

Pelham School Board Meeting
April 1, 2020
Pelham Elementary School
6:30 pm

In Attendance:

School Board Members: Megan Larson, Chairman, Debbie Ryan, Vice-Chair, Troy Bressette, Darlene Greenwood, and David Wilkerson
Superintendent: Bill Furbush
Business Administrator: Deb Mahoney
Student Representative: None
Not Present: Joe Wholey, Student Representative

Chair Megan Larson called the meeting to order at 6:30 pm. Chair Megan Larson stated, “Good Evening, Welcome to the April 1 Pelham School Board Meeting. As Chair of the Pelham School Board, I find that due to the State of Emergency declared by the Governor as a result of COVID-19 Pandemic and in accordance with the Governor’s Emergency Order 12 pursuant to Executive Order 202004 this public body is authorized to meet electronically. The public does have the opportunity to call in. The phone number is (603) 508-3089. The meeting will be taking place over Zoom, and I am presently located in Sherburne Hall, all other members are remote via Zoom. All votes tonight will have to be taken by roll call.”

The Pledge of Allegiance followed.

Chair Megan Larson mentioned that the School Board must have a roll call. If someone is in the room with a board member, the board member must include that information during the roll call.

Darlene Greenwood	– Present by herself
Vice-Chair Debbie Ryan	– Present by herself
David Wilkerson	– Present by himself
Troy Bressette	– Present by himself
Bus. Admin. Deb Mahoney	– Present by herself
Superintendent Bill Furbush	– Present by himself
SB Secretary Matthew Sullivan	– Present by himself

Public Input:

None

Superintendent Opening Remarks:

Superintendent Bill Furbush thanked the staff, the students, and the parents for doing an excellent job during the change to remote learning. The Superintendent added that he would have updates about the buildings and other information during the meeting. Pelham Elementary School was able to deploy an additional 110 Chromebooks to the second-grade students. Tomorrow the District will have a first grade, kindergarten, and pre-school packet drop off and pick up. The teachers at the elementary school level have embraced remote learning. The feedback from the parents of students at the Pelham Memorial School has been positive. The Memorial School staff and students had a vocab-jam competition. The

48 students and staff will continue this competition each Friday. The teachers and students had some fun
49 pictures and sharing from Spirit Day. The teachers have taken it upon themselves to have fun children's
50 books read aloud. The teachers have accepted the challenge of remote learning with great gusto. The
51 District is always #PelhamProud and very much miss the students and the school environment. The PHS
52 staff is taking part in the 'virtual coffee' every Friday. Over fifty faculty and staff members are attending
53 the 'virtual coffee' meeting. This event is a great way to stay in touch and remain positive. Parents have
54 shared pictures of students engaged in remote learning. The NHIAA did make its final ruling of the
55 winter sports that ended up unfinished. The verdict was that both the PHS Winter Cheer Team and Boys
56 Basketball Team are being awarded D-2 Runner-Up Honors. This Winter, the PHS has 15 individual or
57 relay State Champions. Three teams got to State Runners-Up. The three teams are the Gymnastics,
58 Cheer, and Boys Basketball teams. Spring sports are on hold. There is the hope of an abbreviated
59 season, possibly in May and the first half of June.

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61 **Student Report:**

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63 None

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65 **Main Issues / Policy Updates:**

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67 **FY 21 Teacher and Staff Nomination List**

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69 Superintendent Bill Furbush mentioned that every year it is the School District's honor to put forth the
70 names of teachers who have met the Pelham expectations. The list consists of regular contract teachers
71 and probationary teachers. The District believes the teachers who are on the list have exemplified all the
72 great things that we stand for in Pelham. The administration takes this responsibility very seriously. The
73 nomination list was provided to the School Board Members. Vice-Chair Debbie Ryan wanted to know if
74 the School Board would vote during the Non-Public Session. Superintendent Bill Furbush answered Vice-
75 Chair Debbie Ryan by commenting that the School Board would have to take action now and not during
76 Non-Public Session. David Wilkerson mentioned that last year the Board spoke, and the consensus was
77 the Board would like to know who were the nominations, but that would be the extent to what the
78 Board would be able to do. Chair Megan Larson requested for a motion, a second, then a roll call.

79
80 **Troy Bressette made a motion to accept the list of nominations for continuing contracts. David**
81 **Wilkerson seconded the motion.**

82
83 **Roll Call:**

84 Chair Megan Larson – Yes
85 Vice-Chair Debbie Ryan – Yes
86 Troy Bressette – Yes
87 Darlene Greenwood – Yes
88 David Wilkerson – Yes

89
90 **Remote Learning Update:**

91 Superintendent Bill Furbush thanked the IT Department for the work they have done to assist with the
92 remote learning. He mentioned how the IT Department was working on 100 tech tickets a day. Almost
93 all the tech tickets have been able to be resolved remotely. The District was able to reallocate the
94 existing hardware and get the second-grade students the Chromebooks as well. The District was able to

95 do this on Thursday, March 26, 2020. Superintendent Bill Furbush also thanked the Pelham Elementary
96 School Administration for their organization and making the distribution of the Chromebooks a success.
97 This past week, the schools have been opened, by appointment only, on Tuesday and Thursday from 9
98 am to 12 pm. Going forward, the schools will be opened on Wednesdays from 9 am until 12 pm. The
99 District is allowing the staff, by appointments only, to work with the School Administration. Teachers
100 have been going into the schools and filming labs and taking advantage of the school resources that are
101 not available at home. Superintendent Bill Furbush thanked the custodian staff. The custodians are
102 currently performing a deep clean of the school buildings. A detailed list of which rooms have been used
103 by teachers is kept. Once the room has been used, the custodians clean the room again.

104

105 **Survey:**

106 Superintendent Bill Furbush commented on how proud he was of the teachers. The District moved to
107 remote learning on a moment's notice, and the teachers had to plan remote lessons. He also thanked
108 the students for the work they are putting into the remote learning. The students are working hard and
109 meeting the competencies. The parents were also acknowledged. Superintendent Bill Furbush
110 empathized with the parents having to deal with their daily responsibilities and juggling the education of
111 children in the home. The feedback from the survey was positive and supportive. The study included
112 over 800 responses. Superintendent Bill Furbush mentioned a few of the responses from the survey.

113

114 The survey was broken down into five parts (Role / Grade Level):

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116 **Role – 838 responses:**

- 117 11.9% - Student
- 118 69.3% - Parent/Guardian
- 119 11.3% - Teaching Faculty
- 120 - Support Staff
- 121 - Administration
- 122 - Staff
- 123 - School Counselor PK-2
- 124 - Special Education

125

126 **Students – 367 responses:**

- 127 20.4% - Kindergarten, Grade 1 or Grade 2
- 128 22.6% - Grade 3, Grade 4 or Grade 5
- 129 9.8% - Grade 6
- 130 11.4% - Grade 7
- 131 10.9% - Grade 8
- 132 - Grade 9
- 133 - Grade 10
- 134 - Grade 11
- 135 - Grade 12

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137 **Do you have the resources you need? – 823 responses:**

- 138 85.3% - Yes
- 139 - No
- 140 - Intermittent
- 141 - Time Consuming
- 142 - There is too much work being assigned

- 143 - Yes, to participate
- 144 - Yes and No
- 145 - I do not, but I feel like I am getting close

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148 **Internet Access – 837 responses:**

- 149 94.7% - Yes
- 150 - No
- 151 - Usually but others do not
- 152 - Yes and No
- 153 - We have it most of the time
- 154 - Sometimes it is slow
- 155 - Yes and No
- 156 - We have the internet, but the bandwidth is slow
- 157 - My grandmother does

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163 **Curbside meal pick-up for purchase – 781 responses:**

- 164 - Yes
- 165 97.6% - No

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167 **Communication– 830 responses:**

- 168 - Too Much
- 169 84.2% - Just Right
- 170 - Not Enough
- 171 - The communication is adequate
- 172 - The communication varies from teacher to teacher
- 173 - The teachers are doing their best
- 174 - As staff, I am talking to my teachers
- 175 - Yes with the teachers

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179 85% of those surveyed believed they have the resources needed to participate in remote learning.
180 Superintendent Bill Furbush would like to see that number a little bit higher. The staff is reading the
181 comments and looking into making the resources more available to the staff and students if they are not
182 currently available.

183

184 95% of those surveyed have consistent internet access. Superintendent Bill Furbush commented, “95%
185 of the community has internet access. The District is fortunate to have the technology that is already
186 supported by the School Board. The technology is in the hands of the students, but they also have
187 internet access at home.”.

188

189 Over 97% of those surveyed believed that if curbside meal pick-up for purchase were available, they
190 would not participate. Superintendent Bill Furbush mentioned that 8% of the Pelham student

191 population qualifies for free and reduced lunch. This number is a meager number when compared to
192 other districts in the State. Superintendent Bill Furbush thanked Kelly Rambeau for sending letters out to
193 those who qualified for free and reduced lunch and asked them what their need was. The District is
194 going to keep an eye on this number and check to see if curbside meal pick-up for purchase is something
195 that will need to be provided in the future.

196
197 84% of those surveyed believed the communication was just right. Superintendent Bill Furbush
198 mentioned how communication is one of those things that the District wants to do as much as possible,
199 but the communication can also become overwhelming. Superintendent Bill Furbush believes that 85%
200 is just about right, and he mentioned how the community has been great. The District is keeping up to
201 date on communication. Every day the staff are on different phone calls. Three times a week, the District
202 in communication with the Commissioner of Education. The District also receives updates from Special
203 Education Experts and other Superintendents.

204 Some School Districts are expecting the remote learning to continue past the May 4, 2020 date. The
205 Pelham School District is going to wait and hear what the Commissioner of Education has to say. The
206 District is prepared to go either way. The District has a contingency plan if the schools are not to return
207 on May 5, 2020. Superintendent Bill Furbush wrote in one of his letters sent to parents, if the remote
208 learning continues past May 4, 2020, a proposal to shorten the school year. Before the contingency plan
209 is implemented, Superintendent Bill Furbush would come to the School Board and request to end the
210 school year a week or two early. The week or two would allow for Competency Recovery Time. This time
211 would allow the teachers to help the students who may not have been successful with remote learning.
212 If the District is in a position to offer Compensatory Education for any missed services during the school
213 year. The Competency Recovery Time would allow the Special Ed Teachers time to offer the
214 Compensatory Services.

215 Superintendent Bill Furbush empathized with the PHS Seniors. The District is still preparing for the
216 possibility of prom, graduation, and even looking at pushing graduation to another date during the
217 summer. Principal Dawn Meed has been informed to create a Zoom 'Student Voice' Meeting. David
218 Wilkerson thanked Superintendent Bill Furbush for planning instead of waiting.

219 Vice-Chair Debbie Ryan commented that it is nice to see participation with the survey. She asked, "How
220 are we gaging workload?". Vice-Chair Debbie Ryan also mentioned how she had heard some school
221 districts are going to a four-day school week, and the fifth-day was for teacher collaboration and
222 workshop. Superintendent Bill Furbush answered by saying, "Some of the responses we have received
223 are how we have given to rigorous of assignments." The District is working with the staff, so they
224 understand that middle school and high school students have multiple teachers, and each teacher
225 assigns homework. Superintendent Bill Furbush requested that parents keep reaching out and making
226 the District aware of what is occurring. The Superintendent mentioned the District has looked into the
227 four-day workweek. He stated, "It is not exactly favored." The District is still looking into ways to give
228 teachers and students a break.

229 Darlene Greenwood asked Superintendent Bill Furbush how the second-grade students are doing with
230 the Chromebooks? Superintendent Bill Furbush has not heard how the second-grade students are doing
231 with the Chromebooks, but he has received many 'thank you' notes. David Wilkerson mentioned how
232 some school districts are using the fifth-day as a unified arts day. Superintendent Bill Furbush
233 commented on how some of the feedback was how the unified art teachers were the teachers giving
234 students to much work.

235 Vice-Chair Debbie Ryan questioned what the District could do for them for 2% of the population who
236 voted 'yes' to using a curbside meal pick-up for purchase if it was made available. Superintendent Bill
237 Furbush mentioned that only one person in the District knows who the 2% are. Kelly Rambeau, because
238 of privacy reasons, is the only person who knows these families. Superintendent Bill Furbush also

239 pointed out the letters that were sent out to the families who have qualified for free or reduced lunch;
240 only a small amount of families responded to the letter. Superintendent Bill Furbush mentioned that the
241 District had donated food to the Pelham Food Bank. As the schools continue to receive food, Kelly
242 Rambeau has separated the food into three groups. The three groups are 'what is perishable,' 'what can
243 we share,' and 'what can we give.' The District has been working with the food banks and getting
244 families in touch with the food banks. Vice-Chair Debbie Ryan asked if the food being delivered to school
245 was because the District had to honor their contracts. Superintendent Bill Furbush responded by saying,
246 "Yes, but some of it is government food." Business Administrator Deb Mahoney stated, "The District is
247 doing what they can to ascertain what the need is. The District is struggling with how to provide the
248 food supports that are needed while protecting the school staff. Kelly Rambeau has reached out to the
249 State, tried the waiver, and she is trying to explore everything that is available to the District."
250 Vice-Chair Debbie Ryan asked, "What does the Competency Recovery Time look like for the elementary
251 school and the middle school?" Superintendent Bill Furbush responded by saying, "We are having
252 discussions, and the Admin Team has just been wonderful. The whole District Admin Team, the SAU
253 Office, and the Building Administration have been working together." Superintendent Bill Furbush
254 mentioned that every year there are a group of Seniors who need eight or more credits to graduate.
255 There are Seniors, who started as Freshmen, putting themselves in jeopardy of not graduating.
256 Superintendent Bill Furbush believes that by having a Competency Recovery Time, the school will be
257 able to assist Seniors with graduating. The teachers will be able also to help the Freshmen, Sophomore,
258 and Junior students who are falling behind. The Superintendent believes that the Competency Recovery
259 Time will work very similarly in middle school. Their teachers will help students who are falling behind
260 and about to give up. The Superintendent added that the District does not know how the Competency
261 Recovery Time will look. The Competency Recovery Time could be performed remotely. As far as the
262 elementary school, the students don't earn credits. The teachers keep track of how the student is
263 performing. Chair Megan Larson added the high school just completed the second week of remote
264 learning. The high school is on an every other day schedule, and tracking students' performance at this
265 time is difficult. Some of the students will not test well on-line, projects will have to be adjusted, and
266 assignments will have to be adjusted weekly. David Wilkerson mentioned that teachers are working
267 twice as hard compared to when they went to the school building. Chair Megan Larson believes, "It has
268 been flexible, and it needs to remain flexible. Everybody needs to remain patient and understanding.
269 This is new to all of us."
270

271 **Paying Hourly Employees:**

272 Superintendent Bill Furbush mentioned the District did not know about the extension of the dates at the
273 last School Board. Business Administrator Deb Mahoney and Superintendent Bill Furbush have been
274 working on calculating if the District is healthy financially. The District would still like to financially
275 support the bus drivers, the cafeteria, and the meal services personnel. The recommendation is always
276 the same, but the District has to be financially healthy to support the staff. The school bus company has
277 provided assurances that as the District pays the school bus company, the school bus company will then
278 pay their bus drivers. Superintendent Bill Furbush and Business Administrator Deb Mahoney asked the
279 School Board to continue financially to support the bus drivers, the cafeteria, and the meal services
280 personnel through May 4, 2020. Business Administrator Deb Mahoney also asked for the School Board
281 approval to continue paying the transportation contracts, with the fuel credits posted against the dates,
282 through May 4, 2020.
283

284 **David Wilkerson made a motion to continue paying the school bus drivers, cafeteria, and meal**
285 **services personnel. Also, continue paying the transportation contracts through May 4, 2020. Troy**
286 **Bressette seconded the motion.**

287

288 **Roll Call:**

289 Chair Megan Larson – Yes
290 Vice-Chair Debbie Ryan – Yes
291 Troy Bressette – Yes
292 Darlene Greenwood – Yes
293 David Wilkerson – Yes

294

295 **Approval of 2020 MS-22 Appropriations as Voted**

296 Business Administrator Deb Mahoney commented, "Following the vote on March 10, 2020, we had the
297 Operating Budget passed, and the PESPA Collective Bargaining Agreement passed. The MS-22 is the
298 report of the appropriations that were voted at the March 10 vote. So the total approved budget
299 \$34,126,869. The document I have submitted to you is the preparation of that information is broken
300 down into the elementary and high school levels. I am asking for a vote of the Board to approve the
301 document as prepared. I will follow up with you for your signatures once I get the direction from the
302 Department of Revenue on how they would like to see that."

303 **David Wilkerson made a motion to approve the document as prepared. Troy Bressette seconded the**
304 **motion.**

305

306 **Roll Call:**

307 Chair Megan Larson – Yes
308 Vice-Chair Debbie Ryan – Yes
309 Troy Bressette – Yes
310 Darlene Greenwood – Yes
311 David Wilkerson – Yes

312

313 **Old Business:**

314 None

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316 **Housekeeping:**

317 **Adoption of Meeting Minutes:**

318

319 March 4, 2020 – **Vice-Chair Debbie Ryan made a motion to approve the March 4, 2020, Meeting**
320 **Minutes. Troy Bressette seconded the motion.**

321

322 **Roll Call:**

323 Chair Megan Larson – Yes
324 Vice-Chair Debbie Ryan – Yes
325 Troy Bressette – Yes
326 Darlene Greenwood – Yes

327 David Wilkerson – Yes

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330 March 12, 2020 – **Vice-Chair Debbie Ryan made a motion to approve the March 12, 2020, Non-Public**
331 **Meeting Minutes. David Wilkerson seconded the motion.**

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333 **Roll Call:**

334 Chair Megan Larson – Yes
335 Vice-Chair Debbie Ryan – Yes
336 Troy Bressette – Yes
337 Darlene Greenwood – Yes
338 David Wilkerson – Yes

339

340 March 18, 2020 – **Troy Bressette made a motion to approve the March 18, 2020, Meeting Minutes.**
341 **David Wilkerson seconded the motion.**

342

343 **Roll Call:**

344 Chair Megan Larson – Yes
345 Vice-Chair Debbie Ryan – Yes
346 Troy Bressette – Yes
347 Darlene Greenwood – Yes
348 David Wilkerson – Yes

349

350 **Vendor and Payroll Manifests:**

351	1. 021	\$580,057.23
352	2. AP040120	\$673,137.67
353	3. PAY021P-A	\$29,137.96
354	4. PAY021P-B	\$215,481.65

355

356 Business Administrator Deb Mahoney and Superintendent Bill Furbush will be in contact with how the
357 School Board will get the documents signed. Payroll has approved the payment, and the checks have
358 already been processed. Troy Bressette asked if there had been any investigation into electronic
359 signature capabilities. BA Deb Mahoney mentioned the District received an approved trial service of
360 Pandadoc. BA Deb Mahoney will send the School Board members an email, and the School Board
361 members will need to respond to her email. Treasurer Pat Murphy will then sign-off on the manifest to
362 release payments on April 2, 2020. Going forward, the School Board will be using Pandadoc to sign
363 documents. Pandadoc has been approved by SPDC, which is the data privacy alliance the District uses.

364

365 **Vice-Chair Debbie Ryan made a motion to approve the Vendor and Payroll Manifests. David Wilkerson**
366 **seconded the motion.**

367

368 **Roll Call:**

369 Chair Megan Larson – Yes

370 Vice-Chair Debbie Ryan – Yes
371 Troy Bressette – Yes
372 Darlene Greenwood – Yes
373 David Wilkerson – Yes
374

375 **Correspondence & Information:**

376
377 **March Enrollment Reports** – Troy Bressette previously notified Chair Megan Larson that the March
378 Enrollment Reports had a miscalculation. Vice-Chair Debbie Ryan wanted to know what the discrepancy
379 was with the report, and Troy Bressette informed her it was a difference of one student in the
380 elementary school. Superintendent Bill Furbush informed the School Board the discrepancy would be
381 corrected on April 2, 2020. Darlene Greenwood asked if she needed to know this information.
382 Superintendent Bill Furbush told Darlene Greenwood that the Enrollment Report was in her package,
383 and the report showed the number of students currently enrolled in the District. The Superintendent
384 offered to help Darlene Greenwood if she needed help with understanding how to read the report.
385

386 **Staffing Updates:**

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388 **Nominations** – Kelly LaBonte – Assistant Principal at PES
389 Superintendent Bill Furbush nominated Kelly LaBonte as Assistant Principal at PES. Kelly LaBonte has
390 successfully filled in this role on two different occasions. One time this year and one other time. She has
391 an excellent leadership style that compliments the team and has a great history working in the school
392 building.
393

394 **Vice-Chair Debbie Ryan made a motion to accept the nomination of Kelly LaBonte as Assistant**
395 **Principal at PES. Darlene Greenwood seconded the motion.**

396
397 **Roll Call:**

398 Chair Megan Larson – Yes
399 Vice-Chair Debbie Ryan – Yes
400 Troy Bressette – Yes
401 Darlene Greenwood – Yes
402 David Wilkerson – Yes

403
404 **Resignations** –

- 405 1. Kathy Joseph – PHS - Special Education
- 406 2. Molly Bond – PMS - 8th Grade Science
- 407 3. Laurie Brody – PMS – 7th Grade Math Teacher

408
409 Superintendent Bill Furbush thanked the three teachers for their time spent in Pelham, their excellent
410 work, and wished them well with their future endeavors. He recommended the School Board accept
411 their resignations.
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414 **Vice-Chair Debbie Ryan made a motion to accept the resignations, as stated. David Wilkerson**
415 **seconded the motion.**

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Roll Call:

- Chair Megan Larson – Yes
- Vice-Chair Debbie Ryan – Yes
- Troy Bressette – Yes
- Darlene Greenwood – Yes
- David Wilkerson – Yes

Enter Non-Public Session:

Vice-Chair Debbie Ryan made a motion to convene to non-public session per RSA 91-A:3, II(a) at 7:27 pm. David Wilkerson seconded the motion.

Roll Call:

- Chair Megan Larson – Yes
- Vice-Chair Debbie Ryan – Yes
- Troy Bressette – Yes
- Darlene Greenwood – Yes
- David Wilkerson – Yes

Non-Public Session:

1. The Non-Public Session was called to order at 7:37 pm.
2. The School Board Members met in Non-Public Session using Google Meet.
3. The members present on Google Meet were Chair Megan Larson, Vice-Chair Debbie Ryan, Troy Bressette, Joan Cote, Darlene Greenwood, and David Wilkerson.

End Non-Public Session:

Troy Bressette made a motion to end the non-public session at 8:22 pm. David Wilkerson seconded the motion.

Roll Call:

- Chair Megan Larson – Yes
- Vice-Chair Debbie Ryan – Yes
- Troy Bressette – Yes
- Darlene Greenwood – Yes
- David Wilkerson – Yes

Meeting Adjournment:

461 **David Wilkerson made a motion to adjourn the meeting at 8:24 pm. Vice-Chair Debbie Ryan seconded**
462 **the motion.**

463

464 **Roll Call:**

465 Chair Megan Larson – Yes

466 Vice-Chair Debbie Ryan – Yes

467 Troy Bressette – Yes

468 Darlene Greenwood – Yes

469 David Wilkerson – Yes

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471

472 **Future Meetings:**

473 1. 04/22/2020 – 6:30 pm School Board Meeting at Pelham Elementary School

474 2. 05/06/2020 – 6:30 pm School Board Meeting at Pelham Elementary School

475

476 Submitted by Matthew Sullivan