

SAU 41 GOVERNING BOARD
OCTOBER 14, 2021
MEETING MINUTES

A regular meeting of the SAU 41 Governing Board was conducted on Thursday, October 14, 2021 at 6:01 p.m. at the Hollis Brookline Middle School.

Krista Whalen, Chairman, presided:

Members of the Board Present: Cindy VanCoughnett, Vice Chairman
Amy Kellner, Secretary (participated electronically)
Brooke Arthur, Secretary, Hollis School Board
Holly Deurloo Babcock, Chairman, COOP School Board
Tammy Fareed, Chairman, Hollis School Board
Kenneth Haag, Chairman, Brookline School Board
Rebecca Howie, Brookline School Board
Robert Mann, Hollis School Board (arrived at 6:06 p.m.)
Carryl Roy, Hollis School Board (participated electronically)
Erin Sarris, Vice Chairman, Brookline School Board
Kate Stoll, COOP School Board
Tom Solon, Vice Chairman, COOP School Board
Beth Williams, Secretary, COOP School Board

Members of the Board Absent: Elizabeth Brown, COOP School Board
Karen Jew, Treasurer
Alison Marsano, Brookline School Board

Also in Attendance: Andrew Corey, Superintendent
Gina Bergskaug, Assistant Superintendent of Curriculum and Instruction
Jeff Finfrock, Regional Mgr., Student Transportation of America (STA)
Jen Belair, Terminal Manager, Hollis Transportation Inc.

As Members Kellner and Roy were participating electronically, in accordance with the Right to Know Law, Chairman Whalen requested they state, for the record; where they were, why their attendance in person was not reasonably practical, who, if anyone, was with them, and whether or not they were able to hear the proceedings.

Member Kellner responded she was at home due to a sick child, her attendance in person was not reasonably practical given her situation, she was alone in the room she was in, and could hear the proceedings.

Member Roy responded she was home due to an injury, her attendance in person was not reasonably practical given her situation, she was alone in the room, and could hear the proceedings.

Chairman Whalen stated, for the record, those present at the meeting were able to hear Members Kellner and Roy and reminded the Board all votes would be taken by Roll Call.

APPOINTMENT OF PROCESS OBSERVER

Chairman Whalen appointed Erin Sarris to serve as Process Observer.

AGENDA ADJUSTMENTS

Superintendent Corey informed the Board of his receipt of a letter of Intent to Retire from Richard Raymond, IT Transition Coordinator, SAU41, effective June 30, 2022. In his letter, Mr. Raymond states “After 23 years with SAU 41, it is time to move on to the next adventure. Spending more time with our two grandchildren is one of those adventures Joyce and I plan to embrace. I will be forever grateful for the privilege of having worked for the SAU 41 school district. I would like to thank Superintendent Corey and the SAU 41 central office staff who have made every day a pleasure to work and be part of an amazing team. I would also like to thank all of the elected officials, building administrators, and building staff for their support and friendship over the last 23 years.”

Superintendent Corey noted Mr. Raymond has taken the SAU from the point of basically no technology to where we are today. When he started, we had a handful of laptop carts that had Wi-Fi capability, we had no security, and no internet filtering. In 1989, across the entire SAU, we had 400 devices. Mr. Raymond currently manages 2,200 devices on a daily basis. He has moved all of our databases from single silos to Cloud based. He brought URL to the district. We did not have a website presence when he started. Our staffing consisted of Mr. Raymond and 2 technical specialists whereas today we have a Director of Technology, Network Coordinator, and 4 technical specialists. In 23 years, we have doubled the staff in technology.

Superintendent Corey expressed gratitude for everything Mr. Raymond has done for the SAU. He spoke of times when Mr. Raymond was in the buildings on the weekends pulling cables and other tasks not expected to fall under his responsibilities.

**MOTION BY MEMBER WILLIAMS TO ACCEPT, WITH REGRET AND APPRECIATION, THE NOTICE OF INTENT TO RETIRE RECEIVED FROM RICHARD RAYMOND, IT TRANSITION COORDINATOR, WITH AN EFFECTIVE DATE OF JUNE 30, 2022
MOTION SECONDED BY MEMBER SARRIS**

ON THE QUESTION

Chairman Whalen thanked Mr. Raymond for his incredible commitment and dedication to the districts.

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

Yea: Beth Janine Williams, Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen, Ken Haag, Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner, Carryl Roy

13

Nay:

0

MOTION CARRIED

Superintendent Corey informed the Board of receipt of a letter from Dawn MacMillan, Recording Secretary, requesting the Board consider an increase to her hourly wage. He requested the agenda be adjusted to add the item under Deliberations.

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

Superintendent Corey informed the Board the SAU will be receiving E-Rate grant funding totaling \$214,890 to enhance our technology capability; to bring us to the one-on-one initiative. Funding will be divided by district based on the information included in the grant. The grant award will be brought before each of the boards for approval.

The next SAU 41 Governing Board meeting is scheduled for December 16th. Typically the intent is to have the SAU budget completed and approved by December 15th. The request is for an additional day to meet the schedules of the multiple boards. Asked, he stated his belief the meeting will be held at the Captain Samuel Douglass Academy.

PUBLIC INPUT

Jaima Wilder, 48 Pierce Lane, Hollis

She believes the requirement for mask wearing is child abuse. What is being done to the students is stifling growth and preventing them from being able to build relationships in a proper manner. By Superintendent Corey telling the bus company that they needed to require them on the buses is overstepping his power, and that power should be given back to the bus company.

Having looked online and at the CDC recommendations, she feels the boards are being driven by the federal COVID funding. She has known many people that have contracted COVID and gotten over it. She knows of one who has passed away from it who was 90⁺ years old and in a nursing home. During the same time, she lost over half a dozen people she has loved; from cancer, old age, accidents, and heart attacks. She requested each member of the Board think about the effect they want to leave on the students when looking back on COVID in 5-10 years.

She understands the Board believes it is keeping the students safe, but it is their job to ensure their education. Social emotional wellbeing is the job of parents, not the schools. She has watched the video and all of the ideas presented. Her concern is that she does not believe these things are even happening, and the children are drowning because of everything that is going on. She spoke of the separation that happens when you cover their faces, separating them, and not allowing them to build the important relationships in these fundamental years of their lives that they will never get back.

She is concerned with increasing budgets and hiring. When we are already spending so much on paid positions, she is concerned with the desire to add what will be a P.R. person. That will result in another level of losing transparency.

Understand what is going on in our nation and state. People were arrested last night at a meeting where debate was occurring on a \$23 million budget. She asked the Board to consider that we are turning into a police state, and that the members sit on a board that has the opportunity to give those freedoms back to the residents.

Lauren Craig, 17 Hills Farm Lane, Hollis

Has lived in Hollis for 2 months. After an exhaustive search, her family chose New Hampshire as a place to move to from Massachusetts. She thought this was the promise land; live free or die. She thought that is how the State operates.

She thanked the Cooperative School Board for making masks optional and spoke of her appreciation for being able to drop her freshman student off at school without a mask, and her disappointment that her younger child is not in the same situation. She considered homeschooling her younger child; however, her husband did not agree. Her children are new to the State and the Town, and they need to socialize and make friends. It is hard to socialize when all you can see are people’s eyes. She understands the masks come off at recess and lunch, but that is not what she expected when moving to the live free or die state. Masks should be optional.

Everybody likes to say follow the science. If you follow the science, it is a 99.997% chance that children will survive COVID. She would take those odds. She drives her children to school. The other factor in driving them is they are not riding the bus in masks. She suggested that to be something for the Board to consider when discussing the bus contract.

Fred Hubert, 68 Hideaway Lane, Hollis

Thanked the Board stating his understanding of what it is like to be on these boards and put in the countless hours of their time. He thanked the COOP School Board for making masks optional. He requested members of the other two school boards talk amongst themselves, with the other boards and the Superintendent.

He spoke of emails received about positive cases at CSDA, HPS, HBMS, and the HBHS. We are over two months into the school year and are not experiencing crazy outbreaks at the high school because no one is wearing masks or at the elementary schools because they are. He is uncertain what they are doing but shamed them for making the students wear masks. He does not have children in the elementary school districts any longer, but it breaks his heart to see that happening.

APPROVAL OF MEETING MINUTES

SAU 41 Governing Board [May 13, 2021](#)

The following amendments were offered:

- In east instance it appears; remove the hypen between “Deurloo” and “Babcock”
- Page 5, Line 45; replace “Chairman Fareed” with “Member Fareed”
- Page 6, Line 14; replace “that” with “the”
- Page 8, Line 43; replace “Vice Chairman” with “Member”
- Page 9, Lines 4 and 10; replace “Vice Chairman” with “Member”
- Page 10, Lines 30 and 38; replace “Vice Chairman” with “Member”

**MOTION BY MEMBER VANCOUGHNETT TO APPROVE, AS AMENDED
MOTION SECONDED BY MEMBER SOLON**

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

Yea: Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen, Rob Mann, Ken Haag,
Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner

12

Nay: 0

MOTION CARRIED

Members Roy, and Williams Abstained

SAU 41 Governing Board – **Non-Public** [May 13, 2021](#)

**MOTION BY MEMBER SOLON TO APPROVE, AS PRESENTED
MOTION SECONDED BY MEMBER VANCOUGHNETT**

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

Yea: Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen, Rob Mann, Ken Haag,
Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner

12

Nay:

0

MOTION CARRIED

Members Roy, and Williams Abstained

DISCUSSION

- Proposed Transportation Contract

Jeff Finfrock, Regional Manager, Student Transportation of America (STA), remarked as a contracted service provider, the major issue is performance. In this day and age, there is an unbelievable shortage of bus drivers (about 24% nationally). Through a good deal of work and effort, STA has a full complement at SAU 41. It has been a long road working diligently training and recruiting. They strive for perfection. A lot of that has to do with building relationships. In transportation, there will be issues and concerns. To build those relationships they need help from school boards, administrators, etc. He complimented Jen Belair, Terminal Manager, Hollis Transportation Inc., for her efforts in building those relationships with the building Principals, Athletic Director, Business Administrator and all Administrators at the SAU.

Three years ago STA purchased Hollis Transportation and took over the contract that is currently in place.

Having a full compliment of drivers is a situation that could change in a moment’s notice. They are aware of the need to be diligent in their continuing recruitment efforts. As a company, they have hired 2 full-time recruiters who have worked in the State for the past year and a half. He spoke of platforms utilized to recruit/advertise. He spoke of incentives offered to employees; paid training, monthly and yearly attendance bonuses, paid attendance at monthly safety meetings, and annual pay increases, He commented on the relationships the drivers build with the community, and efforts to provide the students with reliable and safe transportation.

When they purchased Hollis Transportation, there were a number of older vehicles. They instantly brought in 11 newer buses. Being a larger company they sometimes have the luxury of being able to repurpose a fleet. Most of the buses were 71 passengers (4 were 77 passenger). The larger capacity allows for transporting additional students and hopefully the ability to reduce the number of buses required therefore reducing the cost to the district.

STA has 13 locations in the State. There is a benefit to that; the ability for drivers to assist in terminals needing assistance, e.g., multitude of field trips. The maintenance department does onsite maintenance. If experiencing a situation where an additional set of hands is needed, a mechanic can be brought over from another location. They have the ability to bring in buses on any given day when the need arises.

Mr. Finfrock spoke of appreciation for the contract with the district and his feeling it has been a great mutual relationship.

When asked about the mask mandate on buses, Jen Belair, Terminal Manager, Hollis Transportation, Inc., stated it is a Federal mandate; falls under public transportation. The Federal Government specifically named school buses in that mandate.

Asked to address the age of the fleet, Mr. Finfrock remarked they strive for a five-year average although some are older. When a bus is purchased, it typically remains on the books for 11 years. For ten years it runs on a run and the 11th year is typically used as a spare. A lot of times they do not get to that age. They will bring in a newer fleet and replenish the various contracts with the newer fleet.

Member Mann spoke of cross-rostering. Mr. Finfrock responded that they do not refer to it as cross-rostering because, as a company, they utilize all the drivers. It is a lot tougher in New Hampshire than other states to get someone hired on. The same number of hours are required for training, but New Hampshire has an additional rostering. A driver could come to him from another company, and he would have to put them through a class and test to become rostered in the particular area for the particular company. What STA does, at the start of the year, is take all of their drivers and ensure they are rostered. That way, if they need to use a driver from one terminal for another, they are permitted to do that because they have all of the required credentials.

Member Arthur questioned if meeting the needs of extra-curricular activities, and if data is being tracked of the number of times events have to be cancelled or postponed due to busing issues. Ms. Belair spoke of the scheduling that is done based on needs, and her belief not very much has been cancelled. There have been a lot of adjustments going on so that things happen after 4:00 p.m., which allows us to send our own drivers. Some smaller teams have utilized carpooling. They are keeping up. They typically do about 2 trips/day weekdays and then the weekend events. This Saturday they have 6 buses going out.

Member Solon questioned if there is an estimate of how our student load is on busing compared to what it would be without potential COVID restrictions. Are we fortunate that we are fully staffed because we do not need as much as would normally be the case? Mr. Finfrock stated when they originally received the contract there were 21 bus routes. There were 19 routes that did a full route meaning they did a COOP and either a Hollis or Brookline elementary and then there were two additional elementary runs (one in Hollis and one in Brookline). Because of the larger bus capacity, they were able to take those students and disburse them amongst the other buses in respect to districts and eliminate those two bus runs, which saved the district some money.

He does not know if COVID has played any role in ridership or what the bus populations are, but they do track the number of students on the bus. Were they to be pulled over, they would have to provide a roster of who is on the bus and how many students are assigned to that bus. If it is a 77 passenger and we have 78 people on there they are in violation and are getting a ticket. As the oldest employee in STA (there for 25 years) he can attest they have not once received a ticket, in the areas of his responsibility, for being overpopulated.

Asked if the student count total they have to bus has dropped significantly, he responded no. They provide a seat for every student whether the student chooses to ride or not. He cannot say why a student did not ride on any given day but would say the populations have been pretty steady from pre-COVID until now.

Assistant Superintendent Bergskaug stated the requirement to have a seat for all of the students regardless of whether they use the bus for transportation. Last year we had a significant increase in carpool. This year we

are seeing increased ridership on the buses again. She believes, at this time, we have more carpooling than we had two years ago, but more are definitely shifting back to the buses for the daily trips to and from.

Member Solon questioned if what is being seen is more empty seats on the buses than would have been anticipated. Superintendent Corey responded he would say the buses are not at maximum capacity, but that is based on people's comfort level. What is noticeable is the number of riders that have returned to the bus from last year.

Mr. Finfrock remarked every year when receiving a roster of students, you purge the seniors that graduated, move the students from one school to the next. You have to re-distribute, which changes all of the bus routes. They try to make every route as optimal as they can within a timeframe.

Member Haag questioned the anticipated turnaround for drop-off in the afternoons. A schedule has not been seen for that. He questioned when those would be published.

Ms. Belair stated they have not published drop-off times, particularly in Brookline, because they were experiencing issues getting timing on the buses leaving the high school and middle school, getting through four corners, and getting to the elementary schools on time. When you publish times, you end up with parents not at stops if the time differs. They are trying to get to the point of having standardized times that seem to be working. They are finally leaving the high school every day at 2:35 p.m. and getting through to the schools at certain times. If they put a time out too soon and are not accurate, they end up bringing students back to the schools because parents are not at the stops. It has been really hard this year, because of the carpool, to figure out what that schedule is.

Member Haag commented the concern is when, for example, a bus comes 15 minutes earlier than usual, which happened the prior day. Having a window would be helpful for families. Ms. Belair responded up until the past couple of weeks they have not been close to being within a +/- 5 minutes. It has been difficult to get to the point where they know that time. Everyone is getting used to the new schedule based on the fact that the buses are more loaded, there is still carpool, etc. A week ago she received the routes back from the drivers. That information is being input and will be sent out to the schools hopefully at the start of next week.

Member Solon questioned if real time location tracking of the buses is done and was told that is a GPS function they do not have.

Member Sarris questioned if the reconfiguration has resulted in the need, on a daily basis, for fewer drivers. Mr. Finfrock respond it has not; if questioning if it would change the number of 19 vehicles, right now no.

Chairman Whalen thanked the representatives for meeting with the Committee in August and providing the information requested. Being able to provide it to the districts has been incredibly helpful. Member Solon commented this is the first year in a long time he has heard the Superintendent regularly come to meetings with positive feedback on his experiences regarding transportation.

Mr. Finfrock reiterated how pleased STA is to be in the district. In Hollis Brookline they feel they are part of the community and a partner in what goes on here. Just the simple fact that the district included them when giving the vaccines was a big deal to them because they were not certain how they were going to get their people vaccinated. For the district to invite them to do that means they are part of the community and are being accepted as such. That goes a long way with the company and the workforce.

PRESENTATION

- [District Goals and Objectives 2021-2022](#)

Superintendent Corey spoke of the yearly Administrative Retreat, and of how the Strategic Plan is utilized to determine the goals and objectives from year to year. A video presentation was created to provide an understanding of the K-12 vision (can be viewed through the above link).

Superintendent Corey thanked the administrators for their efforts during the retreat and the leadership they have shown in the first 6 weeks of school. From an SAU Board point of view, he requested Board members think of the focus for the year; capacity.

He spoke of concerns around staffing. It used to be that an opening in Hollis/Brookline would typically result in 30-60 applications, based on the area. For the first in his tenure in the district, we opened the school year with positions unfilled. The applicant pool is shrinking drastically. That will become very difficult as we go through a traditional school year, which will involve situations regarding FMLA leaves. All of those aspects will make staffing difficult at times. We have to look at how we will attract staff today, tomorrow, and five years down the road. The same can be said for the administrative team.

With regard to bandwidth, we are pretty much at capacity. Everything that went on in a traditional school year is continuing. On top of that are the protocols around COVID. Each day priorities can change. There are many days when he and the Assistant Superintendent walk into the office with a schedule of what they hope to accomplish and then the phone rings and someone has made an unfortunate decision before 7:30 a.m. that they have to deal with. That has resulted in times when the Assistant Superintendent is covering a classroom at the middle school because we cannot find the appropriate number of substitutes, etc.

Another piece around capacity is leadership capacity. They were able to hire new staff members in the Hollis and COOP school districts that are doing well but are new to the leadership profession. We need to ensure they are cultivated and continue to grow to ensure we always have the ability to backfill. He provided the example of a retirement at the HBHS that resulted in the loss of 25+ years of experience. That loss is tremendous. We have had an excellent hiring season and everything he has seen to date tells him we are on the right track. We just need to continue to mold them into HB.

From the standpoint of capacity, there is also an issue around curriculum. As was mentioned throughout the presentation, we are moving from what was Response to Intervention (RTI) to a Multi-Tiered Support System (MTSS). For those at the COOP that started top down. We are seeing that paying benefits. It is not always that a child is struggling academically. Sometimes a child is struggling with things occurring in their life that keep them from getting to the academics. MTSS allows us to start looking at this from the whole child approach. We are not trying to parent; we are just trying to take the child that arrives to us and assist them in all the different areas. It is a partnership. We do not do MTSS or any other services without parental awareness.

A number of Administrators at the SAU along with Board members are looking at career technical education. We sit in the midst of four centers; Nashua, Alvirne, Milford, and Mascenic, and they have a wealth of opportunities for our students. We are trying, as a State, to make these more uniform so the students have increased access.

One of the things we have always done in our region is keep our school calendars the same. From that standpoint we do well. It is the balancing act where our schedules do not align perfectly with start and stop

times. How do we get a child the English or Math when they want to be at another district for automotive, etc. Those are ongoing discussions.

In terms of our regular education, middle of the road, right down the center student, we are looking at how we support them more. This has been mentioned in regard to the CAVBlock schedule, for example. It used to be with CAVBlock the student would go someplace when assistance was needed. The difference now with the CAVBlock schedule is that the teacher can say no, the student needs to be in math or whatever the case may be during that CAVBlock time. As much as that started out being difficult for some of our students, they are now starting to see the long-term benefits.

At the same time, we want to look at the honors and advanced placement; how to keep those current, move them forward, and if staffing becomes an issue, how do we start to work with other districts? Presently, we have some self-contained programming for some of our students who have Individual Education Plans (IEPs). In some of our districts, we are now able to take advantage of that and have students coming to us from out of district. That first gives us some tuition dollars, but at the same time makes for a very robust program that everyone gains from.

We need to start looking at that same model from the lens of AP. We now know that Zoom can be an effective method of learning. Virtual learning can be a component to being able to offer a class that we cannot offer, but perhaps our neighbors in Amherst or Milford can if having a teacher that may be struggling to keep their enrollment up. Superintendents are starting to talk about how to maximize human resources to provide the coursework for our children.

We learned a lot during COVID. Many of our students found online learning to be their niche. Some of our students found it very difficult. How do we start to take those positive pieces and start to look at time differently? We know some students do not learn well in the morning and that some always want to be done early because they have athletics or a part-time job. How do we start looking at flexible scheduling, working with our teaching staff, changing our collective bargaining agreements so we take the element of time out of it?

Enrollment projections were just received from NESDEC; they are projecting growth. The student population in the State as a whole went down by 6.9%. We stayed current or grew. New Hampshire is becoming a destination and within the State we are becoming a destination district. We need to look at enrollment and start to look at the services we need to provide. We do hear a lot about our budget. A student could walk in tomorrow having significant needs, and we are required, by law, to meet those needs. If that child required an out-of-district placement, the cost could be between \$300,000 and \$400,000 that we do not have in a budget that was prepared 18 months in advance. If that student is able to come into one of our self-contained programs, there remains the cost of O.T. P.T., etc. The more we can build those structures, the better service we can give the student the better the opportunity for cost avoidance.

In our elementary schools, we now have students who come to Hollis on a tuition basis because that community is better than going to Lexington, MA or some other out-of-district. We need to look at building programs where Hollis and Brookline have their lines become blurred. Six or eight students with significant difficulties together will make huge progress. He spoke of his experience standing at the soccer field with a parent of one of our three-year-old students who cannot believe the progress the child has made. Just like all of us, they want to fit in. Once we make that hurdle, education follows.

Superintendent Corey remarked in terms of the SAU, the facility is bursting. We do not have room for a Communications Specialist, but at the same time he believes that to be an essential element the district needs to

have. This was talked about some 6 years ago when Michelle St. John was on the School Board and advocated for it on a regular basis. At that time, we simply had other priorities. Then COVID struck and we were able to see an increased value. It goes back to the bandwidth piece; we simply cannot attend to everything that is expected. There are presently 200 education bills being considered at the State level. A percentage of those will pass and become law. They will have some effect on manpower at the SAU or building level.

In terms of the buildings, we just finished the second project in Hollis adding decades of useful life to 2 older buildings. The Hollis Primary School (60^{+/-} year old building) has its first fire sprinkler system ever. We have technology in those buildings. We have changed windows and doors. We are completing the same facilities study in Brookline. Brookline is a little different because they have 2 things occurring simultaneously; growing enrollment and buildings that require upgrades. There have been ongoing discussions of how to look at this. We were told everything we looked at would come in at a cost between \$11 and \$16 million. In comparison, our neighbors in Amherst are building a new elementary school to accommodate 500 students at a cost of \$55 million.

The COOP School District is already discussing what capacity looks like. How do we address a middle school that does not have much property left and class sizes, which are important to all of us, while at the same time maintaining the budget? When looking at the presentation and his discussion here, it is not about and never has been about him or this administration, it is about the systems, policies, and procedures that set the district up for long-term success. We are cultivating administrators so that there is a pipeline to choose from as things move forward. He cannot imagine something going better than our transfer of Tim Girzone to our High School. He hit the ground running and is doing a fantastic job. That is because he has been prepared for that. We need to continue to cultivate him so eventually, if he chooses, he can come over and sit in the SAU building.

Patrick West, who backfilled, came from Hillsboro Deering. That is also great because now we bring fresh ideas and new ways of doing things into our system. We have bi-weekly leadership discussions; on Tuesday, the Superintendent and Assistant Superintendent meet with the principals in Brookline, on Wednesday they meet with the principals at the COOP School District and Thursday Hollis. They are constantly looking at who is sitting in classrooms that should be encouraged to obtain their Masters, who is the next person to lead curriculum, etc.

Dr. Diaz is in charge of curriculum at the Hollis School District. She is getting to know students and is providing new ideas; critiquing what we do but learning from us. In Brookline, one of the things being looked at, as we continue to grow, is that the 2 principals cannot continue to manage all of the evaluations required. All of our teachers were evaluated last year. Depending on how long you have been in the district determined how often you were observed. We need to look at that bandwidth issue because they need time where they are thinking, cultivating, creating the next thing.

Regarding the Strategic Plan, we have finished the Portrait of a Cavalier. By December, the Administration should be able to bring forward a framework of more of the Strategic Plan. That plan is critical as it is the foundation for the long-term vision. Where are we going with the positives from remote learning; best way to integrate it into the district. Over the next few years we need to do more with supports for students whether that is a social worker, guidance counselor, etc.

Superintendent Corey spoke of his observations in classrooms and on the playground. Our children have taken a step back on how to interact with each other. It is a fact that this has impacted kids. It is very important to maintain the small class sizes because that is how we locate the issues. The issues then go to MTSS. We come together as a team, and it is built into our schedules. We discuss the whole child. The nice part of the team is

now all of a sudden you realize it is not just happening in home room, it is happening in special, in math, etc. Now we are able to have a discussion with families about how to take the next step.

We are moving forward. Later tonight a request will be put forth for early release days to be built into the schedule. We know that we can utilize that data and accelerate closing those learning gaps. From his visits to classrooms he can say the learning gaps are subtle. In the coming board meetings, information will be shared on the first round of Aimsweb, PSAT testing and those type of data points. You will be able to see this from a data standpoint and what that data means in terms of MTSS, the building, and our programming.

We need to run on separate trains; one to get to where we want to be, but we have to ensure we are running a vision train. Just like we could never imagine things that have happened in education from 1999 to now, if we do not stay up with the vision train and cultivating those ideas all of a sudden, we will look up and be behind or not where we want to be.

In terms of Strategic Goals there is more to tonight's discussion. The desire was for the focus to be on the capacity issue. Whether it is curriculum, staffing, leadership, or bandwidth it is about our capacity, what we can do and how we balance those needs with the needs of paying for those programs. There has to be a balance.

Superintendent Corey spoke of the need to watch the economy. He spoke of the funds that will be returned to the tax base to offset what has to be raised through taxes to support the current budget. The Hollis School District closed the FY21 budget and returned \$875,928 while allocating funds to address the air handler on the roof as well as all student needs. In the Brookline School District, they closed and will return \$517,582 and did everything the students needed. At the COOP School District, they closed the fiscal year and will return \$1,909,879. Across the SAU, we will return \$3,304,389. The brunt of those savings comes from the areas of transportation, special education, staffing, and services.

The special education staff did yeoman's work during the pandemic, yet we still saw significant savings because parents could not take their child to that out-of-district placement. We made it work and that is a credit to Bob Thompson, who has moved on, Amy Rowe, Assistant Director of Student Services, and Lauren DiGennaro, Director of Student Services. In terms of this year and how things change, we are about to freeze both the Brookline and Hollis budgets because of concerns. Enrollment has gone up. He reminded the viewing audience the discussion tonight is about budgets that are for 18 months out and involve people who may not have even considered yet buying in these communities.

Continued discussions around the Strategic Plan will take place at the individual district board meetings in the coming months.

Member Solon questioned to what degree, if at all, has staff input been brought into the plan and how it was accomplished. Superintendent Corey stated the pieces he outlined are in some ways non-staff related. Some elements are, e.g., collective bargaining. In terms of the process around items like MTSS, it is a faculty involved procedure. It is a group of grade-level individuals that come together and discuss needs. That is why it works its way up the chain. Very little of this is downward. More is upward with the brunt of it coming through the building principals.

Asked how the SAU compares to other districts relative to staffing shortages, Superintendent Corey stated his belief we are in good shape and still considered a destination district. Part of that is teachers love our class sizes and that for the most part, staying within the curriculum guidelines, they have flexibility of how they teach. The big struggle right now for us is more hourly wage employees, e.g., custodians, paraprofessionals. Right now we

are in good shape compared to other districts, but at the same time we are starting to see people resign because they can get a retail job for \$4 or \$5/hour more with a lot less responsibility. That is part of it. He spoke of a district that lost 4 teachers after the first month because the whole environment around the profession is difficult. When you are talking about teachers having math and science degrees, they can go anywhere. There are plenty of places for a math teacher or chemist to work in the private industry.

Part of this is cultivating that next generation of people. We see this career wise across the board. There was one point where we thought we had too many lawyers in our society when many became lawyers in a period of time, then it was engineers. It goes back and forth. We are seeing some struggles. We are also seeing a workforce issue because there were a number of years over the past ten years or so that there were few openings for young teachers. When we changed the retirement in the State to basically 65, that meant we had 5 more years of top heavy salaries and people staying on longer. There was not that natural flow and turnover.

Assistant Superintendent Bergskaug stated there are openings in each of the buildings in one capacity or another. She and Superintendent Corey go to their regional meetings and feel lucky to be in the position they are in; if we are looking at 4 openings others are looking at 27. One district just had to remove the entire language program from their middle school and move the teacher to the high school to avoid not being able to offer it there.

Asked if referral bonuses are offered to staff, Superintendent Corey responded that is not offered in the CBAs, but that is how a lot of our staff comes to us. Asked if we are prohibited because of the CBAs, he stated the need for a sidebar agreement if desiring to do that. He suggested it would be something the individual boards should discuss. Member Solon commented he believes the boards would like to hear from the Superintendent if that is something he wished them to consider, and if he is aware of any such programs that are having good results. Superintendent Corey remarked the biggest thing seen in the industry is companies moving to assisting students with their student loans. We do not have that in education yet, but if going to compete for graduates you will have to start looking at all potential alternatives.

It used to be the incentive was to cover the cost of someone's masters. We have many young teachers coming to us with their masters. If you go to UNH or are an education major, you have graduated with your masters. But you also had a 5th year of debt. We may just need to look at the resources we are already allocated and consider how to reallocate them.

Member Haag asked and was told Brookline classifies as rural, but Hollis does not. He commented on some career paths that offer loan forgiveness in rural areas and questioned if a scenario such as that is an option. Superintendent Corey stated there are some forgiveness programs out there that all teachers are encouraged to look at.

Chairman Whalen spoke of appreciation for the presentation commenting on how helpful it is to understand what is occurring in all three of the districts.

DISCUSSION (Continued)

- FY23 SAU Draft Budget

Included with the [agenda](#) was information pertaining to the work of the SAU 41 Budget Subcommittee. The Subcommittee supports the budget being proposed.

A task list was provided around the proposed position of Communications Specialist. There are a growing number of legal responsibilities assigned to the SAU that require the manpower to address. What gets put on the back burner are some of the communications out to families.

Superintendent Corey spoke of completing his tenure as President of the New England Association of School Superintendents. At last week's meeting, the association received a presentation on communications, social media platforms, etc. What struck him was how much of the good news they were able to relay to the communities. We do not have that ability because we are reactive in a lot of cases with limited bandwidth. That also creates problems for the website. When there are a number of people doing that work it is difficult to keep it current, e.g., the Business Administrator addresses a portion of that work, but when getting into budget season, that has to take a backseat. The Director of Technology has responsibility for computer technology but also for i4see data, which is how we get reimbursed; a very complex system with information due October 1st. Her bandwidth is lessened during that period. Being looked at is a position that could have assisted with communications throughout this crisis.

When looking at the top 5 positions in the SAU, on any given week the number of hours put into these tasks range from 50-70. To make it all happen, there is the sacrifice of weekend time, etc. During COVID, it has been 24/7, 7 days/week, especially last year when the notifications differed.

The Communications Specialist position is being looked at with the hope of achieving community support. The total all in cost for the position is \$76,638.

Proposed is a budget that includes the addition of the Communications Specialist position and Board approved salaries (\$2,107,176 or 7.6% increase).

The bare bones budget, which would reflect no new position, would be \$2,014,538 or a 2.9% increase over the FY22 budget.

If the Board and voters were to support the position of Communications Specialist, the \$76,638 would be added into the budget resulting in a total of \$2,091,176 or 6.8%.

Although work began on the compensation comparison last year, it was not completed due to COVID. Sixteen thousand dollars had been put in the budget to allow the Board the flexibility to make adjustments. Were that funding left in the budget, the total would be \$2,107,176 or a 7.6% increase. Although the percentage sounds large, in terms of dollars it is \$149,579.

If the position is left in, the difference between the adjusted budget and proposed would be \$88,966. The brunt of this increase is the one position.

From a systems point of view, he believes it to be a position that will pay dividends down the road; for our students and how we get information out to the community-at-large. That is a struggle now. We have no newspaper. The Rotary is doing their best, but we have nothing except our websites and our email distribution to get the news out. We have to determine another way of involving the citizens who do not have students in the school system.

The proposed budget, without the position or the \$16,000 for salary increases is \$2,014,538. The adjusted budget (default budget if voters do not approve the proposed budget) is \$2,018,210.

Superintendent Corey remarked the reasoning for including monies to address salary increases is related to the Board's support of the Administration. At the same time, the Board has a very finite budget. There would be the option of deciding not to put the \$16,000 into the budget knowing that in May when we sit down to consider increases, there may be the need to approve expending funds from the unexpended fund balance.

There were concerns expressed by some members of the Subcommittee, not about the position or the rationale, but about the growth of the SAU. At the same time, the growth is a result of the expectations; not just from a curriculum and instruction point of view, but from increased legal obligations and expectations.

When comparing SAUs, he found SAU 41 to be very competitive. He believes they are doing a very good job with a very lean staffing level.

The proposed budget will be back before the Board in December for a Public Hearing. Following that, another round of discussions will occur, and the Board will take its position on the budget to be moved forward to a Warrant Article on each of the 3 district budgets. Following tonight's meeting, the Business Administrator will schedule another meeting with the Subcommittee so they can make any final adjustments.

Member Solon questioned if there is a formal job description for the proposed Communications Specialist position, if it can be articulated what impact this has on students, and commented looking at the intended responsibilities, it is not clear that the individual would have the expertise to formulate the communications themselves. It sounds more like a publicist type position, which may have value, but it is not clear that it would remove workload from the individuals who need to generate the content.

Superintendent Corey responded the responsibilities that were outlined would be finetuned between now and December. In terms of the comparison to a publicist it may be that when the position starts out there will still be time consumed from the Administration, but he would expect it to grow into the position. Anyone coming into a new entity is going to require support and input. At the same time, it will take away some of the basic tasks of uploading documents, actually sending the emails, and other tasks that are presently put on senior management.

When we communicate better with the citizenry, they will have a better understanding of what we are trying to accomplish and then as we create this vision, it will be easier for us to gain the necessary support for that vision and acquire the resources needed that will allow us to advance. From the viewpoint of a student, an example provided was the three national merit finalists and two commended students who will be highlighted in the principal's report to the COOP School Board next week. That needs to be publicized/highlighted more. In his nearly 8 years with the district, we have had in the area of 50-60 national merit finalists. We do not have the time or manpower to put out that positive information to the public.

We had a young man who is now doing his senior project with a research professional at a university because they connected through a program over the summer. He has had that information and has not been able to get it out. Those are the things we need to do. It will also enhance the favorable views of our schools by people looking to move here. It kind of perpetuates the next generation of success.

Member Fareed provided an example of what she experienced during the Hollis energy project. A member of the School Board happened to be a communications professional. She volunteered her time and expertise to do the communications work; mailings to every citizen in Hollis. The product was well done and provided dates, times, public forum information, etc. It was extremely attractive because of her skill, and she could do it well

and quickly. It allowed the residents to understand what was being done, where information could be found, etc.

Member Deurloo Babcock commented to her the greatest impact on students will be that those in positions such as Assistant Superintendent of Curriculum and Instruction will be able to do the jobs they were hired to do. This piece has to be done and it falls on the laps of the people who really want to make our students' lives better.

When the taxpayer pays their tax bill, the largest percentage is going to the schools. That is what they are investing in. We do not get water service or trash service or really much in the way of road service. We pay for our schools and that is what we invest in as taxpayers. We need to know what our investment is doing. The more information that we have as taxpayers the more willing we are to invest.

She does see why people might complain about it but does believe it to be necessary. We live in a world that is all about communication right now. We need experts in that field to help us do it better.

Member Solon clarified, by his questions, he was not implying there is not benefit, he was simply looking to identify the things that will be needed to sell the proposal to the communities.

Member Williams commented on being pretty critical of the heavier top and administration cost. She respects it and understands the value there. She will not be critical of this position in any way or form. The one thing she has been frustrated by and critical of here is communication. It is incredibly important. The legal obligations are great and there is also great benefit to being able to share the positive things happening in the districts. We are really behind where we could be if we had this kind of position.

She questioned if surrounding districts have this kind of position to both see how they structured the position and if there would be the ability for the individual to collaborate with a peer.

Superintendent Corey noted the Pinkerton Academy, Hudson and Salem School Districts have the position. He noted the regional Superintendent's meeting scheduled for the following day would address this topic.

Member Williams commented the COOP School Board has been very kind in allowing agendas to include highlights of things occurring in the schools and spoke of the importance of sharing that type of information.

Member Mann spoke of wanting to ensure the top administrators are focused on the work they are hired to do. When we start getting really operational and cannot be strategic, we lose value. Communicating out to the public takes a lot of time and thought to ensure it is done correctly. For every minute you are doing something else, public connection is probably taking 4 minutes to get out properly. He is confident the individual in the position would likely start out slow but would be empowered more and more, would work very closely with our top educators, and a level of trust and understanding would be built.

He asked if information could be sought from other districts as to their success stories and what unexpected achievements have come about as a result of this resource.

Member Mann spoke of the Hollis School District and how it is a landlord and operator of a water district. When those things break down, we have seen firsthand how it impacts the top educators. They have to spin and become water experts or devise a way to help get us through a rental situation none of which have anything to do with their main objectives.

Chairman Whalen commented on public input provided, which highlighted for her that we have not communicated what this position would be responsible for. The fear is that there will be less transparency and less availability of the administrators and teachers. Quite the opposite would be the result. Transparency is something every one of the boards and administration struggles to continually improve.

- FY21 Final Report

Total budgeted expenses (\$1,813,954) and carryover (\$7,246) (purchase orders that remained open at the end of the year are addressed by carrying over the associated dollars into the next fiscal year) minus actual expenses (\$1,797,603) and carryover expenses (\$5,448) results in a year end expense balance of \$18,149.

On the revenue side, budgeted (\$1,821,200) and actual (\$1,807,150) reflects a reduction of \$14,051. The FY21 actual net income represents a loss of \$4,098.

The beginning fund balance (as of 7-1-20) of \$167,120, less the income loss of \$4,098 results in an ending fund balance of \$163,022.

- FY22 Quarterly Report

The report provided with the agenda notes an expense balance (*as of 9-30-21*) of \$6,416, with a revenue balance of \$8,416. With a beginning fund balance (as of 7-1-21) of \$163,022 and the projected fund balance of \$8,416, the projected ending fund balance is \$171,438.

● Insurance Update – Preliminary Guaranteed Maximum Rate (GMR)

Superintendent Corey stated the GMR of increase received for health insurance is 3.9%. The GMR for dental was reduced by slightly over 1%.

Member Solon noted the Health Insurance Study Group has not yet met as a full group having had difficulty getting some participants identified. The Business Administrator, H.R. Director, and he had a zoom meeting with Health Trust. There is a potential plan that might be of interest to the SAU as a whole. They are working on acquiring data and statistics. The hope is to have a preliminary output to the committee members in October to determine whether there is something to work with. If that is the case, they could meet in November with the intent of achieving the December goal for having it available to bargaining units.

● 4 Lund Lane Lease Committee

The committee has met and was able to reach out to an expert in commercial real estate. A resident has volunteered his services and expects to have a report back to the Board by the end of this month. The next meeting is scheduled for October 29th.

It is the committee's hope to have information before the Board at the December meeting to work towards having a short-term lease in place. Currently the SAU is a month-to-month tenant-at-will.

● National Superintendent's Conference

Superintendent Corey remarked he traditionally does his professional development within the State.

In terms of looking at the strategic plan and the vision discussed, he believes we are setting sights for the next ten years. Subject matter being presented at the Superintendent's National Conference includes building a talent pipeline; around how to cultivate assistant principals, etc. That will become critical as the SAU has a very young administrative team and he believes, over the next few years, poaching will be experienced in the State. We need to continue to always be able to backfill. Climate, culture, and salary scale will become very important as we go after talent.

The conference will also address building capacity in rural districts for future driven learning. This goes into more discussions around what did we learn from remote and how we start to maximize that. If we are going to start to move to remote, we are a high performing district; perhaps it is not a partnership with someone else in this State. Kids can learn much from different points of view.

Another offering is regarding building post-secondary options and impact. We are seeing that four-year colleges are not right for every student. How do we start to guide students into either certificate programs or community college, and how do we leverage community college to get into that 4-year school, manage that debt, etc.

We also need to diversify our workforce and look at time differently. Would we necessarily lose people or would more people be looking for part-time jobs if there was a creative flexible environment to be in.

He wishes to spend time looking at the early learning childhood tool kits. He has always been a huge supporter of a child learns better locally. He has witnessed our own programs and seen the difference it makes in the lives of the children when you get them that early. Although that sounds like an expense, there is also the potential for cost avoidance.

Another aspect is how to use social media to tell the district story during a crisis.

The request was before the Board as the cost was not built into last year's budget. He would recommend to first look to find the funding in the operating budget. If unavailable, he would look to the potential to utilize grant funds or the unreserved fund balance. The cost of the flight is \$221. The cost of the hotel would be \$258/night for 4 nights. The Uber from the airport to the hotel is approximately \$40. The conference fee of \$925 includes most meals. Total cost is approx. \$2,000 - \$2,500.

The conference will be held in Nashville TN from Wednesday, February 16th through Saturday, February 19th.

Member Solon spoke of the allocation for the Superintendent's professional development and travel, and was told funding is budgeted, but it is uncertain if that allocation would cover the cost. This year he attended the New England Conference at an approx. cost of \$500. Member Solon suggested if there are funds that are known to be unspent, and in the same category, he would like to see authorization to utilize those funds rather than treating this as an additional expense. We have a pot of funds that we rarely consume.

- Early Release Dates for Consideration

Last year there was discussion of gap/learning plans to address any areas that were felt to be of concern. When we came back to the start of the school year teachers reviewed those plans and are now in the process of Aimsweb and some of our assessments to identify benchmarks of where the students are.

Early release days would be utilized to reflect on the instructional practice before we get too far into the school year. Beginning with the first early release date in November, there would be a review of how far we have come based on the discussions that occurred in August, what we have for assessment data and what the numbers tells us about where each grade level is, and how to reduce any identified learning gaps. The proposed dates were selected based on trimesters, quarters ending, etc., but at the same time looking at days believed not to have a large negative impact on families. The proposed dates are Tuesday, November 23, 2021, Friday, January 14, 2022, Wednesday, March 23, 2022, and Friday May 27, 2022.

Release times for early dismissal would be around 12:00 p.m. for the COOP School District and 1:00 pm. for the elementary districts. Superintendent Corey noted if the three districts are not in agreement, the result would be a large transportation cost. In that event, he would not do the early release dates.

Asked if attendance is mandatory for staff commenting on the dates being around holiday weekends. Superintendent Corey noted the majority of the contracts prohibit taking a day before to extend a holiday. We had early release dates all of last year and did not experience an issue. What traditionally happens around Memorial Day weekend is receipt of requests for family weddings and the like. There will be some people who miss the date for those type of occurrences.

Asked how information would be communicated to families, Superintendent Corey stated the dates would be immediately included in the principal newsletters. It has been learned that is the highest read document that is sent out.

The request was made that the video presentation provided be referenced/linked in the principal reports as well.

RECESS

MOTION BY MEMBER WILLIAMS THAT THE BOARD RECESS UNTIL THE CONCLUSION OF THE INDIVIDUAL DISTRICT BOARD MEETINGS
MOTION SECONDED BY MEMBER STOLL

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

Yea: Beth Janine Williams, Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen, Robert Mann, Ken Haag, Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner, Carryl Roy

14

Nay:

0

MOTION CARRIED

The Board recessed at 8:28 p.m.

The Board reconvened at 8:47 p.m.

DELIBERATIONS

- To see what action the Board will take regarding the Superintendent's Attendance at the National Conference in February

MOTION BY MEMBER FAREED TO APPROVE THE SUPERINTENDENT'S ATTENDANCE AT THE 2022 NATIONAL CONFERENCE

MOTION SECONDED BY MEMBER HOWIE

AMENDED MOTION BY MEMBER SOLON TO IDENTIFY THE FUNDING SOURCE AS THE GENERAL OPERATING BUDGET, GRANT OPPORTUNITIES, OR THE UNRESERVED FUND BALANCE

MOTION SECONDED BY MEMBER DEURLOO BABCOCK

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

Yea: Beth Janine Williams, Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen, Robert Mann, Ken Haag, Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner, Carryl Roy

14

Nay:

0

MOTION CARRIED

Vote on the main motion

ON THE QUESTION

Member Deurloo Babcock expressed her hope that the experience is a good one.

Member Williams commented one thing she has missed is the ability to be able to attend conferences and the like. Those that attend these conferences do so because of their passion for public education. The amount of sharing of experiences and ideas is worthwhile.

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

Yea: Beth Janine Williams, Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen, Robert Mann, Ken Haag, Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner, Carryl Roy

14

Nay:

0

MOTION CARRIED

- To see what action the Board will take regarding the SAU Transportation Agreement

MOTION BY MEMBER MANN TO AWARD A FIVE-YEAR (JULY 1, 2022 – JUNE 30, 2027) TRANSPORTATION CONTRACT TO STUDENT TRANSPORTATION OF NEW HAMPSHIRE, DBA HOLLIS TRANSPORTATION, INC. FUNDING SOURCE IS THE GENERAL OPERATING BUDGET OF EACH OF THE DISTRICTS

MOTION SECONDED BY MEMBER FAREED

ON THE QUESTION

Member Solon questioned the name Transportation Company of New Hampshire versus Transportation Company of America and was informed they are two entities. It is believed to be a franchise relationship.

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

Yea: Beth Janine Williams, Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen, Robert Mann, Ken Haag, Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner, Carryl Roy

14

Nay:

0

MOTION CARRIED

- To see what action the Board will take regarding the hourly rate for the Recording Secretary

Superintendent Corey noted Dawn MacMillan, Recording Secretary, prepares the minutes for each of the school boards, COOP Budget Committee, etc. The last rate increase was in 2016. In 2011, the hourly rate was \$17 and in 2016 it was increased to \$20/hour. If the position had seen a 3% increase over the past five years, it would have put the rate slightly over \$23/hour. Mrs. MacMillan would like to stay with the SAU long-term and enjoys working with the boards. She has just completed her 13th year.

Superintendent Corey remarked as someone who sees minutes for a lot of entities, he can state that Ms. MacMillan does an outstanding job. From his standpoint, when having to conduct research of past actions, the benefit is amazing.

The recommendation was to increase the hourly rate for the Recording Secretary from \$20/hour to \$23/hour beginning with the next meetings.

MOTION BY MEMBER FAREED TO INCREASE THE HOURLY WAGE OF THE RECORDING SECRETARY FROM TWENTY DOLLARS (\$20) AN HOUR TO TWENTY THREE DOLLARS (\$23) AN HOUR

MOTION SECONDED BY MEMBER HOWIE

ON THE QUESTION

Member Fareed commented she does not know that the caliber of record keeping, and documentation of our meetings could be done without Dawn. She is incredibly skilled and utterly dedicated.

Member Williams commented on the support provided to her in her role as the COOP Board Secretary.

Member Solon noted the vote before the Board is for a rate increase for the position of Recording Secretary for the SAU 41 Governing Board. A similar vote will have to be considered at the individual district boards. Superintendent Corey stated that to be correct.

He questioned the number of total hours and if there is risk that the position is approaching a level where she would be considered an employee. Superintendent Corey responded that is not a concern as each of the boards is a separate entity. This is a contracted service; submits invoices and receives a 1099.

Asked if a different contracted rate could be approved by the individual districts, Superintendent Corey stated that could be done. Historically, the rates have been consistent.

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

Yea: Beth Janine Williams, Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen,
Robert Mann, Ken Haag, Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed,
Amy Kellner, Carryl Roy

14

Nay:

0

MOTION CARRIED

REPORT OUT BY PROCESS OBSERVER

Member Williams remarked the meeting went a little long during the presentation of the district goals and objectives, but the discussion was valuable.

ADJOURNMENT

**MOTION BY MEMBER MANN TO ADJOURN
MOTION SECONDED BY MEMBER WILLIAMS**

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

Yea: Beth Williams, Kate Stoll, Holly Deurloo Babcock, Cindy VanCoughnett, Krista Whalen,
Rebecca Howie, Erin Sarris, Tom Solon, Brooke Arthur, Tammy Fareed, Amy Kellner, Carryl Roy

13

Nay: Robert Mann

1

MOTION CARRIED

The October 14, 2021 meeting of the SAU41 Governing Board was adjourned at 8:58 p.m.

Date _____

Signed _____