

**Jackson School Board**  
*Meeting Minutes*  
*September 19, 2016*

**A meeting of the Jackson School Board was held on Monday, September 19<sup>th</sup> 2016 at 6 p.m. at the Jackson Grammar School.**

**Board Members Present:** Chairperson Jerry Dougherty, Keith Bradley, Genn Ansaldi, Jessica DellaValla, and Dan Mahood.

Superintendent Kevin Richard and Principal Gayle Dembowski were also in attendance.

1. Jerry called the meeting to order at 6:10 p.m.

2. **Minutes**

**Motion:** by Keith, seconded by Genn, to approve meeting minutes from August 15<sup>th</sup>. Mr. Bradley: “Keith” should be Kevin. **4-0-1 (Dan).**

3. **Citizen comments:** none.

4. **Presentation of School Programs:** **Kevin:** strong opening to the school year. Got around to all the schools. Did have an SAU 9 board meeting. Asked the Board to respond to survey that was sent via email.

5. **Old Business**

**Preschool: Jessica:** hoping to be able to present something on this at the next meeting.

**Whitney Center: Gayle:** They presented a draft of the new fee schedule, should be ready next meeting.

**Salary schedule for hiring: Kevin:** presented Budget committee a review of our salary schedule. **Dan:** we always want to hire the best people for our school, so the last few times we’ve had to break policy to get an appropriate compensation package. We need to update it. **Kevin:** when the Strategic Plan was being developed, we collected a lot of information, and the found the schedule was low on both ends. This is going to need to change. You need to decide where you want it to start and where to end. **Dan:** it’s pressing to address this in terms of fairness. **Jerry:** In October we can look at the policy change. When we looked at the 50 mile radius, we had the

second lowest starting salary, and the lowest in incremental increases. We are currently looking at a \$22,000 increase to the budget for next year.

6. **Instructional issues:** none

7. **Personnel:**

A. Jenny Myers:

**Motion:** by Keith, seconded by Genn. **5-0-0. Dan:** she is very highly recommended.

B. To elect Matthew Liebenow, Gail Yalenezian and Joan Heysler as mentors

**Motion:** by Keith, seconded by Jessica. **Keith:** SAU9 wide, does every new teacher get a mentor? Noticed we paid \$1000 for a mentor for a teacher that had already been here. **Gayle:** this done under the induction mentorship program that is already in place in Conway. Under that program, the stipend is \$1,000. Matt had to get the same amount for mentoring that teacher. Kadie and Kevin are going to recommend that we do the \$1,000 as well. This is a very formal process. They are meeting monthly with the other mentors. Only Matt will be getting the \$1,000 for Steve for this year. The others would be getting the \$500. **Kevin:** there was a formal training program Matt went through. **Jessica:** concerned about the disparities here in the amounts. What framework were they given to be mentors? Gail and Joan: they work with their mentee whenever it is convenient. Questions for Jenny about the enrichment program will go to Joan. Gail has mentored our last two special educators, but it is much less in depth. **Kevin:** next year, it will be the same across the board. Bartlett folks didn't go through the formalized program. **Keith:** will abstain. He has a problem with this. If they're great employees find a way to give them a bonus. **Gayle:** it is something done before or after the school day. It's a way to recognize them for putting that extra time in. **Jerry:** there is a lot of value in being able to get help from someone. **Jessica:** asked how are they chosen. **Kevin:** in the bigger schools there is an application process. Matt Liebenow is willing to go through the training, attending monthly meetings. This formalizes the mentor program a little more. It's about providing good feedback for these folks. **Jessica:** is

the difference solely because of the additional training? **Kevin:** and the accountability on the other end.

**3-0-2 (Keith, Jessica) abstained.**

8. **Business Affairs:** none.

9. **Administrators' Reports**

**Kevin:** as Gayle starts moving forward and the more input we get in building the budget from you folks, the more input she can have, the better. **Keith:** we should talk about Gayle cutting a teacher. **Genn:** we already talked about that not being an option. **Jerry:** I think we're all comfortable with the needs budget, but what he would like to throw out there is: don't be afraid to think outside the box, ask for something big or small. Don't be afraid to come to us and ask. **Dan:** asked about the Super Spectacular sixth grade. **Jessica:** if there are opportunities for them to go down to Conway, that would be great. **Kevin:** all the 6<sup>th</sup> graders are going to STEM fest at the middle school on Thursday. It is being put on by the UNH Cooperative Extension. **Keith:** how do we get billed by Kennett? **Kevin:** it lags a year behind. You'll be paying for last year's seniors this year. That way you get billed for the accurate number of days. We don't pay for this year's 9<sup>th</sup> graders until next year. **Kevin:** we have to wait until the numbers are accurate. **Jessica:** mentioned the class-action going on with the Whitney Center. **Kevin:** there may be some associated legal fees, etc. **Jerry:** we may want to consider that in our budget. **Keith:** if it comes down to it, we can do it as a warrant article.

**Kevin:** had a request from a member of the public regarding teacher's salaries and years of experience.

**Jerry:** there's also the fence that we haven't done yet. We might want to have a bigger discussion regarding the fence around the basketball courts. **Gayle:** We had budgeted for the fence along 16B. Got an estimate for a 4 ft. high fence, but it should have been a 6 ft high fence. Thinks we need to put together a committee to look at this further. **Audience member:** why don't we just put a gate in, if that's what we need? **Gayle:** if we're not going to go bigger, then we would probably just install gates and work with what we have. Since we budgeted for it and didn't use it, we have the money. **Jerry:** so we're all for fixing the gate and the fence we have.

**Gayle:** presented a report regarding the summer enrichment program. As well as a report on discipline data. She included numbers on kids that were sent to the principal due to a refusal to work or participate, or sent to her from recess, bus, or as part of bullying investigations. We've made a real school focus on kindness and respect, and she was pleased to see the improvement. **Jessica:** asked about the bullying investigation: there is criteria the kids need to meet that is set by the state. **Jessica:** there was discussion about opening communication between the school and the police, have we accessed that avenue at all? **Gayle:** No, we haven't had to. **Jerry:** this is great information, would like to see every year if possible.

#### 10. Citizen comments:

**Joan:** science committee is a work in progress. Measures kids' ability to practice and use skills. There is a unit for every grade to try and focus on Science and engineering practices. This is year 2 of the science committee. We're basing what we do off NextGen science standards. They are doing things like bundling things together, so instead of teaching just Earth Science, they find a thread that includes all the different science areas. NGSS is slowly working those up the grade levels. It will make it easier to put together the grade level units, because NGSS has put together a lot of this already. The other thing she has been involved in with other teachers across the area is working on splitting out the grade 6-8 standards. Very enriching to work as a team this summer. We've looked at the formative assessments we're using, and planning activities. We divided out how we're doing science. Planning to divide out 4 and 5<sup>th</sup> and 6<sup>th</sup> grade science. Want to make it 4/5 science and 6 science. They would do life science with everyone. Started today with ecosystems, then the 6<sup>th</sup> grade will split, prepare and go to Ferry Beach. The 6<sup>th</sup> graders will then focus on coastal ecology, and the 4/5 graders will focus on mostly forest ecology. They will also take part in the Sea Perch program. This is a great opportunity for the 6<sup>th</sup> graders to bond. They also split out Tin Mountain field trips. In the winter, they'll do a star watch with an astronomer. End of year is science and engineering practices. Planning a STEM-fest thing for the end of the year.

**Margo:** Math curriculum work across the district: work has been focused on looking at standard. The Math team work has been on supporting other teachers all using the Everyday Math program. Lots of work this summer on

technology. Working on opening up classrooms to other teachers. Lots of good cross-SAU work. Lots of support and time to work together.

**Gayle:** Joan also went through and organized all of our old science kits so they were already to be used.

**Scott Grant** from Bartlett noted the meeting on October 17<sup>th</sup>, at which they will be reviewing contracts.

11. **Board Member Issues**

**Jessica:** supports mentor program, she would just like to see more structure and equity. Cannot make it to the upcoming Wellness Committee meeting. Asked if we need to do anything following the Listening Post to tighten things up. **Keith:** the feedback is that we're on the right track and that we should keep talking. **Genn:** suggested doing another one at the end of the year. **Jessica:** tonight's conversation was fabulous. The developmental piece is insightful. If we can just have the conversation and maybe wrap this up. **Keith:** this is a conversation we'll be having for years. Suggested that we post items or a recap from tonight's conversation, and make it an agenda item for the next meeting. **Dan:** suggested asking the students themselves about their experience. **Jerry:** put on next month as an agenda item to recap the conversation.

12. **Call for Resolutions for the NHSBA:** none.

13. **Motion:** by Genn, seconded by Keith to adjourn the meeting.

Board Adjourned at 7:13 p.m.

Respectfully Submitted,

Jennifer L. King  
Recording Secretary