

January 19, 2023

A meeting of the Berlin Board of Education was held in the Berlin Middle High School library beginning at 6:00 pm. Present were Ann Nolin, Nathan Morin, Jeanne Charest, Eamon Kelley, Julie King, Marion Moore, Michael Kelley, Sandy Pouliot, Sonya L'Heureux, Jason Hook, Tammy Fauteux, Danielle Demers, Aric Huter, Dominick Couture, Debora Payeur, Autie Hamilton, Jamie Welch, and Anthony Mullins. Attending virtually were Sue Styles, Alaina Huot, Martha Miller, and Lisa Connell.

ELECTION OF OFFICERS

Julie King opened the meeting. She requested nominations for the position of School Board Chair. Nathan Morin nominated Ann Nolin as Chair, it was seconded by Jeanne Charest. There being no other nominations a roll call vote was taken with all members voting in the affirmative. Ann Nolin then took over the meeting and requested nominations for Vice Chair. Nathan Morin nominated Matthew Buteau and Eamon Kelley seconded it. There being no other nominations, a roll call vote was taken and all members voted in the affirmative. A request was then made for a nomination for Secretary. Nathan Morin nominated Jeanne Charest and Eamon Kelley seconded it. There being no other nominations, a roll call vote was taken and all members voted in the affirmative.

MINUTES

On a motion by Nathan Morin, seconded by Jeanne Charest, the Board voted to approve the minutes of the January 5, 2023, public and nonpublic sessions. All members voted in the affirmative.

WARRANTS

On a motion by Eamon Kelley, seconded by Nathan Morin, the Board voted to approve the warrants dated January 11, 2023 and January 23, 2023 the amounts of \$19,856.53 and \$245,634.50. On a roll call vote, all members voted in the affirmative.

COMMENTS FROM THE PUBLIC

Jamie Welch commented that the majority of teachers at the Berlin Middle High School are not in favor of changing the current cell phone or student dress code policy. He also stated that he feels the public should have access to budget recommendations, at this time they have no knowledge of the changes and cannot be part of the conversation.

APPROVAL OF OPEN CAMPUSES MOU

Julie King reviewed the MOU between SAU 3 and Gorham Randolph Shelburne Cooperative (GRSC) that gives students from either district the ability to take courses at each campus at no charge. Jeanne Charest inquired if many students took advantage of this opportunity. The Superintendent informed her that she was not sure of the exact number, but that it was small due to schedules not matching and the amount of travel time required. A motion was made by

Nathan Morin, seconded by Eamon Kelley to approve the MOU between SAU 3 and GRSC regarding open campuses. The motion passed unanimously.

AFTER SCHOOL PROGRAM WAGE SCALE

Marion Moore presented an updated Wage Scale for the After School Program that would take effect on July 1, 2023 and the new substitute pay rate for the program that would take effect on February 2, 2023. A motion was then made by Nathan Morin, seconded by Eamon Kelley to approve the ASP Wage Scale as presented effective July 1, 2023 and the substitute pay rate effective February 2, 2023. On a roll call vote, all members voted in the affirmative.

DRESS CODE DISCUSSION

Michael Kelley informed the Board that his administrative team recommends allowing hats, but not allowing hoodies or any changes to the current cell phone policy.

Ann Nolin inquired if hats were allowed, would students have to take off their hats in a classroom where a teacher did not allow hats. She feels that if this procedure were implemented it would cause inconsistency and make one teacher look bad compared to the others as well as cause discontent. She also feels that the policy should be the same for grades 6-12 and that it may be harder to implement for grades K-12.

Dominick Couture stated that even though they are in the same building, grades 6-8 and 9-12 do not see each other. They are completely separated. He feels that having hats allowed at 9-12 only would have students look forward to the privilege of wearing hats when they get to high school.

Michael Kelley felt this would be a good compromise to the students. Hats are a new normal in restaurants and at sporting events. Most people will take their hats off during the National Anthem or Pledge of Allegiance out of respect.

Jeanne Charest questioned if it would cause a rift between the Middle and High School.

Sonya L'Heureux commented that the middle school students do see what is going on with the high school students. She would worry about two different policies and feels it would be difficult to control in the middle school if the high school didn't have the same policy.

Ann Nolin does not want to see two different policies.

Nathan Morin would like more information from the staff.

Michael Kelley explained that he did not expect a decision to be made at this meeting. He wanted to make sure it was worth going forward. He did not want to do all the work of creating a committee and creating a new policy if there was no chance of the Board approving it.

It was the consensus that a committee be formed to include students, administrators, including the elementary level, student board representatives, and a board member. Eamon Kelley will be the Board representative.

2023-2024 BUDGET

Julie King reminded the Board that the original Budget request was \$22,748,296. She gave the Board a list of recommended changes to trim the budget to \$21,903,963 which would be a 3.87% increase over FY 2023.

Eamon Kelley felt an increase of 3.87% was a fair amount.

Jeanne Charest feels it may be a rough road ahead, especially with the tax bills that just went out. People are not happy.

Ann Nolin stated we still need to run a school, it costs money for a solid education.

Nathan Morin feels we need to do the cuts now to have a conservative increase, due to inflation at 8% anything beyond this would be difficult.

Marion Moore reminded the Board that FY 2023 funding is still available.

Nathan Morin appreciates how the Mayor and Council have approved staff contracts.

Eamon Kelley feels the State of NH should have a better budget for schools, but warns it's still early.

Nathan Morin would like costs listed for the Public Hearing. Marion Moore feels the Public Hearing Booklet should have all the necessary information.

On a motion by Eamon Kelly, seconded by Nathan Morin, the Board approved the request submitted by the Superintendent be presented at the Public Hearing. On a roll call vote, all members voted in the affirmative.

APPROVAL OF POLICIES

On a motion by Nathan Morin, seconded by Jeanne Charest, the Board voted to approve the first reading of Policy IHBAB - Special Education Services. The motion passed unanimously.

On a motion by Eamon Kelley, seconded by Nathan Morin, the Board voted to approve the revisions to Policies- KFA - Public Conduct on School Property, JJJ- Access to School Programs, IMBA- Distance Education, IHBAA- Evaluation Requirements for Children, IHBA-R - Procedural Safeguards, EBCD - Emergency School & District Closings, EBCA-Crisis Prevention & Emergency Response, IC - School Year & Calendar, IHBA- Programs to Pupils with Disabilities, IHBG - Home Education Instruction, IHBG-R- Participation in Public School Activities (now JJJ-R). The motion passed unanimously.

On a motion by Eamon Kelley, seconded by Nathan Morin, the Board voted to withdraw policies EBCE- School Closing and ICA - School Calendar. The motion passed unanimously.

SUPERINTENDENT REPORT

The Superintendent commented on the upcoming weather forecasts and having to weather watch.

COMMENTS FROM THE PUBLIC

None

NEW BUSINESS/MEMBER COMMENTS

Dominick Couture stated he felt that the Pros outweigh the Cons in the hats issue. He understands that having traditions change regarding respect can be a little difficult.

He also asked if all classes at SAU 3 and GRSC were available to students at both schools. He was told they were. He stated that the students are not made aware of the opportunities. He, personally, would have done anything to attend an AP Computer Science class in Gorham if he had known about it.

Aric Huter stated the students are happy about getting finals done.

Eamon Kelley stated that he agrees that the public should have information available to them regarding changes and recommendations to the school budget.

NONPUBLIC

On a motion by Eamon Kelley, seconded by Nathan Morin, the Board voted to go into a nonpublic session at 7:20 pm in accordance with RSA 91-A3II, (a), (b), & (c). On a roll call vote all members voted in the affirmative.

On a motion by Eamon Kelley seconded by Nathan Morin, the Board voted to come out of a nonpublic session at 7:33pm. The motion passed unanimously. No additional votes were taken in the nonpublic session.

REVISION AND CREATION OF POSITIONS

On a motion by Eamon Kelley seconded by Nathan Morin, the Board approved the revision of the Business Administrator position and the creation of a part-time Finance Administrator position. On a roll call vote, all members voted in the affirmative.

STAFFING:

On a motion by Nathan Morin, seconded by Matthew Buteau, the Board voted to approve the following staffing changes :

Resignations:

Lauren Arnold- CTE Office Manager - BMHS

Nominations:

Stacey Herrmann- Permanent Building Substitute - BES

NOMINATIONS/ RENOMINATIONS NOT REQUIRING BOARD APPROVAL

Amy Drapeau - Grade 5-6 Boys Travel Basketball Coach

Anne Rodgers - Grade 5-6 Girls Travel Basketball Coach

Breanna Demers - Grade 3-4 Boys Travel Basketball Coach

Krystal Hebert - PBIS coach - BES

On a roll call vote, all members voted in the affirmative

All nominations are contingent upon the applicant completing a successful background check, physical and NH Certification or Statement of Eligibility.

ADJOURN

On a motion by Jeanne Charest, seconded by Matthew Buteau, the Board voted to adjourn the meeting at 8:28 pm. The motion passed unanimously.

Respectfully submitted

Secretary, Berlin Board of Education

DRAFT

MINUTES
BERLIN BOARD OF EDUCATION
NONPUBLIC SESSION
January 19, 2023

On a motion by Eamon Kelley, seconded by Nathan Morin, the Board voted to go into a nonpublic session at 7:20 p.m. in accordance with RSA 91-A3II 9a), (b), (c). On a roll call vote, all members voted in the affirmative.

The Board discussed the revision and creation of positions

The Board discussed staffing

On a motion by Eamon Kelley, seconded by Nathan Morin, the Board voted to come out of a nonpublic session at 7:33 p.m. The motion passed unanimously.

Respectfully submitted

Secretary, Berlin Board of Education