taxbase.

Chairman Deurloo Babcock spoke of the recommended maximum for the special education trust being met and questioned if there is discussion with the Budget Committee around increasing the amount. Superintendent Corey stated that will be looked at. He noted the State mandates that special education costs can only increase by 5% per year. There are very few places the district has students placed that do not go up by the maximum amount. That being said, there have been staffing changes around special education. The district currently has 5-6 students that are out of district that are being overseen by a staff member at the high school allowing the Director of Student Services to assist with special education services over in Brookline as that administrator has left the position.

He commented on the change in environment where we are now seeing people leaving at different times of the year. It is believed the district will be able to cover all of the mandated requirements. Robert Ouellette, former Assistant Principal at the high school, is currently retired, and has been brought on board part-time in Brookline as an Administrator to help with some of those duties, and a retired Hollis teacher who was a special ed teacher/administrator for many years, is coming back on a part-time basis to do preschool and kindergarten special education as we balance this out understanding the difficulties of filling positions in the coming months.

Asked if employees are breaking contracts, Superintendent Corey replied yes and no as most of the administrator contracts have a 60-day notice requirement. Asked if they are professional staff contracts, he stated there is that too, but if you speak with legal counsel the opinion is it is like any other industry with sufficient notice, and they are gone. We used to be able to say to people we would not release them from their contract, which is a moot point at this time. Asked if it is a two-way street, he stated it is not.

- Youth Risk Behavior Survey

A communication was received questioning participation for the Spring of 2023. The desire was to begin the discussion and have a formal discussion at next month's meeting.

The survey is intended to be completed every other year; however, with COVID, it was pushed to last year where it would have otherwise been the year prior.

The possibility of administering it this coming spring has been discussed. Principal Girzone and Superintendent Corey have discussed this schedule and wished to make the Board aware this is being considered.

Vice Chairman Solon questioned if this is the survey where the results had to be discarded because of notification and was told it is. Asked when it was last submitted, Principal Girzone stated it to have been 2019.

Superintendent Corey stated options are being discussed. Members of the Administration and staff have done a lot more outreach to students through various means, e.g., captains group for athletics, National Honor Society, student council. We are trying to determine if there is a better way to identify what our students need than taking a survey that includes some questions not believed to be valid and some that are concerning. The Administration will work over the next month to bring back recommendations for consideration. The Bow district had leadership retreat where they attracted a very diverse group of students across their high school population and met during the summer to discuss all of these areas and where they wanted to focus as a school. Prior to Principal Girzone's tenure, Principal Barnes did a great job of taking out pieces of data and making that our focal point. We are looking to see if we can tailor activities to meet the needs of the Hollis and Brookline students and use some of our own community expertise.

Asked if participation in the survey allows access to resources that the district would not have otherwise, Superintendent Corey stated participating in the resources assist some of the private vendors or groups that utilize that data to apply for grants that put on programming. A lot of times, because of where we sit, that programming might come through say the Nashua or Milford Boys and Girls Club, and we are not going there. They are always welcoming, and we take advantage of programming, but we do not necessarily have a hub in our town.

Vice Chairman Solon commented he is aware in the past it has been touted one of the benefits is the benchmarking aspect of seeing where we fit relative to others so that it provides context. Asked if he has concerns about losing that, Superintendent Corey responded he does, and that is why it could be that two components are recommended; participate in the survey but how we utilize the study is based on our students internally. What happens a lot of time is the study gets publicized, the grants go out, and then the programming that is set up may not be an issue that we have. Our students make up a small population of the overall study.

Asked what the downside of participation is, Superintendent Corey stated there to always be concerns around confidentiality and questions that, if he puts on his parent hat, concern him. He commented on the demographics of our communities versus a city such as Manchester or Nashua.

Asked what the best means is for the Board to review the questions, Principal Girzone offered to provide a link.

Chairman Deurloo Babcock commented the pattern she has noticed when it has been reported on is that the survey confirms what we already knew. Sometimes we need that because we have folks out in the community who need that supporting information.

DELIBERATIONS

- To see what action the Board will take regarding the Administration's recommendation to adjust the school calendar regarding voting day in March

**MOTION BY MEMBER WILLIAMS TO AMEND THE 2022-2023 SCHOOL CALENDAR BY CHANGING THE MARCH EARLY RELEASE DATE FROM MARCH 7, 2023 TO MARCH 14, 2023
MOTION SECONDED BY MEMBER STOLL**

ON THE QUESTION

The March early release date was identified as March 7, 2023 and should have been March 14, 2023, voting day.

MOTION CARRIED

7-0-0

REPORT OUT BY PROCESS OBSERVER

Member VanCoughnett commented on the good discussion around the Program of Studies and stated her agreement it would be nice to have updates on the CTE items, around other times and programming.

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

MOTION SECONDED BY MEMBER STOLL

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

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

7

Nay: 0

MOTION CARRIED

The Board went into non-public session at 7:51 p.m.

The Board came out of non-public session at 9:03 p.m.

ADJOURNMENT

MOTION BY MEMBER SOLON TO ADJOURN

SECONDED BY MEMBER WHALEN

MOTION CARRIED

7-0-0

The October 19, 2022 meeting of the Hollis Brookline Cooperative School Board was adjourned at 9:03 p.m.

Date _____ Signed _____