

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

**In Attendance:**

**School Board Members:** Megan Larson, Chair, Debbie Ryan, Vice-Chair, Troy Bressette, Darlene Greenwood, and David Wilkerson

**Superintendent:** Bill Furbush

**Business Administrator:** Deb Mahoney

**Not Present:** Joe Wholey, Student Representative

Chair Megan Larson called the meeting to order at 6:34 pm. Chair Megan Larson stated that due to the State of Emergency declared by the Governor as a result of COVID-19 Pandemic. In accordance with the Governor's Emergency Order 12, according to Executive Order 2020-04, the Pelham School Board is authorized to meet electronically.

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

Chair Megan Larson	– Present by herself
Vice-Chair Debbie Ryan	– Present by herself
David Wilkerson	– Present by himself
Troy Bressette	– Present by himself
Darlene Greenwood	– Present by herself

Also in attendance were Stacey Maghakian, PMS Principal, Dawn Mead, PHS Principal, Brenda Colameta, Dir. of Technology, and Sarah Marandos, Dir. of Curriculum

The Pledge of Allegiance followed.

**Public Input:**

None

**Superintendent Opening Remarks:**

Superintendent Bill Furbush thanked everyone that helped organize the parade, including the School Resource Officers Myia Yates and Brian Kelly. He mentioned that the parade was filled with excitement and energy. The Superintendent thanked the teachers for their excellent work during this challenging time. During Teacher Appreciation Week, the principals came up with ways to show the teachers how much they are appreciated.

**Student Report:**

None

48 **Presentation:**

49

50 **Remote Learning Grading Presentation:**

51 Sarah Marandos, Director of Curriculum, presented an update of the Remote Learning Grading Proposal  
52 for the three schools in Pelham.

53

54 **Pelham Elementary School:**

55 The School Board approved the proposal for grading students at Pelham Elementary School. The School  
56 Board agreed to support the proposal at the previous School Board Meeting.

57

58 **Grading Proposal:**

59 Two weeks ago, Sarah Marandos presented a proposal for all three Pelham Schools. Sarah Marandos  
60 went back to teachers to create a second model as a backup to the original proposal. The model for the  
61 Memorial School is based on a Met Competency and Not Yet Met Competency model of grading. Sarah  
62 Marandos commented that the model recognizes that remote learning is not the same as learning in  
63 School. The belief is this not time to grade students on high-stake assessments. The students should be  
64 graded based on their participation, effort, and engagement.

65 The purpose of the grading system is to have the students participate and engage in the school work.  
66 The students who are participating, engaging with the school work, and completing the assignments to  
67 the best of their ability will receive an "MC" (Met Competency = 100%). The "MC" grade will become the  
68 student's fourth quarter grade. This grade will offer the students a chance to increase their yearly  
69 average.

70

71 **Pelham Memorial School:**

72 The students attending the Middle School will earn an "MC" (Met Competency = 100%) or an "NCY" (Not  
73 Competent Yet = 59%). The students who earn a grade of "NCY" will not receive a zero. Instead of  
74 getting a zero, the student will receive a 59%. The "MC" or "NCY" grade will then be averaged into the  
75 student's quarter grades from Quarter One, Quarter Two, and Quarter Three. The  
76 Standards/Competencies will not be scored on the report card for Quarter Four. Trimester Three of the  
77 Unified Arts (UA) classes will also use this model.

78

79 **Pelham High School:**

80 Similar to the Middle School, the High School students will earn either an "MC" (Met Competency =  
81 100%) or an "NCY" (Not Competent Yet = 64%). The grade, for a year-long course, will be 25% of the  
82 overall grade. The grade for a Semester Two Course will be 50% of the overall grade. Competencies will  
83 not be reported out individually in PowerSchool for the remainder of the school year. The student's  
84 overall grade average will be calculated into a GPA, and a numerical value will be reported in letter  
85 grade on the transcript. A high school student who earns an "NCY" in Quarter Four, for the remote  
86 learning period, will need to participate in a competency recovery to earn the course credit.

87

88 **Assignments:**

89 Students will be awarded one point for each assignment that is completed. The student, for the most  
90 part, must have shown an understanding of the learning expectations of the assignment. The student  
91 may not have been able to complete the assignment with 100% accuracy. If the student receives a zero,  
92 the zero would indicate that the student did not attempt to engage, at any level, with the material. The  
93 student also did not attempt to turn in the assignment. Also, a student may have turned in the  
94 assignment, but the student needed additional help or feedback to complete the assignment to a

95 satisfactory level. A student who receives a zero will be given a further opportunity to complete the  
96 assignment.

97

98 Recovery:

99 A student would be eligible for recovery if the student received an "NCY" for the last Term of remote  
100 learning. The students who received an "NCY" will be targeted during the two weeks from June 5  
101 through June 19. The two-week time frame will give students time to recover their grades. The students  
102 who have been unable to engage because of a variety of reasons will be provided with a remote learning  
103 summer school. High School students will have the opportunity, in remote learning summer school, to  
104 earn the credit. The summer school will provide the student with more time to meet the competency.

105

106 Examples:

107

108 Middle School (Quarter Stand-Alone Grades)

	Q1	Q2	Q3	Q4 (RL)	Y1
Student 1	80	81	82	MC = 100	85.75
Student 2	80	81	82	NCY = 59	75.5

109

110 Student 1 –  $(80 + 81 + 82 + 100) / 4 = 85.75$

111

112 High School (Rolling Grades & Year-Long Course)

	Q1	Q2	Q3	Remote Learn	Y1
Student 1	-	-	68	MC = 100	76
Student 2	-	-	68	NCY *	*Needs to recover before credit is earned

113

114 Student 1 –  $(68 * .75) + (100 * .25) = 76$

115

116 Sarah Marandos mentioned that she has spoken to local colleges, and the colleges have agreed to  
117 accept this model. She also commented that the surrounding School Districts have similar grading  
118 models. She has presented this model to both the PMS and the PHS teachers, and she requested that  
119 the School Board decide on the grading models.

120 Principal Dawn Mead commented that she supports the teachers at PHS. She believes the teachers will  
121 do whatever it takes, and rise to the occasion to make the grading model work. She added that a  
122 decision was needed by the School Board soon because June 5 is only a month away. The feedback  
123 Principal Dawn Mead received after Sarah Marandos presented the model to teachers, was the teachers  
124 would do anything to help the students succeed. She added that she has 32 teachers, who are in their  
125 first five years of teaching. This model will allow the teachers to take risks and try project-based learning  
126 assessments. Principal Dawn Mead believes that Pelham is moving towards how a competency-based  
127 model should look.

128 Principal Stacey Maghakian spoke about how her staff believes the same way as the PHS staff. The  
129 Teachers want to move forward. She mentioned that the PMS would be discussing how to target the  
130 students who need help with recovery. She noted that the teachers were relieved with this grading  
131 model because this removes the high-stakes that could have been detrimental.

132 Chair Megan Larson commented that the School is changing the grading, but the delivery and the  
133 instruction are the same. She believes the expectations are the same, but the grades will look different  
134 in PowerSchool. She added that there are only none classes left for the students in PHS. Sarah Marandos  
135 mentioned that she has been working with PowerSchool and an independent contractor. She wants to  
136 make PowerSchool look clean for parents. Changing the appearance of PowerSchool will allow parents  
137 to understand how their child is trending.

138 Sarah Marandos confirmed that the students will still receive a grade at the end of the Term. The grade  
139 will be calculated in the student's GPA, and the grade will still go on the student's transcript. A student  
140 will not automatically receive an "F" on the transcript. The School will try multiple times to engage the  
141 student and recover their grade. If the student is unable to engage, the School will look at an additional  
142 model using the CoronaVirus, Aid, Relief, and Economic Security (CARES) Act Funding. The teachers are  
143 trying to be flexible with the students, and the School is working with the students who have recently  
144 turned in their third-quarter assignments. The District is looking for a way to update these grades.  
145 Currently, the District does not have a summer school program. The summer school program should  
146 look similar to the one from a couple of years ago.

147 Superintendent Bill Furbush mentioned that the District would send out a unified message to the  
148 parents. The Principals will then follow up with their separate notifications to the parents. Sarah  
149 Marandos and Superintendent Bill Furbush will create a short video for the parents. The District will  
150 create a survey and send it out to the parents. The survey will ask if the parents understand the grading  
151 system.

152 Sarah Marandos mentioned that the District would not change the GPA calculations, and the District has  
153 already determined who the top four Seniors are. Principal Stacey Maghakian requested that the  
154 Frequently Asked Question (FAQ) notice be two pages. One page for PMS parents and another page for  
155 the PHS parents. She believes that parents may not distinguish certain terms. i.e. 'competent' versus  
156 'competency.'

157 Chair Megan Larson commented that the grading model being discussed is for this school year and into  
158 the summer. In the fall, the District might be back using remote learning. The School Board will discuss  
159 the grading model during the summer.

160

161 **David Wilkerson made a motion to approve the proposed grading plan. Vice-Chair Debbie Ryan**  
162 **seconded the motion.**

163

164 **Roll Call:**

165 Chair Megan Larson – Yes

166 Vice-Chair Debbie Ryan – Yes

167 Troy Bressette – Yes

168 Darlene Greenwood – Yes

169 David Wilkerson – Yes

170

171

172 **Main Issues / Policy Updates:**

173

174 Remote Learning Update:

175 Superintendent Bill Furbush commented that the District is still working on Special Education, the school  
176 year, and the extended school year. Currently, the District is working on a hybrid model for the extended  
177 school year. The hybrid model would include some small group instruction with PPE. The District is also  
178 looking at the CARES grant. Superintendent Bill Furbush commented that he has been interviewing

179 teaching candidates using Zoom. The schools' alarm system has been updated from 3G to 5G. The  
180 custodians have mentioned that they are up-to-date with all the project tickets. The District is preparing  
181 for the end of the school year. They are trying to find ways to allow students into the building to clear  
182 out their lockers. The District is applying for a grant for the Memorial School Project. Chip McGee is  
183 being brought up to speed, and he is helping to prepare the schools to reopen. Todd Kress did a  
184 fantastic job of celebrating the School's winter athletes.

185 B.A. Deb Mahoney mentioned that over 600 kids signed up for a meal delivery program. Over 3,600  
186 meals were delivered Wednesday, May 6. Kelly Rambeau and her staff did much work to prepare the  
187 meals for delivery. B.A. Deb Mahoney thanked STA and Durham for their services. Superintendent Bill  
188 Furbush commented that the meal deliveries took six busses. Parents sent photos to Kelly Rambeau of  
189 their children receiving their meals. If anyone has questions, please email the School.

190 Chair Megan Larson commented that the Middle School band was featured on WMUR, and she heard  
191 that the band would be featured on Chronicle as well. Superintendent Bill Furbush confirmed that the  
192 Chronicle had requested permission to interview Elisa Saunders.

193

194 Grant Assurances Board Approval:

195 B.A. Deb Mahoney mentioned the School Board needed to vote to approve that the School Board will  
196 follow all the rules in regards to applying for a grant. If the School Board approves following the  
197 directions, then the Chair Megan Larson will sign and initial the document, followed by Superintendent  
198 Bill Furbush. The School Board will then need to send the signed form to the state, and upload the  
199 programs that the Superintendent will need to sign. Superintendent Bill Furbush commented that if the  
200 Chair and he do not sign the document, the District could lose out receiving grants.

201

202 **David Wilkerson made a motion to approve the Grant Assurances Board Approval Document, as**  
203 **presented. Troy Bressette seconded the motion.**

204

205 **Roll Call:**

206 Chair Megan Larson – Yes

207 Vice-Chair Debbie Ryan – Yes

208 Troy Bressette – Yes

209 Darlene Greenwood – Yes

210 David Wilkerson – Yes

211

212 **Policy Review:**

213

214 A. Second Reading:

215 a. DAF – Administration of Federal Grants

216 No changes to the policy.

217

218 b. JEB – Entrance Age Requirements

219 No changes to the policy.

220

221 c. IHCA – Summer Activities

222 No changes to the policy.

223

224

225 **Troy Bressette made a motion to approve policies DAF, JEB, and IHCA. David Wilkerson seconded the**  
226 **motion.**

227

228 **Roll Call:**

229 Chair Megan Larson – Yes

230 Vice-Chair Debbie Ryan – Yes

231 Troy Bressette – Yes

232 Darlene Greenwood – Yes

233 David Wilkerson – Yes

234

235 **B. First Reading:**

236 a. ILD – Non-Educational/Non-Academic Questionnaire, Surveys, and Research

237 Separate federal and state laws require that written consent must be obtained from a  
238 parent or guardian before a student may participate in a non-educational survey or  
239 questionnaire that asks about information not directly related to a student's academics.  
240 The District does this in practice but needs to add the policy.

241

242 b. IFA – Instructional Needs of Students with Different Talents

243 The policy requires that administrators and teachers should collaborate to consider and  
244 address students' different talents, interests, and academic development when planning  
245 the District's educational programs and curriculum.

246

247

248 **Old Business:**

249 **A. Board Member Reports:**

250 1. Vice-Chair Debbie Ryan – She commented that it was likely that COVID-19 would return  
251 in the fall. She wanted to know if the School Board could either expend or encumber  
252 funds for the fall semester. B.A. Deb Mahoney mentioned that the District would need  
253 board approval before encumbering funds. She noted that by the May 20 meeting, the  
254 subject would be on the agenda.

255 2. Troy Bressette – He shared a letter from the Elementary School PTA wrote to the staff  
256 of PES. The letter thanked the teachers for following their path to teaching. The letter  
257 complimented the teachers for their ability to adjust in difficult situations and for rising  
258 to the challenge.

259 3. David Wilkerson – He complimented Chair Megan Larson for her ability to lead the  
260 School Board during the CoronaVirus.

261 **Housekeeping:**

262 **Consent Agenda:**

263 **Adoption of Meeting Minutes:**

264 April 22, 2020 – Chair Megan Larson mentioned two items that needed to be amended. The first  
265 correction was to the Executive Order number. The number should read 2020-04. The second correction  
266 was to correct the spelling of her first name.

267 **Vice-Chair Debbie Ryan made a motion to approve the April 22, 2020, Meeting Minutes as amended.**

268 **David Wilkerson seconded the motion.**

269

270 **Roll Call:**

- 271 Chair Megan Larson – Yes
- 272 Vice-Chair Debbie Ryan – Yes
- 273 Troy Bressette – Yes
- 274 Darlene Greenwood – Yes
- 275 David Wilkerson – Yes

276

277 **Vendor and Payroll Manifests:**

- 278 1. AP050620 \$578,552.33
- 279 2. PAY024P \$17,119.38
- 280 3. AP042220 \$546,811.01

281

282 **Vice-Chair Debbie Ryan made a motion to approve the Vendor and Payroll Manifests as written. David**  
283 **Wilkerson seconded the motion.**

284

285 **Roll Call:**

- 286 Chair Megan Larson – Yes
- 287 Vice-Chair Debbie Ryan – Yes
- 288 Troy Bressette – Yes
- 289 Darlene Greenwood – Yes
- 290 David Wilkerson – Yes

291

292 **Staffing Updates:**

293

294 **Nominations** –

295 Superintendent Bill Furbush nominated three teachers for employment.

296

- 297 1. Nicole Pike – PES – PES School Counselor
- 298 2. Marielle Pomerleau – PHS – English Teacher
- 299 3. Katie Ralls – PMS – Grade Eight Social Studies Teacher

300

301 **Troy Bressette made a motion to accept the nominations, as presented. David Wilkerson seconded**  
302 **the motion.**

303

304 **Roll Call:**

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

310

311 **Leave of Absence** –

- 312 1. Jennifer Nugent – PHS – English Teacher

313

314 Superintendent Bill Furbush requested a vote from the School Board to extend the leave of absence for  
315 Jennifer Nugent.

316 **David Wilkerson made a motion to extend the leave of absence, as stated. Vice-Chair Debbie Ryan**  
317 **seconded the motion.**

318

319 **Roll Call:**

320 Chair Megan Larson – Yes

321 Vice-Chair Debbie Ryan – Yes

322 Troy Bressette – Yes

323 Darlene Greenwood – Yes

324 David Wilkerson – Yes

325

326 **Future Meetings:**

327 1. 05/20/2020 – 6:30 pm School Board Meeting at Pelham Elementary School

328 2. 06/03/2020 – 6:30 pm School Board Meeting at Pelham Elementary School

329

330 **Meeting Adjournment:**

331

332 **David Wilkerson made a motion to adjourn the meeting at 8:02 pm. Debbie Ryan seconded the**  
333 **motion.**

334

335 **Roll Call:**

336 Chair Megan Larson – Yes

337 Vice-Chair Debbie Ryan – Yes

338 Troy Bressette – Yes

339 Darlene Greenwood – Yes

340 David Wilkerson – Yes

341

342

343 Submitted by Matthew Sullivan