



*The mission of the Bedford School District is to develop a community of learners who are intellectually curious, resourceful, and respectful of self and others. Academic achievement through constantly improving standards is the district's highest priority.*

---

Approved as Written on 08.27.18

## **BEDFORD SCHOOL BOARD MEETING**

**Monday, August 13, 2018**

**7:00 p.m.**

### **MINUTES**

---

#### **PUBLIC SESSION**

##### **1. Call to Order/Roll Call**

Chairperson Nash called the meeting to order at 7:00 p.m. in the boardroom of the SAU office building.

BOARD MEMBERS PRESENT: Chairperson Jay Nash, Vice Chair Cindy Chagnon, Bill Foote, and Jen DeAngelis. ALSO PRESENT: Interim Superintendent Mike Fournier, Assistant Superintendent Tom Laliberte, BHS Principal Bill Hagen, BHS Associate Principal Bob Jozokos, residents and members of the press.

##### **2. Affirm Agenda Items**

Chairperson Nash affirmed the agenda items.

##### **3. Comments or Written Statements from the Public**

Chairperson Nash said there had been a change regarding the BHS Policy topic. He said the policy change request regarding the number of absences allowed per semester had been removed. He said he was noting this in case any of the public had planned to comment on that policy change request.

Dan Genese, 27 New Merrimack Road, asked if the three employees under investigation were compelled to cooperate.

Superintendent Fournier said all three were cooperating.

Ann Guillemette, 45 North Amherst Road, asked if the cyber bullying policy could be given priority regarding the development of School Board and district policy. She asked the protocol for changing the policy.

Mr. Fournier said he, Mr. Laliberte and Chairperson Nash had talked about forming a comprehensive task force that has a tight timeline for looking at bullying, the laws and the policies in place. He said the task force would also look at sexual abuse and education. He said he would discuss details later in the meeting.

Ms. Guillemette said she experienced cyberbullying for the first time during the past month. She said they needed to have a zero tolerance policy for students. She said parents may learn from that. She said she thought the students should lose their privilege to have a device in the school if they are cyberbullying.

Kamie Leshner, 44 Old English Road, said she was aware of what has been going on online. She said she was concerned that parents were not modeling for children how to engage in a civil disagreement. She said adults were calling people bullies trying to silence them. She said they have to encourage civil discussion.

Ms. Guillemette made comments off mic.

Chairperson Nash said they have an electronic communications policy. He said it was important to look at how the Board was communicating with students and parents. He said he thought they would ask for everyone's help in this process.

#### **4. BHS Student Handbook**

##### Supporting Documents

- [Memo regarding Proposed Changes](#)
- [2017-18 Student Handbook](#) (linked from BHS website)

Vice Chair Chagnon asked the rationale for first adding the absentee policy, then taking it away. Principal Hagen said the genesis of that policy came from a district-wide discussion about attendance at schools. He said they had put together a committee across all the schools to address absenteeism. He said they developed a timeline for communicating with parents about absenteeism. He said absenteeism at BHS has a direct impact on GPA. He said classroom experience was critical. He said they felt it very important for students to be in class. He said they initially proposed the 20 absences per semester and 40 per year as a threshold. He said after receiving feedback and questions they decided to put off the change so they could have more conversations about it before next year.

Board member DeAngelis said it would be helpful if they could track how often this issue comes up over the school year.

A motion was made by Board members Foote and Chagnon to approve the proposed changes to the BHS Student Handbook. The motion passed 4-0.

#### **5. Anti- Bullying**

##### Supporting Documents

- [Policy JICK](#) (recoded from JICD)
- Handbook Language
  - [Elementary Schools](#)
  - [McKelvie Intermediate School](#)

- [Lurgio Middle School](#)
- [Bedford High School](#)

Superintendent Fournier said every school administrator wanted their school to be a safe place and to have appropriate tools to prevent bullying. He said they want to find a way to make younger students' negative behavior a learning experience for them. He said there were times when it was difficult for a school to get after bullying because there was not enough supervision. Mr. Fournier said each year administrators go over the bullying law with staff. He said staff was required to report bullying. He said student conflict was also reported even if it wasn't bullying. He said there needed to be an education among students. He said they talk to students about types of behaviors that can lead to bullying. He said they also talk to students about how to advocate for themselves. He said in his experience 99% of the time families were very responsive when brought in to discuss a bullying incident. Mr. Fournier said there were two things they would like to do. He said he thought they could look at the law and policies and review the timeline and protocol for addressing bullying. He said it was very important to him that they spend time helping students learn from the incidents so they didn't happen again. He said they were going to form a task force to look into how to make improvements. He said they would bring recommendations back to the Board.

Chairperson Nash said Mr. Fournier was proposing the Board form a task force. He asked the timeline and structure.

Mr. Fournier recommended a group of 8 to 10 people. He said he would like the task force to provide recommendations by the holidays. He said he would like to also focus on conflict resolution whether or not it meets the definition of bullying. He said he wants to give students skills and wants them to feel supported. He said he also wants to reach out organizations that could offer resources the district could use.

A motion was made by Board members Chagnon and Foote to form an anti-bullying task force. The motion passed 4-0.

Vice Chair Chagnon said she would like the task force to consider the bullying definition and how to address cyberbullying.

Chairperson Nash invited feedback from the community.

Superintendent Fournier asked if he could talk about the task force on sexual abuse at the next meeting. He said he needed a little more time to prepare.

## **6. Abutter Development**

Board member Foote said they were approached back in March by abutters to ask if they can get access to their water and sewer for development behind the high school. He said he and Board member Kassler would like to get a sense of the Board as to whether they should move forward in discussions with the abutters. He said nothing would happen right away as the abutters still had to propose a conceptual to the town.

Chairperson Nash said he understood there was no formal proposal by the abutters and no vote was being taken. He said the abutters had been doing them a favor by informing them of their interests in the property.

Julie Tierney, 157 Hitching Post Lane, thanked Bill Foote for responding to earlier questions she had. She asked if they knew the cost of converting the boilers. She asked if they had done a cost benefit analysis between the oil and the gas.

Board member Foote said they had in previous years but the cost was variable.

Ms. Tierney asked if the burners would pay themselves off. She said her biggest concern was for the taxpayers. She said she didn't think taxpayers should have to help business owners build their business. She asked about the district's liability for the lines.

Chairperson Nash said they could not answer her questions because there was no proposal.

Michelle Ditomaso, 6 Col. Daniels Drive, said she was afraid of having more apartments in town as it would overload the schools. She said the taxpayers were paying for these people to move into town and get the benefits of the schools without paying the high taxes.

Chairperson Nash said the School Board could not respond to her. He said the Planning Board oversaw development.

Aaron Wyatt, 155 County Road, asked what the discussions were with the development group.

Board member Foote said they have heard what the developers' goals were. He said the developers had said the Highway 101 project wasn't what they thought it would be. He said the high school was a pathway for them.

Mr. Wyatt said he didn't think the developers would want to do the project if they couldn't get access to the high school property. He said he was opposed to the School Board allowing assets to be used by a developer. He said those assets were reserved for the needs of the schools.

## **7. School Lunch Price**

### Supporting Documents

- [Food Service Memo](#)

Superintendent Fournier said the Board voted on April 9th to increase lunch prices by 5 cents as a result of a warrant article. He asked that the Board rescind their vote and that the prices be kept at where they were for 2017/18. He said after the warrant article passed, Food Services Director Emily Murphy did some research. He said she found compostable trays that contained a small amount of PFOA's. He said she determined those trays weren't suitable for long term use. He said she found a

company that sells compostable trays that don't contain PFOA's. He said they would not be able to receive the trays from the vendor until January. He said they would continue to use the styrofoam trays until then. He said they also determined that the revenue sources would cover the cost of the compostable trays. He said there was no need for the increase in price. Mr. Fournier said they had talked to those that had proposed the warrant article to inform them of the delay.

A motion was made by Board members Chagnon and DeAngelis to reduce the prices of lunches by 5 cents effective immediately. The motion passed 4-0.

## **8. Building Safety/External Security Cameras**

### Supporting Documents

- [State Award Security Cameras](#)

Superintendent Fournier reported that the district had won a public school infrastructure grant that provided the district the ability to fund external cameras for the buildings at 80% of project cost. He said the grant cap was \$80,384.

Mr. Fournier provided a breakdown of the proposed costs for the cameras. He said the proposal was for Riddle Brook, Peter Woodbury, Memorial and McKelvie. He said the total cost would be \$85,039. He said Bedford's portion would be \$17,009.

Board member DeAngelis asked how they knew where to put the cameras. Mr. Fournier said the Network Administrator worked with someone to determine where the cameras should be placed.

Vice Chair Chagnon asked if the cameras would be on during the day. Mr. Fournier said he assumed the cameras could be turned on and off when they wanted.

Chairperson Nash said they already have district-wide security camera policy that would cover the external cameras. He said he thought it would be reasonable for them to review that policy.

Board member Foote said he thought the policy would work for the external cameras as it was written.

Chairperson Nash asked if there was a timeline for the work. Mr. Fournier said they had to take possession of funds by April 1.

## **9. Suspension Authority**

### Supporting Documents

- [DRAFT memo Authorizing Suspension Authority](#)

Superintendent Fournier requested the authority to give suspensions beyond 10 days. He noted that they ultimately try to keep students in school in the form of in-school suspensions. He said in some cases, however, a student needed to be out of school because of their behavior or to protect other students.

Chairperson Nash said he would like reporting on in-school suspensions as well as out of school suspensions.

A motion was made by Board members Chagnon and DeAngelis to approve the request by the Superintendent for suspension authority as presented. The motion passed 4-0.

## **10. School Board Retreat Planning**

Chairperson Nash led a discussion about topics for the School Board Retreat. He said the retreat was the beginning of goal planning and fiscal planning. He said they received 150 survey responses regarding what the district goals should be. He said it was time to order and prioritize the goals and objectives. Mr. Nash said they would review the academic and performance results at the retreat.

Marie Russell, 19 Summit Road, asked if they said that 150 families responded to Mr. McGee's email asking for district goals. Chairperson Nash they received almost 170 individual responses.

Ms. Russell said that survey came in the middle of an email titled "What a Day". She said it was the day after graduation. She said a lot of people never opened the email. She asked that future emails with surveys would state it in the subject line.

The consensus of the Board was to resend the email.

The Board took a three minute recess.

## **11. Minutes**

- [Draft Minutes of 07.09.18](#)
- [Draft Minutes of 07.20.18](#)

A motion was made by Board members Chagnon and Foote to approve the minutes of July 9, 2018 as presented. The motion passed 4-0.

A motion was made by Board members DeAngelis and Foote to approve the minutes of July 20, 2018 as presented. The motion passed 3-0-1. Chagnon abstained.

## **12. Material Included**

There were no materials included.

## **13. Consent Agenda**

- [08.14.18 Manifest](#)
- [Professional Nominations](#)
- [Assistant Principal Nomination for McKelvie](#)

A motion was made by Board members Chagnon and Foote to approve the manifest. The motion passed 4-0.

A motion was made by Board members Chagnon and Foote to approve the Professional Nominations. The motion passed 4-0.

A motion was made by Board members Chagnon and Foote to approve Jodi Parsons as Assistant Principal at McKelvie. The motion passed 4-0.

**14. Important Dates**

Chairperson Nash reviewed the important dates.

- 8/20: School Board Retreat, SNHU Academic Center, 5:30 p.m.
- 8/27: School Board Meeting, SAU Board Room, 7 p.m.
- 8/28: First Day of School, Students
- 9/03: No School, Labor Day Observed
- 9/10: School Board Meeting, SAU Board Room, 7 p.m.

**15. Short Subjects**

Board member DeAngelis said the Hall of Fame was accepting nominations.

Assistant Superintendent Laliberte commented on Professional Development happening in the district.

**NONPUBLIC SESSION**

**16. Nonpublic Session Per RSA 91-A:3, II (c)**

Not necessary.

**RETURN TO PUBLIC SESSION**

**17. Adjournment**

At 8:32 p.m a motion was made by Board members Chagnon and Foote to adjourn. The motion passed 4-0.