

Hollis Brookline Cooperative School Board June 21, 2017

The following amendments were offered:

- Page 9, Line 39; insert “.” after “target”
- Page 14, Line 47; delete “and had not been” as it is stated twice
- Page 15, Line 25; replace “ha” with “a”
- Page 16, Line 4; replace the “.” with a “,” following “hardship”

**MOTION BY MEMBER DEURLOO BABCOCK TO ACCEPT AS AMENDED
MOTION SECONDED BY MEMBER ADAMS**

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

Yea: Christopher Adams, Tom Solon, Holly Deurloo Babcock, Elizabeth Brown, Cindy VanCoughnett,
Krista Whalen, Melanie Levesque

7

Nay: 0

MOTION CARRIED

Hollis Brookline Cooperative School Board – **Non-Public**. June 21, 2017

**MOTION BY MEMBER DEURLOO BABCOCK TO ACCEPT AS PRESENTED
MOTION SECONDED BY MEMBER VANCOUGHNETT**

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

Yea: Christopher Adams, Tom Solon, Holly Deurloo Babcock, Elizabeth Brown, Cindy VanCoughnett,
Krista Whalen, Melanie Levesque

7

Nay: 0

MOTION CARRIED

NOMINATIONS/RESIGNATIONS/CORRESPONDENCE

Superintendent Corey spoke of the authority the Board provided him to move forward with hiring during the summer months, and informed the Board:

Michael Thompson, Athletic Trainer, has come on board, is meeting with coaches and athletes, and is becoming familiar with the lay of the land. From all reports, things are going very well.

Crystal Paul, Special Education Case Manager, came to the District from the Nashua School District. Ms. Paul has her Bachelors and 13 years of experience.

In the area of Science, Camille Carson is coming on to teach Chemistry. She has her Masters from Boston College, and has been teaching at Lowell Catholic for the past 6 years.

Nicole Ainsworth Brown is coming on board in the position of Special Education English. She has her Masters and 8 years of experience.

When asked about remaining vacancies, he noted the proposal the Director of Student Services would be presenting, which includes a request relative to staffing, and the position of a Paraprofessional at the Hollis Brookline High School (HBHS). Once those pieces are in place, the District will be fully staffed.

When asked about coaches for fall sports, Principal Barnes stated there is the need for a coach for Boys JV Soccer.

Chairman Brown announced the following appointments:

Negotiating Team – Professional Staff:	Tom Solon, Cindy VanCoughnett, and Elizabeth Brown
Negotiating Team – Support Staff:	Christopher Adams, Holly Deurloo Babcock, and Krista Whalen
Liaison to SAU 41 Governing Board Budget Cmte.:	Krista Whalen

Amy Rowe, Director, Student Services, spoke of the Parent Partnership Group and Administrators who participated in the redesign of the manual Becoming Friendly to Special Education, which has been updated with all of the new regulations that became effective in March, and is a user friendly document that explains the special education process. Board members were provided a copy.

PUBLIC INPUT - None

PRINCIPAL REPORTS

Principal Barnes noted the new bell schedule; 7:40 a.m. start. The new schedule results in a loss of instruction time of 10 minutes/week or less. Most of that was achieved by shaving off a minute of passing time, an additional 5 minutes was gained on Fridays, which go a little later. The Administration is excited to see how this works out, and will look to attendance records and other indicators when determining how well this pilot program works.

Principal Barnes noted his report included information on merit award winners and the spring athletic participation numbers. He expressed kudos to the Maintenance Director, John Gray, for his work this summer, and noted all of the door locks have been addressed and deadbolts installed (can be unlocked with a key from the inside), with the exception of a few offices. Director Gray identified the leak within the water tank resulting in the ability to patch it rather than having to excavate, etc.

Principal Barnes commented on the interest in the Contract for Honors enrollment numbers noting what he believes to be pretty low enrollment for students opting for that option.

Mr. Solon questioned if the change in schedule results in a change in teacher workday in either of the schools, and was informed it does not.

Chairman Brown questioned if any teacher feedback was received in regard to the process for the Contract for Honors, e.g., pilot program. Principal Barnes stated that is being reviewed to determine what kind of changes the Administration may wish to make. With the exception of 1 student, they were all able to earn Honors credit. There is a desire for additional time to be able to explain to students what the process is like when they are handing out the materials for the class. They would like to make the program a bit more inviting to encourage more students to take the challenge. At the start of the year the option is explained, and students have that first week to consider it and take material home to review with their families to decide whether or not it is something they want to pursue.

Ms. Levesque questioned who determines who receives merit pay. Principal Barnes responded he does so in collaboration with the other administrators, but ultimately/contractually he makes the decision. Ms. Levesque questioned if the Board could be provided information on the amount received, and was informed an updated list could be forwarded to her. Mr. Adams noted the merit awards range from \$500 - \$3,000.

Principal Thompson commented, at the Hollis Brookline Middle School (HBMS) there have been a number of students in the building as part of the Summer Art Enrichment Program. Students are finalizing their work and will move on to writing their Artists Statements. By the time of the August School Board meeting, their works will be available for viewing. He spoke of the impressive amount of time and effort the students put into these projects, and thanked Lynne Ouellette for her commitment and passion to this ongoing project.

In April, the Department of Education (DOE) conducted a comprehensive review of the programs at the HBMS as part of its Input Based Accountability System (IBAS). The DOE reviews all public schools K-8 on a cycle. The report was received a few weeks ago (copy attached to [agenda](#)), and included the following commendations and recommendations:

Commendations

A Co-Curricular program that offers opportunities to students in Leadership, Athletics, a variety of clubs including Lego and robotics, and community based activities that create a multi-generational culture of respect.

The development of Professional Learning Communities (PLC) for educators is very strong and positive in the district. It was a process that had hurdles to overcome. Through open dialogue the development and incorporation of the PLC's has had successful implementation.

The advisory program is valued learning time by both students and teachers in addressing the social, emotional and academic needs of students.

Students feel cared for and cared about, and it is clear that the staff is focused on the "whole student".

The School Board values the professional growth of teachers, and there is intentional effort to align board, district, school, and individual goals and provide the supporting PD opportunities.

The parent portal for grades and the Standards Based report card were cited as valuable tools in the effort to support the school/family partnership.

Parents report they feel their children come to a safe and caring school environment every day, and the administration is responsive, approachable, and communicates well.

Recommendations

Continue to establish a plan for systematic revision of the curriculum in all areas, and develop consistency in instructional programs by providing the on-going training and support to fully implement the curriculum in all classrooms.

Keep up the good work and your student centered focus!

Continue to develop a program for transition to the High School that is as successful as the program that is used for the transition to the Middle School.

Mr. Adams questioned if the plan is to revise the entire curriculum or if the recommendation was referring to a tweaking of existing curriculum. Principal Thompson responded this past year the District saw the implementation of the math and science review committees. It is his understanding that a review of the entire curriculum will take place over a series of years.

Chairman Brown commented it is nice to hear when others see and acknowledge what we believe is happening in the District. Mr. Solon congratulated Principal Thompson remarking he is the focal point of what has transpired. Everyone can bask in the glow, but Principal Thompson can take a lot of credit for what has been accomplished. Principal Thompson remarked, although he appreciates the comment, it is the result of the hard work of all of the teachers.

It was noted the amounts for merit pay at the HBMS range from \$500 - \$2,000.

Chairman Brown commented, with the new contract, the requirement to wait until the end of the year to award merit was removed, and questioned, if these were awarded at year end or if some were done mid-year, etc. Principal Barnes stated those at the HBHS were awarded at year end. Principal Thompson responded a few were awarded mid-year, but the vast majority came at the end of the year.

DISCUSSION

- FY19 Preliminary Budget Discussion

Chairman Brown commented the Board engaged in this practice for the first time last year. She believes it resulted in a useful dialogue that allowed those that participated the opportunity to hear the matters of most importance to others. Most importantly it allowed the Superintendent to hear those discussions at a time when he was beginning to put a budget together and communicate with the Budget Committee.

She suggested Board members identify matters they believe should be the District's priorities going into the next budget year.

Mr. Adams stated his biggest concern to be maintaining academics. He questioned how the District would maintain high academic standards, retain existing teachers, and still fill a \$740,000 deficit that will result from close to \$1 million in revenue that was available this year, and will not be in the coming fiscal year.

Mr. Solon stated one of his goals to be fiscal conservatism. He believes the District has gone through a period of significant investment in staff, e.g., trying to bring wages up to snuff, has done a good job with healthcare, and reached a good position in terms of the normal running of the District. There are maintenance issues the District wants to keep ahead of to avoid costly emergency repairs, etc. He would like to see a strategic plan for budget cycles going forward that will relate to investments that have been made in Learning Commons where the District has proposed that this provides a means to deliver a diverse curriculum without necessarily having small class and the accompanying staff issues; to see how we can leverage the investments we have made in conjunction with staffing efforts that have been made in the past few years to continue to expand academics and curriculum without doing it through just personnel.

Ms. Deurloo Babcock stated she believes the priority has to be on academics and the human resources. She would like to see focus on what is occurring in Guidance to see if that can be structured in a way so that the middle of the road students get more attention. In addition to that, she feels the schools are the place to provide opportunities for our students outside of academics. Things like robotics and athletics really matter to our students. The communities don't provide those things, the schools do. She believes they need to be prioritized as well.

Ms. Whalen stated her agreement with the comments made by her colleagues. She would like to see a focus on facilities to ensure we are taking care of existing infrastructure. She is pleased with the plan the Business Administrator provides yearly, and she would like to see that plan followed. She would like to continue to expand WiFi in both the middle and high schools so that all teachers and students are able to connect with their devices throughout the buildings.

Ms. Levesque stated agreement with the comments made. A few of the things she is looking at are at-risk youths, ensuring the schools are safe, and that students have a feeling of belonging. Although a great deal has been done in that regard, she believes that to be something that has to be worked on continually. She stated concern with how the District will tackle the issue of substance abuse. She noted a recommendation brought to her by a resident; utilize cable television to televise sporting and other events, and indicated she would be happy to work on making that happen as she believes it to be a good way to advertise and promote the great things occurring in the District.

Vice Chairman VanCoughnett stated agreement with remarks made around academics. She added she is concerned with facilities as it seems to be an area where cuts are made. She does not want to see maintenance items put off. She spoke of being grateful that the locks were completed this summer as she believes security issues to be another area that has to be a focus. She stated concern with the outdoor facilities as well, e.g., fields. In addition, she would like to see a focus on technology and I.T. as that is where this generation is going. There is the need to ensure the necessary resources are provided to the teachers so that they can move the students forward in this type of environment.

Chairman Brown stated one thing that is clear is the desire to keep an eye on academics and ensuring continuous improvement. She spoke of the discussion that occurred last month around math and the math curriculum, and stated the desire for the Board to make a good assessment of where we want to go and how to get there. Also discussed was a particular cohort in the COOP perhaps having some deficiencies, and she wants to ensure there are resources in place immediately to deal with those issues. With regard to facilities, there is the need for space. With many of the surrounding school districts having turf fields, she believes the District needs to look at that as not necessarily being a luxury, but instead realizing times have changed and we don't want to be the last school district in the region that has it. She remarked, it really is going to be a way to build community and our teams. Long-term, she believes that to be important for the COOP, and commented we are a very small town and most of our kids' social interactions are focused around the high school. To the extent that we can build our facilities here and give them a safe place to be to play, to grow, she believes would positively impact their mental wellbeing, their physical wellbeing, and their sense of belonging.

- Special Education Proposal

Director Rowe commented she is often before the Board solely representing special education; however, in this instance she was representing a proposal that is looking at a population of students and a program support that is accessible to all students at the HBHS. Although students need to be identified to go into the program, admittance is not exclusive to students having been identified in special education or through a 504 plan. It is because the special education department has the expertise in intervention and data collection that she believes this position and program needs to be housed within that department.

Director Rowe remarked the definition of at-risk has changed over time recognizing that all of our students, over time, might ebb and flow throughout the category of being at-risk. Those supports and services need to be available for all students.

All but four of the services in the Special Education Department have some access point for all students; not to the level and intensity of a student with special education identification, but have been accessible. There is the need to do more.

Last year the District expanded a Case Manager position and created a position which allowed students to have expanded programming for Extended Day; to provide access to online programming to extended day meaning after the traditional contract hours for a less traditional day to accommodate some needs that exist in the building. After reflecting on that, it became clear there is the need for expansion and a more comprehensive program.

When considering what needs to be done to make that program effective, she identified key pieces; what we have and what we need. The desire is to build upon the existing CHOICE Program to create a more comprehensive program and add some very specific components to it. In order to achieve that there is the need for additional staffing. Existing staff has already been reallocated towards this end; however, an additional .5 position is needed.

The current program has a supported study, and what is desired is a directed study focused on individual needs, which are identified by special education goals and interventions. The supported study is more of a check-in-place. What is desired is a very targeted approach where some very specific skills can be taught.

The existing CHOICE coursework is built on the existing Case Manager that has that extended day component. The desire is to take that half-time Guidance Counselor position, and look for someone who has the additional transition and rehabilitation counselor endorsement who would have the additional expertise to bring in the program components regarding extended learning opportunities, e.g., vocational exploration opportunities, very specific training in overcoming barriers in the community, access to community and mental health, etc. That is something that has been identified as a skill that a more traditional Guidance Counselor does not have access to. That skill would add that layer and additional opportunity for our students to gain access to a non-traditional environment.

It is believed when we look at this group of students that has been identified as either having been non-successful or at-risk for a variety of factors, the issue is that they have had a barrier to being engaged in the traditional academic classroom for some reason. The desire is to see if we can get them engaged either in an extended learning opportunity or a job placement exploration and a counseling component; give them more options that we are required to offer them under the law, and which we don't have the expertise in the building to do.

With regard to funding, it is a new expense in terms of the additional .5 position being requested. However, having had shifts within the special education budget, e.g., bringing an out-of-district student back in-district, etc. the additional position could be fully funded in the current year's budget without the need for additional funding.

Superintendent Corey remarked the discussion around identifying what the needs are has been ongoing for quite some time. He views the request through the lens of how to address the issue and assist in capacity building so that we are preparing for the next group of students in a way that will reduce the need for students to be placed out of district. He stated his beliefs the District's programming is much better, students should be in their community with their peers, and as much as possible, when the District can service them, he would not want to see students spend 30-40 minutes on a bus traveling to another district.

The Administration has seen the present Guidance staff spending quite a bit of their time with this small population. By increasing a position from a .5 Full Time Equivalent (FTE) to a 1.0 FTE, they can address the specific needs of these students, thereby reducing the caseload of the Guidance Counselors slightly. More importantly, they reduce the number of hours per week that these students need, and thus should see an increase in the ability for the Guidance Counselors to reach other students who may be that middle-of-the-road student who perhaps isn't being addressed.

Superintendent Corey stated one of the things the Administration is looking to do in the future is expand the opportunities for English Language Learners (ELL). The individual hired would look at online and other components the District can offer through the Learning Commons, through their office, and with this small group, start to pilot what will be successful. The District presently has programming through Odysseyware, which is a program the District can create internally that will enhance our curriculum for these students, access to the Virtual Learning Academy, are looking at dual credit and wondering if some of those schools will now expand to allow those opportunities to be taking place through an online course not just a curriculum approved course, and last but not least, there is the potential for cost avoidance. Although there is a cost associated with increasing the position, it is known an out-of-district placement will start around \$80,000 and climb.

Superintendent Corey spoke of long-range planning noting this programming is allowing the District to bring an individual back in-district, the Administration is aware of what is on the way from the HBMS, and is prepared for one of the elementary districts moving to a self-contained model this coming year. He commented on being able to simply shift costs around for the current year and gain a program that is believed to be better. Often times the District has found itself paying excessive rates for counselors or services to come in, which end up being limited hours. The proposal would provide a staff member during the week.

Superintendent Corey stated members of the Administration have discussed and debated this issue. What has been brought forward represents the consensus of the group for what is believed will service the students. Looking ahead at the FY19 budget, Director Rowe has already indicated, unless someone were to move in tomorrow, in the COOP District we're looking at a flat special education budget, which does not happen often. He believes one of the reasons it is happening is because of the continual efforts to be proactive and get ahead of the curve. Right now this is one student basically covering the cost, but knowing more students are on the way we will be well prepared so when we are sitting with a parent we have something for them that will enhance their child's opportunities at the high school level.

Director Rowe reiterated the specific action she was seeking was an increase of a .5 FTE to add to an existing position specifically looking for the credentials of the Guidance Counselor with the transition specialist endorsement.

DELIBERATIONS

There being no objection, the Board went out of the regular order of business to take up the proposal submitted by the Director of Student Services.

- To see what action the Board will take regarding the proposal submitted and discussed by Amy Rowe, Director of Student Services

**MOTION BY MEMBER SOLON TO APPROVE THE REQUEST OF THE DIRECTOR OF STUDENT SERVICES TO INCREASE A CURRENT .5 FTE GUIDANCE POSITION IN THE STUDENT SERVICES DEPARTMENT TO A 1.0 FTE POSITION TO PROVIDE ADDITIONAL PROGRAMMING FOR STUDENTS WITH AT-RISK AND EDUCATIONAL DISABILITIES WITHIN THE CHOICE PROGRAM AT THE HIGH SCHOOL. SOURCE OF FUNDING IS SAVINGS ACHIEVED THROUGH SPECIAL EDUCATION FY18 BUDGET CHANGES
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Mr. Solon asked if the proposal would involve additional time for an existing staff member or members, new hires, and perhaps departure of existing staff. Director Rowe responded the .5 position is currently vacant. The District has been interviewing for a .5 Guidance Counselor. Mr. Solon commented the Board often hears of the difficulty in hiring people without offering benefits. Director Rowe stated there have been some applicants looked at, but part of the discussion has been the desire to bring the proposal forward to be able to hire with the additional credentials wanted. There is 1 applicant who has the additional credentials. If solely looking at the required need, the counseling alone is needed, if moving forward with the program the desire is for the additional credentials.

It was clarified there is currently a vacant .5 FTE position, and the desire is to increase that position to a 1.0 FTE with the desired credentials.

Mr. Solon commented this discussion points out the degree to which these services are extending well beyond a limited special education group. There has been discussion in the past around how the way we frame things in our budget presentations can often be misleading putting an unnecessary spotlight on special education monies that are truly for the majority of our population. He questioned if it is possible to treat special education the same as any other department and categorize things as facilities, salaries, and academic investments rather than in March simply saying these are our special education dollars. Director Rowe stated agreement, and commented that is a huge pet peeve of hers that there is a small population of students that an enormous amount of the budget is put on when we are actually servicing a large population of the student body.

Mr. Solon remarked this is an opportunity to remind ourselves so that we can make the paradigm shift along with it as we formulate a budget presentation. Director Rowe and Superintendent Corey stated agreement.

Mr. Adams stated he is all for the direction we are going, but wonders how far and how broad we are going with this; next year will we increase resources, is this a resource we can do for a contract for one year and then re-evaluate or will this be an additional leg of student services that will be developed later on, etc. He commented it seems we are taking on some services that we can probably leverage from other schools, other programs, and bring that in. Maybe we need to get it organized, but then once we are organized we can then shift some of that day-to-day maintenance to the existing staff.

Director Rowe stated this has been a conversation for nearly three and a half years around a population of students. This is a population of students that we have continued to have conversations about, and have continued to say what is it that is not working, what are the barriers, what is needed. The first step was taken in evaluating what is still needed. We recognized that this is going to meet a threshold of students, and that there will still be others. However, this is the next group of students that we can address whose academic needs are not being met for a variety of reasons. We have an obligation to recognize the traditional learning environment has changed and we need to provide opportunities for these students to be successful. Thankfully we have legislation that allows us, whether through extended learning opportunities or alternative learning environments, to provide opportunities that are not just the traditional classroom setting as a means of engaging these learners.

Director Rowe stated she does not believe what is proposed is a short-term solution. Having streamlined the work in special education and done the necessary due diligence, the data indicates, over the years, there has been a group of students who have been referred, but deemed ineligible as a result of not meeting the criteria under IDEA for specialized instruction. There is an obligation to identify the programming that would support them. You have that middle of the road student who can still go to class and do very well, but we still need to look at what we are doing with them. We have a population of staff that can meet those needs, they simply don't have the time available because we have been spending our time, in some cases, in crisis trying to divert and address those issues.

Mr. Adams stated for him to make decisions he has to have a little bit better understanding of what denotes this group of students; how many there are, what their sub-groupings are, etc. He stated the desire for additional information.

Ms. Deurloo Babcock remarked some of these students have been identified, and if we are not meeting their needs they are not going to succeed. Principal Barnes commented that is an accurate perception; lack of success, drop-out, at-risk for other things, etc. Ms. Deurloo Babcock commented if we don't meet their needs, some of those other things could be an eating disorder or a mental health breakdown or something like that, and if in our district, we would have to take care of them outside of that. Director Rowe stated the other component of that is for those who become adjudicated, we have a fiscal responsible and zero decision making regarding what happens with that. For instance if we have a student who the court has placed residentially because of a criminal defense, we are on the hook financially for \$57,000 worth of those costs regardless of the fact that the court made that placement. Those are extreme cases, but that is another reason for wanting to be proactive. We want to look at can we shift ourselves away. There are some students that will need all three prongs, and that group is about 19 students that have been identified consistently. There is a larger group of students that are only going to need a piece of this program.

Mr. Adams remarked it was stated we need new credentials for that, and it almost seems like that is exactly what Guidance Counselors used to do when he was in school. Director Rowe stated what is required now in terms of what we have to certify with the Department of Labor; all of the components of what that person has to do is not what had to be done even 10 years ago. Principal Barnes commented the process that we forget, especially in this district more than any other district he has worked in, is the amount of time the Guidance Counselors spend, for the bulk of the population, doing a lot of the admissions work for college and all that goes into that. He spoke of the number of schools students apply to now versus what they might have 10-15 years ago. That is a good chunk of what they are spending their time doing. There is this growing population at all schools with mental health and a really diverse set of needs that is striking every school, and that really didn't exist in the way that it exists now. It has spiked in the last 10 years and continues to go up everywhere. He added he has never been in a school that has been so successful in leveraging its resources to make more services available to all students. This is another step in that direction to address this population with significant needs. He stated this population of students is quite bright. We know that because when they get through their GED or their HiSET they often score in the 90% percentile. It is not ability, there are other barriers that are blocking their access.

Principal Barnes remarked the program is a different way to meet that need that we are struggling to meet as a school. We do really well at a lot of things, and this is an area that we need to improve on, and we can.

Chairman Brown questioned the metrics or criteria that would be used to gauge the success of this program and whether or not it was a good investment. Director Rowe responded part of the reason she wants this within her department is because of the data collection that will take place. A list has been developed of the at-risk target behaviors that would have gotten the student referred to the program. Students have to have developed 4 different goals in one of those different areas. Eighty percent of those students will have mastered 3 of those 4 goals in those targeted areas. For example, if one of the goals is attendance, students will have to show they have achieved the desired attendance in their classes. The goals are designed to be very specific to why each student is in the program. That progress monitoring tool will be in place. That is what special education does well, which is why she wants it in her department.

Chairman Brown remarked the tricky part of it for her is the fine line between education and becoming a mental health organization. It is kind of an observation, and she thinks that is the struggle for some the more we grow certain departments. Director Rowe remarked we are not a mental health facility; however, she believes for some of the students that have been identified with mental health needs if you dig deeper into the data it is actually just barriers to participating in the classroom, and if we are finding successful access points she believes those needs will be successfully eliminated from the school setting. Our job is to get them connected to external resources not to engage in the counseling component at the building; it is school-based counseling, it is how do we get you to participate in your education, not to do the counseling in the moment and to dig into the what has gone on in your life. It is how do we manage the crisis to move on, and then how do we get you to the resources that you need.

Vice Chairman VanCoughnett questioned the extended day and asked if that is an additional cost or an individual willing to come in different hours. Director Rowe stated that position already exists and is different hours.

Ms. Levesque stated her support of the program, and remarked it is important to highlight the return on investment. There has been talk of being prepared for students coming into 1st grade and going into 9th grade and keeping students in district as opposed to out of district. We talked about students being able to go out and get a job and not drop out of school. These things may not be quantifiable in a dollar value, but there are some that may have numerical metrics and for some it may be just not dropping out of school. She agrees with having some kind of metrics showing success.

Ms. Whalen thanked Director Rowe, her staff, and the Administration for putting this program together, and stated her opinion this hits a strong need.

Chairman Brown commented on the number of times members spoke of how they trust the judgment of Director Rowe and of her proven track record. While she believes there to be areas where some are not necessarily comfortable, they trust her judgment, appreciate the things she has done and that she has managed to keep the budget in check through controlling costs in Student Services, and the product the students are being provided is top notch.

Mr. Adams questioned if this is the beginning of a whole new program and set of resources that will be needed over the next say five years. Mr. Solon responded from the standpoint of what we have been doing all along, this is another step in an ongoing process that predates Director Rowe, but that she has accelerated; to identify the resources first and foremost that we are contracting out and see if we can bring them in for both inclusion and cost saving opportunities. In conjunction with that there has been a directive and proactive effort to take it to the next step, which he thinks this embodies. It is not new, but it is not just plugging the holes but now getting to the point where we can strategically look to increase the success level. Not just maintain the success level and bring it in, but now that we have control over the situation to improve it. The fact that it is being extended beyond the identified students, to him, is a big thing. One of the pressures that has been on Director Rowe that she has been extremely successful with, is to have people tow the line with is this truly an identifiable situation that warrants being part of the special education population. In doing so, she has found there are students that don't qualify as special education students that don't get that assistance. That doesn't eliminate their needs.

Mr. Adams stated that begs the question of what those needs are and do we keep expanding those needs over time, and then do we build a team to keep addressing ever expanded needs. Mr. Solon responded yes. Principal Barnes stated what he believes we have been successful doing as an SAU and as a school is offering a much better service always reducing the cost. He stated he could provide many examples of where students are being better served far and above anything they have received outside of school and at a reduced cost, which happens to also be a really nice benefit. That is what he believes we are really effective at and known for at least in education circles. He understands the concern of will the problem grow and are we or should we be chasing it. He stated his belief this is a way of getting ahead of that curve rather than letting something come in and all of a sudden you are never solving the problem. That has been a lot of the debate internally; identifying the shifting amorphous problem with a population of students and finding a way to grab a hold of that and get ahead of it without it controlling us. He is of the opinion this is a great effort towards doing that.

Director Rowe remarked we have a very competitive and rigorous academic program and are blessed to be able to provide that and we have teachers and programs that promote that. She does not want to change that. But IDEA and special education is constructed for students who have an inability to learn in the standard of measure of average across a national norm. We are going to have a discrepancy of a group of kids, for a variety of reasons that are still high functioning kids that are going to have needs that are not just social. They will potentially display needs that are not necessarily going to be easily met in a very high powered system. That is okay, but it is our responsibility as administrators to look to identify patterns and themes and then adapt to try to look at how we meet those needs. That is where we are at. We are at a place that she feels good that we are being proactive and not reactive, and we are sitting

here saying what are the trends, what is the population, and how do we address those needs. The work has been done to get to this point, and this is the next piece that is being tackled. That is our responsibility. It is a good problem to have. She does not believe it to be expanding programming, but rather our obligation.

Superintendent Corey remarked if it gets to the table from the proposal, for him it has to go through a variety of things. He does not want to expand to what he will call all of the social issues. This is a population that by better serving them academically we will better serve all students academically. From a standpoint of the budget process, we're always looking at how do we take our present staffing and morph it to the new needs. As an example, when Mr. Kelly retired, the Administration did not simply come to the Board and say we need a new computer science teacher, they said can we take his position that is now vacant and change it into a computer science teacher. From a budget standpoint we're actually cost neutral. Much of what is proposed is budget neutral. When it comes to the cost of consulting, he commented in one of the other districts they were paying \$36,000 for 2 days a week.

Mr. Adams remarked this is a really great discussion. What has been stated is absolutely true for the time being. We have had a history of not doing that, and he has seen layer upon layer of administration be thrust out there over time. That is why he is saying he would love to see a one-year contract, and see how it works out. Student needs morph over time, and whether or not those skills that are being asked for now will be needed over time is unknown. He suggested a one-year contract and an evaluation of the data after that time to determine if the need continues, is reduced, etc.

When asked, Director Rowe stated it has to be on the teacher's contract. Mr. Solon stated the teachers' contract is year to year for the first five years. Director Rowe stated every year, twice a year, they review the data for all programs.

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

Yea: Christopher Adams, Tom Solon, Holly Deurloo Babcock, Krista Whalen, Melanie Levesque, Cindy VanCoughnett, Elizabeth Brown

7

Nay: 0

MOTION CARRIED

Director Rowe departed at 7:44 p.m.

The Board returned to the regular order of business.

**MOTION BY MEMBER DEURLOO BABCOCK TO TAKE FROM THE TABLE THE MATTER OF THE MIDDLE SCHOOL CROSSWALK
MOTION SECONDED BY MEMBER VANCOUGHNETT**

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

Yea: Christopher Adams, Tom Solon, Holly Deurloo Babcock, Krista Whalen, Melanie Levesque, Cindy VanCoughnett, Elizabeth Brown

7

Nay: 0

MOTION CARRIED

- To see what action the Board will take regarding the Middle School crosswalk
Tabled at the 7-17-17 meeting

The motion on the floor when the matter was tabled:

**MOTION BY MEMBER ADAMS TO APPROVE THE EXPENDITURE OF FIVE HUNDRED NINE DOLLARS AND THIRTY SIX CENTS (\$509.36) FOR THE PURCHASE OF TWO SIGNS AND ARROWS FOR THE CROSSWALK IN FRONT OF THE HOLLIS BROOKLINE MIDDLE SCHOOL
MOTION SECONDED BY MEMBER WHALEN**

ON THE QUESTION

Mr. Solon stated his opposition to the motion noting in its current form, it will not be a staffed position. The idea is to just put up signs and paint a crosswalk. He sees that having minimal benefit, and does not believe the School Department should be doing it.

Ms. Whalen stated she feels strongly about this. She started out attending the Selectman's meeting, getting them interested, and getting them to move forward with it. For whatever reason, we have come to a stalemate when it comes to actually paying for it and getting it done. She understands completely what Mr. Solon is saying about it being a municipality issue, but also believes very strongly that knowing now what we do, that it is a dangerous intersection, she believes the minimal amount that needs to be done is just to make people aware of the area of crossing. Just as is the case in front of Silver Lake, people stop. Not every single time, but a majority of the time. Another example is the crosswalks in front of the baseball fields in Hollis. There is no guarantee, but she believes it makes drivers more aware and allows the children to be aware of where to cross. With regard to the District paying for it, it is not the ideal situation, but she wants to see it get done. We know that it is not safe, and for us to do nothing and say it should be someone else's responsibility, she gets it, it should be, but the District needs to take responsibility on this one because the majority of the people that use the crosswalk, at least during the week, are students.

Chairman Brown remarked she has had community members indicate to her that it has been a 20-year battle to get a crosswalk for the HBMS. Principal Thompson was told it has been tried, don't bother. She stated her desire to have a crosswalk in place noting she has gone before the Selectmen repeatedly trying to get them to cover the cost. A little over 14 months ago she and Principal Thompson were informed the cost of getting a crosswalk there was in the hundreds of thousands of dollars, and that is why the Town did not support it. It is not that, it never was that. The Selectmen put multiple barriers in front of this for many, many years, and at this point those barriers are removed, and we need to do it. She stated her preference the Town of Hollis pay for it, but noted the cost to be \$500.

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

Yea: Christopher Adams, Holly Deurloo Babcock, Krista Whalen, Melanie Levesque, Cindy VanCoughnett,
Elizabeth Brown

6

Nay: Tom Solon

1

MOTION CARRIED

Ms. Whalen's electronic participated concluded at 7:55 p.m.

- To see what action the Board will take regarding the stipend positions discussed during the budget process

The following stipends were approved during the FY18 budget process and are now ready to be approved by the COOP School Board, and added to the stipend table per Article 8.4.8 of the HEA collective bargaining agreement:

Middle School

Tier 1 - \$400

Field Hockey Coach

Tier 2 - \$600

Unknighted (second stipend)

Tier 2 - \$600 to Tier 3 - \$1,000

Summer Art Enrichment Club

Tier 2 - \$600 to Tier 5 - \$2,700

Robotics Advisor

Tier 4 - \$2,350

Soccer (2)

Garden Club Advisor

Summer Math Coach

High School

Tier 3 - \$900

Unified Sports-Soccer Asst. Coach

Unified Sports-Basketball Asst. Coach

Unified Sports-Track Asst. Coach

Tier 5 - \$1,600

Unified Sports-Soccer Coach

Tier 7 - \$2,700

Spring Track-Assoc. Coach

**MOTION BY MEMBER DEURLOO BABCOCK TO APPROVE THE TIER 3 AND ABOVE ADDITIONS TO THE EXTRA AND CO-CURRICULAR STIPEND TABLES (APPENDIX C) AS IDENTIFIED IN THE JULY 18, 2017 MEMORANDUM FROM THE BUSINESS ADMINISTRATOR AND PER ARTICLE 8.4.8 OF THE HOLLIS EDUCATION ASSOCIATION (HEA) COLLECTIVE BARGAINING AGREEMENT
MOTION SECONDED BY MEMBER ADAMS**

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

Yea: Christopher Adams, Tom Solon, Holly Deurloo Babcock, Melanie Levesque, Cindy VanCoughnett,
Elizabeth Brown

6

Nay: 0

MOTION CARRIED

NON-PUBLIC SESSION

**MOTION BY MEMBER DEURLOO BABCOCK THAT THE BOARD, BY ROLL CALL, GO INTO NON-PUBLIC SESSION PURSUANT TO RSA 91-A:3, II (c) TO DISCUSS A MATTER, WHICH IF DISCUSSED IN PUBLIC, WOULD LIKELY AFFECT ADVERSELY THE REPUTATION OF A PERSON, OTHER THAN A MEMBER OF THE BODY OR AGENCY ITSELF
MOTION SECONDED BY MEMBER SOLON**

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

Yea: Christopher Adams, Tom Solon, Holly Deurloo Babcock, Melanie Levesque, Elizabeth Brown,
Cindy VanCoughnett,

6

Nay: 0

MOTION CARRIED

*The Board went into non-public session at 7:58 p.m.
The Board came out of non-public session at 8:14 p.m.*

REPORT OUT BY PROCESS OBSERVER

Mr. Solon commented the amount of discussion surrounding the Choice Program Proposal was underestimated.

ADJOURNMENT

**MOTION BY MEMBER DEURLOO BABCOCK TO ADJOURN
SECONDED BY MEMBER VANCOUGHNETT**

Yea: Christopher Adams, Elizabeth Brown, Holly Deurloo Babcock, Melanie Levesque, Tom Solon,
Cindy VanCoughnett

6

Nay: 0

MOTION CARRIED

The July 26, 2017 meeting of the Hollis Brookline Cooperative School Board was adjourned at 8:14 p.m.

Date _____ Signed _____