

**Pelham School Board Meeting**  
**March 18, 2020**  
**Pelham Elementary School**  
**6:30 pm**

**In Attendance:**

**School Board Members:** Megan Larson, Chairman, Debbie Ryan, Vice-Chair, Troy Bressette, Darlene Greenwood,  
**Superintendent:** Bill Furbush  
**Business Administrator:** Deb Mahoney  
**Student Representative:** Joe Wholey  
**Not Present:** David Wilkerson (Called into the meeting)

Superintendent Bill Furbush called the meeting to order at 6:32 pm. The Pledge of Allegiance followed.

**School Board Chair and Vice-Chair Selection:**

**Troy Bressette made a motion to nominate Megan Larson as Chair for the Pelham School Board. David Wilkerson seconded the motion. The motion passed unanimously.**

**Troy Bressette made a motion to nominate Debbie Ryan as Vice-Chair for the Pelham School Board. David Wilkerson seconded the motion. The motion passed unanimously.**

**Student Report:**

Joe Wholey expressed that he was not able to meet with Principal D. Mead. Principal D. Mead sent an email out to the entire high school. The email from Principal D. Mead included some reasons why the students should be proud of themselves. Joe mentioned that Senior Colleen Williams won a National Scholastic Art Award. Each year, only a dozen or so students from New Hampshire get national recognition. Usually, they get invited to New York City to receive a medal on stage at Carnegie Hall. At this time the event is postponed.

Senior Evan Haskins has been selected as the winner of a National Merit Scholarship Award. Junior Conor Maslanek went all the way to the New England Finals, only to lose a heartbreaker 2 – 1 in triple overtime. On Friday, March 13, the NHIAA suspended all tournament games. The suspension included the Cheer Competition and the Basketball SemiFinals. The PHS Cheer Team was second in the state qualifier and the Boys' basketball team was ready for their Quarterfinal Home Game.

Derek Crowley made First-Team All-State, Drew Brown made Honorable Mention and Senior McKenna Williams made Second-Team All-State. The Boys Junior Varsity Coach Matt Miller received JV Coach of the Year. Overall, Pelham High School had 16 State Championships, two teams earned State Runners Up, a 1000-point scorer, and two wrestlers earned their 100<sup>th</sup> win and broke numerous school records in track and gymnastics.

**Superintendent Opening Remarks:**

Superintendent Bill Furbush recognized that the Pelham School District is currently in unusual times. He thanked the community, the school staff, and the school administrators. Superintendent B. Furbush stated how the staff and the administrators worked tirelessly to prepare for Remote Learning and the students' success in a different environment. Superintendent B. Furbush commented on how he, the SAU Staff, and the school administrators worked on Saturdays and met in-person on Sundays. Superintendent B. Furbush thanked the parents of the students for their support. Superintendent Bill Furbush mentioned how he has been receiving emails from the parents. The parents have thanked him for keeping their children safe. Superintendent B. Furbush mentioned how remote learning is a transition and the school staff will work with the students to find the solutions.

51 **Main Issues / Policy Updates:**

52 Chair Megan Larson welcomed new member Darlene Greenwood to the Pelham School Board. D. Greenwood is a retired  
53 Pelham Elementary School teacher. D. Greenwood retired from teaching two years ago.

54 **2020-2021 Committee Assignments -**

|    |  |   |                                    |
|----|--|---|------------------------------------|
| 55 | 1. Chairperson                           | – | Megan Larson                       |
| 56 | 2. Vice-Chairperson                      | – | Debbie Ryan                        |
| 57 | 3. Budget Committee                      | – | Debbie Ryan                        |
| 58 | a. Alternate                             | – | Troy Bressette                     |
| 59 | 4. CIP                                   | – | David Wilkerson                    |
| 60 | 5. PES School Council                    | – | Troy Bressette                     |
| 61 | a. Alternate                             | – | Debbie Ryan                        |
| 62 | 6. NH School Board Association           | – | Open for volunteers                |
| 63 | 7. Performance Compensation Model        | – | Darlene Greenwood                  |
| 64 | 8. Pelham School Aged Childcare          | – | Megan Larson                       |
| 65 | 9. Professional Development              | – | Darlene Greenwood                  |
| 66 | 10. Wellness Committee                   | – | Troy Bressette                     |
| 67 | 11. Sick Bank PEA                        | – | Megan Larson                       |
| 68 | 12. Sick Bank PESPA                      | – | Megan Larson                       |
| 69 | 13. Future Ready Committee (SP)          | – | David Wilkerson                    |
| 70 | 14. Joint Loss Management                | – | Darlene Greenwood                  |
| 71 | a. Alternate                             | – | Troy Bressette                     |
| 72 | 15. PMS Building Committee Alternate     | – | Debbie Ryan                        |
| 73 | a. Alternates                            | – | Troy Bressette / Darlene Greenwood |
| 74 | 16. District Math Committee Alternate    | – | Megan Larson                       |
| 75 | a. Alternate                             | – | Debbie Ryan                        |
| 76 | 17. Competency-Based Education Committee | – | Megan Larson                       |
| 77 | 18. Policy Committee Alternate           | – | Troy Bressette                     |
| 78 | a. Alternate                             | – | Darlene Greenwood                  |

79  
80 **COVID-19 Updates –**

81 Superintendent Bill Furbush mentioned the School Board has been very supportive and he made sure to keep the School  
82 Board updated. The Superintendent was thankful for the technical support in the Pelham School District. The District is  
83 1:1 for technology (Chromebooks) in grades 3 - 12. The IT Department was able to get the computers out to the students  
84 quickly. The schools had to navigate new waters. The school had to prepare the students to take the laptops home,  
85 some of the grade levels were not allowed to take the laptops home, and navigating insurance. The procedures are not  
86 as easy as one might believe. The IT Department did a great job preparing to get 367 laptops ready to go home with  
87 students from grades 3 - 5.

88 Superintendent B. Furbush commented on how the school did not have enough laptops to go home with the students  
89 from grades kindergarten – 2, but the school was able to reallocate the devices to the special education students. The  
90 reason behind this decision was to make sure the special education students were able to be educated remotely.  
91 Superintendent B. Furbush mentioned how Dr. Kimberly Lessard and the entire special education team did an amazing  
92 job making sure the needs of the special education students were met. As of right now, the school district is attempting  
93 remote learning for all special education students. Parents are on board with remote learning, but this may change. The  
94 school district is more than willing to look at other ways to provide educational services.

95 Superintendent B. Furbush observed that the School Board would need to decide on the district's hourly employees. The  
96 contracted bus company has assured the School District that if they pay the company, the bus drivers will receive their  
97 paychecks. If the School Board chooses not to pay the school bus drivers, when school starts back up, the drivers may  
98 not come back.

99 The Food Service Department is a unique position. The Food Service Department is the only position the School Board  
100 does not have budgeted. They are budgeted through the revenue made from sales. The Food Service Department has 22  
101 employees and costs an estimated \$11,000 per week. The cost includes the salaries and benefits provided to the  
102 employees. To make up for some of the financial shortfalls, the School District has \$50,000 in the Substitute Teacher  
103 Line Item. Also, with the closure of the school buildings, the School District is saving significant amounts of money. These  
104 two areas were suggested ways to make the 22 employees financially whole. Currently, Superintendent B. Furbush did  
105 not make any recommendations for the Food Service Department to start making meals for low-income families. The  
106 Superintendent is going to look at the matter week to week.

107 Business Administrator Deb Mahoney mentioned the School District donated product to a local food pantry. The  
108 donation was made because the students are not in school. Mike, the driver, came in and brought the remaining  
109 products over to the food pantry. Families were also able to take some products home when they came and picked up  
110 the laptops. B.A. D. Mahoney thanked Kelly Rambeau for setting up the donations to the food pantry and families. B.A.  
111 D. Mahoney also mentioned the schools are partially closed, the schools are not completely closed. The schools will be  
112 starting their sanitation in and around the buildings soon.

113 The Administration Team met again today and discussed what the School District will be looking at week to week. The  
114 Administration agreed to make the school buildings open tomorrow, 3/19/20, from 9 am until 12 pm. If students are  
115 having technical difficulties with their laptops, the students may request a ticket and set up an appointment. The school  
116 will be open to the students and staff. The schools will be open on Tuesday, 3/24 and Thursday, 3/26, from 9 am until 12  
117 pm. The buildings will be open to the staff in case the staff forgot a book or teaching aid. The decisions made because of  
118 COVID-19 are very fluid. The administration will continue to listen to the Governor, the CDC, and other health officials.  
119 The administration is working with B.A. D. Mahoney to see where the remote learning may have some shortfalls.  
120 Superintendent B. Furbush provided an example of a shortfall if a teacher's laptop needs to be serviced, the school does  
121 not have enough laptops to switch with the teachers. The School District is purchasing an additional nine laptops to help  
122 with the shortfall.

123 **Kimberly Lessard, Psy. D. –**

124 Dr. K. Lessard attended the meeting by using Google Hangout, in case the School Board had questions.

125 Vice-Chair D. Ryan questioned who is responsible for the students that are currently out of district placement. Dr. K.  
126 Lessard responded by informing the School Board that Asst. Director of Student Services Brendan Hoffman is working  
127 hard to respond to the questions related to out of the district. Charter school services are covered. All of our service  
128 providers are continuing their services remotely. Our special education schools need to be problem solved. We are  
129 getting regular updates from the individual schools. Crest will have learning plans out to us next week. Dr. K. Lessard also  
130 wrote the Pelham School District will owe compensatory services.

131 Vice-Chair D. Ryan inquired how speech therapy, physical therapy, and occupational therapy would be performed  
132 remotely. Superintendent B. Furbush said the remote services will be used, when appropriate. Dr. K. Lessard wrote that  
133 the School District is providing teletherapy for all the services. There is also support provided by Zoom, Google-Meet,  
134 and the telephone.

135 Superintendent B. Furbush mentioned one of the subgroups that the School District is finding challenging is the pre-  
136 school group. Pre-school is closed. It is not possible to do the necessary interaction and social learning that cannot be  
137 done remotely. There will be a need for compensatory education and that is traditionally done in the summertime.

138 Vice-Chair D. Ryan wanted to know if School District believes that students will not suffer from remote learning, or do  
139 they expect a large gap between what the students would have learned in school versus what they learned remotely.  
140 Superintendent B. Furbush believes there will be students who thrive learning remotely and there will be students who  
141 are not successful. The question is how does the school catch the students who are not successful. These are the same  
142 questions that are asked when students are in the school classroom.

143 The administration has set up a plan to make sure the teachers are required to have daily contact with their students.  
144 The teachers are required to give feedback to their students. Superintendent B. Furbush informed the School Board that  
145 the administration is receiving special guidance every day on special education. Drummond Woodsum sent out a six-  
146 page report on special education services and what would be considered compensatory services.

147 School Board Member D. Wilkerson wanted to know if the administration had a plan in place in case members of the  
148 administration become sick. Superintendent B. Furbush stated that the administration is replaceable. The administration  
149 staff works collaboratively and understand the other staff members job. The staff is in good shape because of their  
150 experience and historical knowledge. There is no succession plan in place, but the collaborative leadership style allows  
151 for a succession plan. B.A. D. Mahoney added that the staff is being crossed trained. The cross-training will make sure  
152 that employees receive their benefits.

153 Currently, Zoom is being used by speech and language pathologists. The Director of Technology Brenda Colameta is  
154 trying to set up Zoom accounts for the special education teachers, but there is a lag because of the influx of requests for  
155 those accounts. Student Representative Joe Wholey described Google Meet. J. Wholey mentioned that his teachers  
156 want to use Google Meet and the student would be able to see the other students in the classroom. Google Meet will  
157 provide the classroom feel but the student will be at home. Dr. K. Lessard confirmed that students are using Google  
158 Meet.

#### 159 **Paying Hourly Employees –**

160 Superintendent B. Furbush mentioned that he wanted to get back to discussing paying the hourly employees until April  
161 3, 2020. After April 3, 2020, the School Board would look at the situation and decide at that point. Vice-Chair D. Ryan  
162 wanted to know if the administration would be able to tell the board how much money was expended and saved, and  
163 where the expenditures and savings occurred. B.A. D. Mahoney mentioned she was setting up payroll codes to keep  
164 track of the money. A payroll code is being used to keep track of non-assigned time. The administration is trying to  
165 assign as much time as possible, to keep people busy. Any non-assigned time will be coded differently. The extra costs  
166 for the insurance and other expenses will be tracked to continue the remote learning. The School Board was unanimous  
167 in support of continuing to pay the hourly employees. Superintendent B. Furbush thanked the board for their support.  
168 One member asked if this support also included the Food Service Department. Superintendent B. Furbush confirmed the  
169 Food Service Department was included.

#### 170 **SAU Staff –**

171 Vice-Chair D. Ryan asked what was happening with the SAU staff. Superintendent B. Furbush mentioned the staff met  
172 today and the employees have different feelings. Some of the staff wanted the ability to work from home, but still be  
173 able to come to work. Another portion of the staff preferred to come into the office. These employees believe they get  
174 more work done at the office. The senior staff met and were able to put together a schedule that will work for the SAU  
175 staff. Some of the administrators are working half the day in the office and the other half of the day at home. Some of  
176 the administrators are working a few days at home and a couple of days in the office.

#### 177 **Sanitation –**

178 School Board Member D. Wilkerson asked if they were going to have enhanced sanitation of the SAU Building.  
179 Superintendent B. Furbush said he was just informed by B.A. D. Mahoney that Alan had just purchased UV wands. The  
180 UV wands will be used to make sure the common areas are disinfected.

#### 181 **Remote Learning Attendance –**

182 Vice-Chair D. Ryan was concerned about how the school was keeping track of the student's attendance. The  
183 Superintendent mentioned the School District wanted to give the teachers and the students some flexibility. There was a  
184 remote learning program that had strict adherence with attendance at a specific time. The Pelham School District chose  
185 not to go with that program. The School District chose not to go with the rigid program because learning remotely is not  
186 a typical situation. The students are required to check in daily with their teachers. Teachers have to check in with their  
187 students twice a day, or at least be available twice a day.

#### 188 **PES PTA Playground Donations –**

189 Phase One – Spring of 2020

190 The School Board discussed phase one of the Pelham Elementary School Playground Project. Phase One includes the  
191 Gaga Ball Pit, Sports Netting for the Back Fields, Adaptive Swings, Swing Mats and Cornhole. The estimated price for  
192 phase one of the Playground Project is \$9,536.14. Superintendent B. Furbush mentioned these items are a donation to  
193 the Pelham Elementary School. The administration found a location for the playground equipment. The estimated time  
194 for delivery and installation was April 2020. Since the students are now learning from home, the delivery and installation

195 could be completed sooner. The Superintendent requested the School Board vote to accept the phase one donations.  
196 The School Board thanked the PTA for their hard work.

197  
198 **Vice-Chair Debbie Ryan made a motion to accept the donation from the Pelham PTA for Phase One of the**  
199 **Playground Project. Troy Bressette seconded the motion. The motion passed unanimously.**  
200

201 **Superintendent Search Update –**

202 Chair M. Larson mentioned the board was expected to interview the candidates for Superintendent. Because the  
203 interviews were going to be in person, the interviews were postponed. The interviews will take place next week and will  
204 be virtual interviews. April 16, 2020, is the target date to hire the next Superintendent.  
205

206 **Recount Update –**

207 B.A. D. Mahoney spoke to the board members about the recount for Article two. Article Two still did not pass after the  
208 recount. For the Article to pass, 60% of the voters needed to vote ‘yes’. Vice-Chair D. Ryan mentioned that once the  
209 groups are allowed to meet again, the groups will discuss what went right and what went wrong. The Pelham Building  
210 Renovation & Upgrade Committee, the Pelham ACES Committee, and the School District need to work together to make  
211 a stronger presentation next time.  
212

213 **Staffing Updates:**

214 **1. Staffing Updates:**

- 215 a. Special Education Evaluator Carol Tomer has decided to retire. Carol Tomer worked for the Pelham  
216 Elementary School for 15-years. The School Board thanked Carol Tomer for her 15 years of service and  
217 wished her well. Superintendent B. Furbush recommended the School Board accept her resignation  
218

- 219 **2. Troy Bressette made a motion to accept the resignation of Carol Tomer. David Wilkerson seconded the**  
220 **motion. The motion passed unanimously.**  
221

222 **Housekeeping:**

223 **1. Consent Agenda:**

- 224 a. Chair Meg Larson mentioned that the School Board agreed to postpone the adoption of meeting  
225 minutes from the March 4, 2020 meeting.  
226

227 **2. Vendor and Payroll Manifests:**

- 228 a. 020 \$529,935.01  
229 b. AP031820 \$322,288.20  
230 c. PAY020P \$17,077.70  
231

232 **Vice-Chair Debbie Ryan made a motion to approve the Vendor and Payroll Manifests. Troy Bressette**  
233 **seconded the motion. The motion passed unanimously.**  
234

235 **3. Correspondence & Information:**

- 236 a. None  
237

238 **Meeting Adjournment:**

239  
240 **Troy Bressette made a motion to adjourn the meeting at 7:46 pm. Chair Meg Larson seconded the motion. The motion**  
241 **passed unanimously.**  
242

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**Future Meetings:**

1. 04/01/2020 – 6:30 pm School Board Meeting at Pelham Elementary School
2. 04/22/2020 – 6:30 pm School Board Meeting at Pelham Elementary School

Submitted by Matthew Sullivan