

APPROVED BY THE PITTSFIELD SCHOOL BOARD

**STATE OF NEW HAMPSHIRE
SCHOOL ADMINISTRATIVE
UNIT #51
PITTSFIELD SCHOOL BOARD**

MINUTES

Pittsfield School Board Meeting
December 15, 2022
Pittsfield Middle High School

I. CALL TO ORDER

Members Present: Adam Gauthier, Chairperson
Sandra Adams, Vice Chairperson
Adam Cote
Sarah Duval
Molly Goggin

Others Present: Bryan Lane, Interim Superintendent
Charlene Vary, Directory of Student Services
Derek Hamilton, PMHS Principal
Michael Wiley, PES Principal
Members of the Public

Chairperson Gauthier opened the meeting at 5:32 p.m.

II. PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Mr. Gauthier.

III. AGENDA REVIEW

The following items were added to the agenda:

- Active Shooter Concord (Mr. Gauthier)
- First Deliberative Budget Session (Mr. Lane)
- Food Service Warrant Articles (Mr. Lane)

IV. ACTION ON AMENDED AGENDA

On a motion made by Ms. Duval and seconded by Mr. Cote, the Board unanimously approved the amended agenda.

V. APPROVAL OF PREVIOUS MEETING MINUTES

The minutes of the December 1, 2022 meeting were considered.

Changes include: page two, VII, paragraph four, change person to personal, paragraph five, remove last, incomplete sentence; page three, paragraph five, remove second wellbeing; VII, C., correct to "SMART math goals", IX, C., last sentence, change graduate rate to graduation; page four, X, D., change included to includes, XI, B., correct spelling of Sarah Harkness; page five, F, last paragraph, correct Mr. Gauthier, change cannot to can.

On a motion made by Ms. Goggin and seconded by Ms. Adams, the Board approved the amended minutes. 5-0.

VI. PUBLIC INPUT

Clayton Wood inquired to the Board as to whether or not the recording of school board meetings would be standard process moving forward.

Mr. Gauthier confirmed that the District would be recording the school board meetings moving forward.

Mr. Wood expressed his concern for the announcement of this practice prior to the meeting, as well as a policy for the distribution and retention of the recordings.

Mr. Lane shared that the Right to Know Law requires that the District keep a record of the meeting. The record can be written or in video format, as long as we perform one or the other as a record keeping requirement. Mr. Lane stated that there is no protocol in place that says that we will have them for a certain amount of time or that they will be made accessible and agreed that we need a protocol for this.

Sabrina Smith would like to request that all recorded meetings should be deleted as soon as the minutes have been approved, due to the personal nature of things that people may share at the meetings.

Mr. Lane shared with the public that the meetings that are broadcasted can be recorded by anyone, with no notification from that party. Mr. Lane further explained that the expectation of privacy in a public meeting really doesn't exist and that if someone decides to make a statement, it becomes part of the public record.

Ms. Goggin shared that after the minutes have been typed, if there are questions about the minutes, it can be helpful to go back and reference the recording to check that the minutes reflect the actual statement. Ms. Goggin further stated that if the recordings were to be deleted it would need to be after the minutes have been approved.

Patricia Buckley spoke to share her input on the original JBAB Policy as well as the suggested revisions that have recently been made. Ms. Buckley stated that as a transgender woman, she appreciated that the revisions made to the wording that cleared the gray area in the original policy to be more concrete and easier for people to abide by. The revisions showed the direction and support from the school as well as what the parents can expect.

VII. DIRECTOR OF STUDENT SERVICES

- A. Ms. Vary informed the Board that the 15 new Special Education Teachers that were hired for the current school year have completed their eight-part training. This training focused on the ins and outs of case management and focused on topics such as writing IEPs.

Ms. Vary shared that there are 145 students within the District that have IEPs. Ms. Vary stated that she would prepare the breakdown by school for the Board at an upcoming meeting, as well as the specific student needs.

Ms. Adams inquired as to how we came into Ms. Chassie's services.

Ms. Vary shared that there was a meeting with Mr. Lane as well as Ms. Chassie and she was contracted through a grant to provide these trainings.

Ms. Goggin paid her appreciation to Ms. Chassie's skills and services.

VIII. SUPERINTENDENT

- A. Mr. Lane shared the response that he received as to why Pittsfield wasn't chosen to receive funds from the SAFE Grant.
- B. Mr. Lane let the Board know that there has been communication sent out to families regarding the change in schedule for Friday, December 23, to a half day.
- C. Mr. Lane provided the Board with an update as to the District's current financial status.
- D. Mr. Lane shared that there have been no snow days so far.
- E. Mr. Lane provided the current enrollment numbers for each school.
- F. Mr. Lane is recommending a motion to schedule session one of school district budget and warrants to be held on Thursday, February 9, 2023 at 7:00 p.m. at the PMHS Library Media Center.

Mr. Gauthier motioned to schedule session one of school district budget and warrants to be held on Thursday, February 9th at 7:00 p.m. at the PMHS Library Media Center, with a snow date of Friday, February 10th at 7:00 p.m. at the PMHS Library Media Center., seconded by Ms. Adams, the motion passed, 5-0.

- G. Mr. Lane is asking the Board to vote to approve two warrant articles.

The first warrant article is to see if the Pittsfield School District will vote to raise and appropriate the sum of \$330,000 for the school lunch program.

On a motion made by Mr. Gauthier to approve the warrant article, and seconded by Ms. Goggin, the warrant article was approved, 5-0.

The second warrant article is to recover and expend grant funds. The warrant article

would read: to see if the Pittsfield School District would raise and appropriate the sum of \$850,000 for the support of federal and private foundation grant funding for educational programs for the Pittsfield School District. The appropriation is contingent on receiving revenue from federal grants and private foundations and will be expended in accordance with federal and state requirements upon approval from the New Hampshire Department of Education of private foundation requirements.

On a motion made by Mr. Gauthier, and seconded by Ms. Adams, the warrant article was approved, 5-0.

IX. SCHOOL BOARD

A. Policies – First Reading

- i. JH, Attendance, Absenteeism and Truancy
- ii. GADA, Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse)
- iii. ECF, Energy Conservation

B. Policies – Second Reading

- i. EBC, Emergency Management, approved as written.
- ii. EBCA, Emergency Plans, first line, insert that between ensuring and the, final paragraph, update to “The superintendent is responsible for ensuring that the district conducts emergency response drills at least two times per year. The superintendent will establish a relationship with local and state emergency and law enforcement authorities, on a motion made by Mr. Gauthier, and seconded by Ms. Duval, the Board accepted the changes, 5-0.
- iii. JICDAA, Employee-Student Relations, 11, change to “Staff members shall not be alone in a room with a student with a locked door or the lights off, on a motion made by Mr. Gauthier, and seconded by Ms. Duval, the Board accepted the changes, 5-0.

C. Policies – Eighth Reading

- i. Policy JBAB, Transgender and Gender Non-Conforming Students:

Section I, changes include; paragraph two: “This policy is intended to be interpreted in light of applicable federal and state laws and regulations, as well as the Department of Education and the District School Board policies, procedures, and school rules. This policy is not intended to anticipate every possible situation that may occur, since the needs of particular students and families differ depending on the student’s age and other factors. In addition, the programs, facilities, and resources of each school differ. Administrators and school staff are expected to consider the needs of students, and to utilize this policy and other available resources as appropriate.”; third paragraph: “The term “transgender” is an umbrella term for an individual whose gender identity or expression is different from that traditionally associated with their assigned sex at birth. A student will be considered transgender if, at school, they consistently assert a

gender identity or expression different from that traditionally associated with assigned sex at birth. This includes students who identify as transgender, or who are gender nonconforming.”; paragraph four: “Parents and/or students are encouraged to discuss with building administrators any issues that may arise in relation to student’s transgender and non-conforming status including but not limited to: privacy; official records; names/pronouns; restrooms; locker rooms; other gender-segregated facilities or activities; dress code; and safety and support for transgender and transitioning students.”; section II, A., paragraph two: “School personnel are discouraged from disclosing information that may reveal a student’s transgender status or gender non-conforming presentation to others, including parents and other school personnel, unless legally required to do so or unless the student has authorized such disclosure. Transgender and gender nonconforming students have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information. If this information is disclosed to a school district staff person, that person will encourage the student to discuss this with their parent(s)/guardian(s).”, section C.: add second paragraph: “Names / Pronouns. A student should be addressed by a name or pronoun that corresponds to the student’s gender identity. A court-ordered name or gender change is not required, and the student need not change his or her official records. The disrespectfully intentional and persistent refusal to respect a student’s gender identity is a violation of this policy.

If a student or school personnel disagrees with name/pronoun, a plan will be created to help both parties find a satisfactory set of expectations to move forward in being part of the school community.”; section E: “Restroom Accessibility. All students shall have access to gender neutral and gender specific restrooms. Any student who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single stall restroom, but no student shall be required to use such a restroom.”, page four, H: “Dress Codes. Transgender and gender non-conforming students have the right to dress in a manner consistent with their gender identity or gender expression. In general, schools may not adopt dress codes that restrict students’ clothing or appearance on the basis of gender, but all students are expected to abide by the District’s dress codes.”; page three, I: “Discrimination / Harassment. It is the responsibility of each school and the District to ensure that transgender and gender nonconforming students have a safe school environment. This includes ensuring that any incident of discrimination, harassment, or violence is given immediate attention, including investigating the incident with due process, taking appropriate corrective action, and providing students and staff with appropriate resources. Complaints alleging discrimination or harassment based on a person’s actual or perceived transgender status or gender nonconformity are to be handled in the same manner as other discrimination or harassment complaints.

If a complaint is received, the school administration will meet with the student(s) involved to determine the cause for the complaint. If the cause of the complaint is found to be purposeful and disrespectful discrimination or harassment, that student will be dealt with in accordance with school protocol. If the cause of the complaint is found not to be purposeful and disrespectful, a plan will be created

to help both parties find a satisfactory set of expectations to move forward in being part of the school community.”; add footnote: “*“Should” in this policy does not mean “shall” or “must” but it is a permissive term. Nothing in this Policy limits the rights of individuals under the federal or state constitutions.”

On a motion made by Mr. Cote to accept the changes to the policy JBAB, and seconded by Ms. Duval, the changes were accepted, 3-2.

X. COMMITTEE ASSIGNMENTS

- A. Budget Committee Representative – Ms. Adams
- B. Drake Field and Facilities – Mr. Gauthier
- C. Negotiating Team –
- D. Foss Family Scholarship – Sarah Duval

XI. NEXT MEETING

The next meeting of the Board is scheduled for Thursday, January 5, 2023 at 5:30 p.m. in the Pittsfield Middle High School Media Center.

XII. PUBLIC INPUT

Cara Peterson thanked the Board their hard work on Policy JBAB.

Kiza Armour spoke on the school calendar in support of honoring our Veterans by allotting the District a holiday for military families to observe this special day and spend time with their Veterans.

Mr. Lane responded to inform Ms. Armour that the district calendar has not been finalized and submitted to the Board for approval.

Sabrina Smith thanked the Board for their efforts. Ms. Smith also stated that she was in support of Ms. Armour’s statements about honoring our Veterans.

Tracy Huyck additionally spoke in support of the District Honoring Veterans day. Ms. Huyck addressed the Board about the requirements of community service in regard to assisting elderly individuals with snow removal.

Mr. Lane informed Ms. Huyck that he would look into this.

Mr. Gauthier stated that he believes that the community service cannot be for “individuals”, rather community programs.

Ms. Huyck stated that she thinks this policy should be changed to allow service to individuals.

Ms. Smith inquired to the Board about students’ permanent record in regards to being caught underage drinking and not being able to afford the intervention programs as directed by the District.

Mr. Lane stated that would be a matter between the police department and the student.

Ms. Smith inquired as to whether or not an incident like that would appear on a student's permanent record.

Mr. Lane stated that would only be the case if they were caught with the substance at or on school property or a school sponsored event.

Ms. Smith further inquired as to what trade options are presented to the student body for their career advancement opportunities in replacement of traditional college programs.

Mr. Lane stated that the Community College System has trade program training, and would gladly work with any trade organizations that are interested in presenting to the students.

Ms. Smith asked if there were alumni supports for graduates that may be looking to further their education or change their careers after they have left the District.

Mr. Lane stated that individuals that may be interested in those supports or guidance in doing so can reach out to him directly for assistance.

XIII. ADJOURNMENT

A motion was made by Ms. Goggin and seconded by Ms. Goggin to adjourn the meeting. The Board voted unanimously to adjourn the meeting at 7:47 p.m.

Respectfully submitted,

Sara Zinn

Recording Secretary