

Pelham School Board Meeting
July 1, 2020
Sherburne Hall
6:30 pm

In Attendance:

School Board Members: Megan Larson, Chair, Debbie Ryan, Vice-Chair, Troy Bressette, Darlene Greenwood, and David Wilkerson (virtual)
Superintendent: Chip McGee
Business Administrator: Deb Mahoney
Director of Curriculum, Instruction & Assessments: Sarah Marandos
Student Representative: Joe Wholey (virtual)
Not Present: None

Chair Megan Larson called the meeting to order at 6:30 pm. The Pledge of Allegiance followed.

Superintendent Introduction:

Chair Megan Larson commented that today was the beginning of the new fiscal year, and the first day for Superintendent Chip McGee. The School Board welcomed Superintendent Chip McGee to the Pelham School District.

Superintendent Opening Remarks:

Superintendent Chip McGee stated that he was pleased to be here and that he had a great first day. Superintendent Chip McGee mentioned that he sent a video out today introducing himself. Superintendent Chip McGee started his teaching career in New York City. He was primarily a high-school science teacher and taught there for almost ten years. In 2002, Superintendent Chip McGee and his family moved to New Hampshire. In Bedford, NH, he was the Superintendent then in Methuen, MA he was the Assistant Superintendent.

Superintendent Chip McGee mentioned that, from the beginning, he has felt welcomed by the Pelham community. The Superintendent is ready to start having open and honest conversations about the schools. The Superintendent believes there are pieces of the puzzle that are already in place. He has already spoken with the School Board, the leadership team, the Teacher's Association, and some parents. Superintendent Chip McGee believes his role will be to make all the pieces of the puzzle fit together.

The Superintendent said that the District is working on figuring out how reopening the schools will look. The Superintendent mentioned that most of the work in July would be spent safely preparing to open the schools. Superintendent Chip McGee looks forward to the next step for the Pelham School District and the community. He added that he is excited about working for a District that tries to think about helping each student find out what is best for him or herself.

Superintendent Chip McGee had Jim Greenwood show a picture of the head football coach and players. The Superintendent mentioned how the Athletic Director prescreened the players and coaches before practicing. The players were kept six feet apart, and tomorrow the coach will practice with group two. The Superintendent is committed that the District comes back safely. The offices have reopened, and school athletics are beginning.

Student Report:

48 None

49 **Presentations:**

50

51 None

52

53 **Main Issues / Policy Updates:**

54

55 **Fall 2020 Reopening Plan for the Pelham School District:**

56 Superintendent Chip McGee described the guiding principles as a playbook. He stated, "These are not
57 the plays we are necessarily going to run when we reopen the schools. But we do need to know what
58 the plays are, that we may need to run."

59

60 1. **Goal**

61 The initial plan aims to position the Pelham School District in the best way possible to reopen
62 our schools safely in the fall of 2020. This initial plan serves as a starting point that will enable us
63 to respond rapidly to forthcoming guidance from the State of New Hampshire. It will also
64 provide a flexible platform to adjust as new information about public health conditions becomes
65 available. More importantly, the initial plan will allow families and staff to give feedback on our
66 planning process through the Pelham School District Reopening Task Force. Pelham will
67 successfully navigate this challenging time by doing the work together.

68 The members serving on the Task Force have been solidified. At the last meeting, only three
69 parents were going to be on the Task Force; the Superintendent has upped the number of
70 parents to six.

71

72 2. **Guiding Principles**

73

74 a. **Safety First** – The health and safety of the students, faculty, and community is the
75 highest priority. We must have safety protocols in place before we can proceed. The
76 safety and health of students include addressing our student's social and emotional
77 well-being.

78 b. **Get Back to School** - While our remote learning efforts have been our best effort in a
79 difficult situation, it is not equivalent to, or a replacement for, in-person teaching and
80 learning. Students deserve the best education we can provide when it is safe to do so.

81 c. **Pelham Families and Community Need This** - Reopening schools are an essential factor
82 in supporting economic recovery. Parents need to work and not continue providing
83 childcare during work hours.

84 d. **Data Drives Our Decisions** - The reopening decisions will be based on epidemiological
85 data and guided by Public Health Officials and Emergency Management partners.

86 e. **Be Flexible** - Our decisions will need to be fluid. That means we may progress or regress
87 through the stages as public health conditions change. Reopening is not a pure "open or
88 closed" decision. Flexibility includes potential differences depending on students' ages
89 and needs.

90 f. **Be Equitable and Personalized** - Reopening must support educational equity for all
91 students and the personalization of learning for all students.

92

93 Chair Megan Larson mentioned that the School Reopening Task Force (STRRT Task Force) had
94 not released its draft guidelines. She added that New Hampshire was a little bit behind
95 Massachusetts. Superintendent Chip McGee agreed and stated that he had included the
Massachusetts guidelines. He was told that New Hampshire would release their guidelines next

96 week. He commented that Massachusetts guidelines include state-mandated specificity, while
97 New Hampshire allowed for more local control.

98 Darlene Greenwood asked Superintendent Chip McGee if he was able to get a nurse to join the
99 Task Force. He commended the association for selecting six professional educators, and one was
100 a nurse. All the other nurses are backup. The Superintendent mentioned that he did not add
101 Kelly Rambeau to the Task Force, but she will be used as a resource.

102 Troy Bressette asked if the notifications were going out tomorrow to the parents selected for
103 the Task Force. Superintendent Chip McGee stated that everyone who is on the Task Force was
104 sent notifications tonight. The people who volunteered for the committee, but were not
105 selected, will also be sent notifications tonight.

107 3. Background

108 Pelham School District faced a truly unprecedented disruption this spring. It was a change that
109 also affected the rest of New Hampshire, our nation, and the world. Because of the COVID-19
110 pandemic, the Pelham School District closed on March 13, 2020. The transition to remote
111 learning was an enormous undertaking for teachers, students, and families. In Pelham and
112 throughout the country, communities found that remote learning does not fully replace in-
113 person teaching and learning. Families needed to adjust schedules, teachers needed to adapt
114 course materials to an online environment, and students had to learn in a completely new way
115 with significantly limited human interactions. Then in the month of June, our national
116 community was roiled again by the death of George Floyd and the social upheaval regarding
117 racism that followed. These dual challenges form a backdrop for the work in Pelham to reopen
118 our schools.

120 4. Remote Learning Survey Results

121
122 This spring, teachers, students, and parents filled out a survey about how Remote Learning was
123 going. Superintendent Chip McGee picked out five conclusions to share with the School Board.
124 He did not include the comments because the comments were written by teachers, students,
125 and parents without the intention of the comments becoming public. The comments were
126 shared with the Principals.

127
128 a. How do you feel about the amount of school work assigned by your child's teacher(s)
129 during remote learning? (808 responses)

- 130 i. Too Much - 11.0%
- 131 ii. Just Right - 69.1%
- 132 iii. Not Enough - 19.9%

133
134 The comments suggested that any remote learning would be improved with more detailed
135 instructions, structure, and expectations for students, parents, and teachers. Parents felt the
136 amount of work assigned was about right - 69% of parent respondents reported that the
137 amount of schoolwork assigned was "about right."

138
139
140 b. Overall, how satisfied are you with your child's learning program through this period of
141 Remote Learning? (814 responses)

- 142 i. 1 – 11.1% (90 responses)
- 143 ii. 2 – 16.3% (133 responses)

- 144 iii. 3 – 29.4% (239 responses)
- 145 iv. 4 – 25.1% (204 responses)
- 146 v. 5 – 18.2% (148 responses)

147

148 Parents were moderately satisfied with their child's learning during this time. (The most
149 significant response was 231 parents who rated their satisfaction 3 out of 5).

150

151 David Wilkerson asked if the percentages were distributed similarly across the buildings.
152 Superintendent Chip McGee commented that, for the most part, the numbers were equally
153 spread across the buildings. Pre-kindergarten, kindergarten, and first grade were a challenge
154 with the work level assigned. Grades two through twelve were comparatively distributed.

155

156

157 c. Pelham School District is committed to following the most current state and federal
158 guidelines for safely reopening the school. Assuming those are in place for the start of
159 school, how comfortable are you with returning to school in the fall? (102 responses)

160 i. I would be more comfortable to continue to stay at home and teach remotely –
161 16.7%

162 ii. I would be more comfortable with a limited schedule (shorter school days,
163 alternating school days, alternating week(s) to limit social interactions, and
164 provide more time for cleaning. – 42.2%

165 iii. I would be comfortable returning to school full time. – 41.2%

166

167 Only 16.7% of teachers reported that they would be more comfortable continuing to stay at
168 home and teaching remotely in the fall. 16.7% is still a high percentage, and the Task Force
169 should help the teachers overcome their anxiety. Superintendent Chip McGee mentioned that
170 the Task Force has a subcommittee on Health and Safety. The District also has procedures when
171 someone has health concerns or an underlying health issue that causes one not to be able to
172 work. There is a new health concern, and the District has a process, and they will deal with it.

173

174 David Wilkerson asked if the schools should still reward students for attending school. By
175 rewarding students to attend school, the school may be encouraging students to attend school
176 when they are sick. He then asked that the schools not make catching up on schoolwork more of
177 a burden. Superintendent Chip McGee agreed with David Wilkerson. He commented that the
178 school buildings have signs in front of them with six questions for a person entering the building.

- 179 1. Have you been in close contact with a confirmed case of COVID-19?
- 180 2. Have you had a fever or felt feverish in the last 72 hours?
- 181 3. Are you experiencing any respiratory symptoms that include a runny nose, sore throat,
182 cough, or shortness of breath?
- 183 4. Have you experienced any new muscle aches or chills?
- 184 5. Have you experienced any new change in your sense of taste or smell?
- 185 6. Is your temperature at or above 100.0 Fahrenheit?

186

187 If one answers 'Yes' to any one of the six questions, they need to consider staying away.
188 Employees must contact your supervisor to discuss the situation. Visitors are asked to call the
189 main office to discuss the situation.

190 Superintendent Chip McGee said that schools were forced into remote learning because of

191 COVID-19. On a positive note, remote learning will now help absent students. Darlene
192 Greenwood mentioned that the District would need to think outside the box on how to manage
193 the absenteeism. She suggested that a teacher who does not feel safe or comfortable could
194 remotely teach students who are unable to come back.

- 195
- 196 d. How clear was the communication from your school regarding Remote Learning?
 - 197 i. The Principal – The majority selected 'Reasonably Clear.'
 - 198 ii. District Leaders – The majority selected 'Reasonably Clear.'

199 Teachers reported that District and School Level communications could have been clearer.

- 200
- 201
 - 202 e. How do you feel about the amount of school work assigned by your teacher(s) during
203 Remote Learning? (249 responses)
 - 204 i. Too Much - 45.4%
 - 205 ii. About Right - 54.6%

206

207 Zero students reported that they were assigned 'not enough' work. Superintendent Chip McGee
208 mentioned having students on the Task Force is going to be very important. The students will be
209 able to provide a perspective that the adults do not have.

210

211 5. Task Force Structure

- 212 a. The Task Force can provide the District feedback about ideas that will or will not fly with
213 particular groups in the community.
- 214 b. The Task Force is not a decision-making body. The committee is not a body of expertise
215 regarding public health. The Task Force cannot void directives from the Governor.
- 216 c. The membership will consist of the following 28 people:
 - 217 i. 1. Superintendent Chip McGee, Chairperson
 - 218 ii. 2 School Board members are selected by the Chair of the School Board
 - 219 iii. 5 SAU Administration Members are chosen by the Superintendent
 - 220 iv. 3 School Administrators (1 per school) are chosen by the Principal
 - 221 v. 6 Parents (2 per school) are selected by Principal
 - 222 vi. 2 High School Students are selected by High School Principal
 - 223 vii. 6 Professional Educators – representative of schools and roles – are chosen by
224 the Pelham Education Association (PEA)
 - 225 viii. 3 Educational Support Professionals – representative of schools and roles – are
226 selected by the Pelham Education Support Personnel Association (PESPA)
- 227 d. The first meeting is next Tuesday, July 7, from 10 am until 12 pm. The meeting will be
228 virtual. Future meetings will be a blend of virtual meetings and face-to-face meetings.
- 229 e. The four sub-committees are:
 - 230 i. Health and Safety
 - 231 1. The sub-committee must address the health and safety of the students
232 and staff. They will use the Center for Disease Control (CDC)
233 Consideration for Schools and the Universal Guidelines published by the
234 State of New Hampshire as the authority to determine the health and
235 safety protocol.
 - 236 2. Pelham's Public Health Officer will review and guide the work.

238 Troy Bressette asked Superintendent Chip McGee what his philosophy was regarding
239 distinguishing guidelines from recommendations and mandates. Superintendent Chip McGee
240 responded by mentioning that he used the term guidelines for the whole document. We are
241 doing the work for the summer, where the District is implementing the universal guidelines for
242 summer employees. He believes that guidelines are suggestions. He said that the screening
243 policy handed down by the state are non-negotiable. Superintendent Chip McGee stated that he
244 would start with guidelines and pick his spots where the Superintendent believes he needs to
245 tighten things up.

246
247 ii. Operations

- 248 1. Much of the response to this pandemic is based on operational
249 questions ranging from budgetary considerations to logistical concerns.
250 We will need to approach our spending in FY21 and budgeting for FY22
251 conservatively, given the potential for additional expenses related to
252 reopening. For example, a Stage 3 Partial Reopening could result in
253 significantly increased transportation costs. Food Services will also need
254 to adjust to universal guidelines regarding social distancing by providing
255 fewer food choices for students and more grab-and-go services. Along
256 with transportation and food services, all schools' operations will have
257 to adopt universal precautions.
258

259 On Monday, June 29, Superintendent Chip McGee spoke with STA bussing. He mentioned that
260 the students are essentially in-school as soon as they step foot on the school bus. The student's
261 health is the District's legal responsibility. Superintendent Chip McGee does anticipate that the
262 food service will be very different because of COVID-19. He mentioned that Kelly Rambeau had
263 already shown herself to be a leader. The food service will likely be more 'grab and go' and less
264 touching. Superintendent Chip McGee added that the two options are Limited Reopening or a
265 Partial Reopening. If the District follows one of these options, the schools will need to rearrange
266 a lot of the furniture. Physical distancing will require a lot of spacing of the classroom furniture.
267

268 iii. Teaching and Learning

- 269 1. There is no doubt that the time students spent in remote learning will
270 have had an impact on student learning. The potential changes related
271 to reopening will have additional impacts. For example, social distancing
272 will change hallway interactions and gym class. The key to a successful
273 response is threefold
- 274 a. Flexibility - We will need to develop plans to adjust to changes
275 in circumstances and our stage of reopening.
 - 276 b. Professional Development - We will need to maximize
277 professional development and support for staff at the start of
278 the year. The development must be done in coordination with
279 our associations. Superintendent Chip McGee believes
280 professional development is a high priority.
 - 281 c. Data - We will need to use baseline student performance data
282 to understand where exactly our students are starting the year
283 academically. Many of these assessments are already in place;
284 the work will interpret the results and implement instruction
285 based on the results.

286 Chair Megan Larson agreed that professional development is essential. She thought that if the
287 District is either in a hybrid or remote learning, then they needed to do better for the students.
288 Chair Megan Larson added if the District goes back to remote learning, more live instruction is
289 necessary. Superintendent Chip McGee agreed and mentioned that students, teachers, and
290 parents felt the same way.
291 Darlene Greenwood asked Superintendent Chip McGee if there would be different levels of
292 plays in the playbook, with regards to reopening the school. She wanted to know if they were
293 going to develop plans for opening all the way back, back with remote, and other reopening
294 options. Superintendent Chip McGee said, "That is right, but we are not there yet." Darlene
295 Greenwood is concerned about what will happen if the schools have a Partial Reopen. She
296 wanted to know what the parents will do with their kids when they go back to work.
297 Superintendent Chip McGee believes the playbook is essential because when the state starts
298 providing information, the District will then be ready with a play to run. All the other plays that
299 were created can be saved for another day.

300
301 iv. Social-Emotional Impacts

- 302 1. The social-emotional impacts of the pandemic and time away from
303 school will be first and foremost as a concern when we re-engage
304 students, no matter the stage of reopening. The pandemic has heightened
305 educators' awareness of the disparities in our educational system based
306 on economic status and race. As we develop programming to support
307 social-emotional wellness and growth, we will focus on programming
308 that is evidence-based, readily available, and familiar. Given the
309 intensity of the need and the short time frame, we will need to select
310 programs that are ready to implement quickly and easily.

311
312 Superintendent Chip McGee commented that teachers are going to be asked by leadership to
313 first attend to the child's social and emotional well-being. A student cannot be expected to learn
314 until they are healthy and ready to be back in school. He added that the social-emotional well-
315 being of the teachers and parents is important.

316
317
318 6. Stages of Reopening

319 The reopening will be determined in large measure by the guidance from the New Hampshire
320 Department of Education. In order to best prepare for their guidance, Pelham will prepare for
321 four stages of reopening. We will use the Reopening Checklist, among other resources, to
322 determine when we can move from one stage to the next.

- 323
324 a. Stage 1: Remote Learning – This is the approach used from March 13, 2020, to the end
325 of the 2019-2020 school year.
326 b. Stage 2: Limited – This would allow for reopening for the students most in need of
327 returning to school and those most able to manage a limited school schedule.
328 The students who are the most in need are the youngest students (pre-kindergarten,
329 kindergarten, and first grade), and students who either have an educational disability or
330 some other instructional need.
331 c. Stage 3: Partial – This would allow for reopening on a rotating schedule to allow for
332 social distancing through the cleaning of the school and the screening of students and
333 staff as they enter the school.

334 An example of partial reopening has half the students come on certain days or weeks,
335 and the other students come on the remaining days or weeks. Superintendent Chip
336 McGee mentioned that if the District is guided by Health and Human Services (HHS) that
337 we must remain at six feet, it will be challenging to have more than 12 students on a
338 bus. If the distance gets down to three feet, the bus may fit up to 24 students.
339

340 d. Stage 4: Full Reopening – This will be a new normal with all students and staff following
341 a full schedule with universal guidance.

342 Superintendent Chip McGee mentioned that he would be thrilled if he received notice
343 that read 'full reopening with guidelines.' All the District would have to do is implement
344 the guidelines. He believes Stage 4 guidelines would consist of limiting the distance
345 down to three feet, with the use of masks and other tools. Superintendent Chip McGee
346 believes, even at Stage 4, the school will be required to screen students.
347

348 Superintendent Chip McGee believes that the District will need to use all four stages. He is going
349 to ask the Task Force to focus on Stages 2 and 3. There are two things that the Leadership Team
350 helped Superintendent Chip McGee bubble to the surface. The first is to strive to keep schedules
351 aligned with our neighboring school districts. He would like to coordinate schedules with Salem,
352 Hudson, Windham, and Londonderry. The second is to strive to keep the family's schedules
353 aligned across our three levels.
354

355 Troy Bressette believed the order of operations, regarding the four stages, was right. He found
356 the term 'stages' implies that the District needs to go from one to two, two to three, then three
357 to four. Troy Bressette suggested removing the stage number and call the stage what it is. As an
358 example, Stage 4 would be renamed Full Reopening. Vice-Chair Debbie Ryan agreed with Troy
359 Bressette. Superintendent Chip McGee said he had no problem with removing the number, and
360 he is going to make the change.
361

362 7. Discussion

363 Superintendent Chip McGee mentioned that he wanted to add more to the presentation. He
364 chose not to because he believes that the District needs to solve the puzzle, communicate what
365 they are working on, and not have the discussion be overwhelming. The School District has a
366 community group that is going to be working hard on this. He mentioned that safety must come
367 first.

368 Chair Meg Larson commented that her daughter said she needed to go back to school at least
369 two days a week to see teachers and friends. Darlene Greenwood said that the screening of
370 students is going to be a huge thing. She wanted to know if the nurse was going to be standing
371 there, screening all the students.

372 Superintendent Chip McGee said that the school has already received the no-touch temperature
373 takers. The School District received the no-touch temperature takers from the state, and some
374 broke instantly. He does not believe the school needs a nurse to take temperatures.

375 Troy Bressette mentioned that he has heard that there are many false positives and false
376 negatives. He wondered if the School District might rely more on families to do some self-
377 screening. Superintendent Chip McGee said that the schools are already having adults self-
378 screen before entering the buildings. Even with the screening, the schools are having trouble
379 with professionals staying in compliance. Darlene Greenwood suggested stationing people at
380 different doors, and the students would go through certain doors based on their grades. Chair
381 Meg Larson wondered if some of the course offerings would have to be rethought. Vice-Chair

382 Debbie Ryan commented that she wanted to make sure that everyone was not tough on one
383 another. Vice-Chair Debbie Ryan believes that everyone has to be accountable, but there has to
384 be a way of not being overly critical. She acknowledged the 2020-2021 school year would be
385 different compared to the last 100 years. She mentioned that some of the technology used this
386 past year will be used in future school years. Superintendent Chip McGee commented that he
387 would like to put Vice-Chair Debbie Ryan on the Social-Emotional Impact Sub-Committee. Chair
388 Meg Larson mentioned that parents might have a hard time sending their kids back to school.
389 She also said some parents would have a hard time not working from home. Superintendent
390 Chip McGee mentioned that when they opened the office a week and a half ago, there were a
391 million questions. Day one was a mess, but day two was 80% better. He mentioned that he had
392 to break his habit of shaking someone's hand. Darlene Greenwood commented that there is a
393 lot of hugging going on with kindergarten students through second grade. She believes teaching
394 the students not to hug one another is going to be difficult. The Superintendent added that the
395 teachers would need to learn how to be affectionate and connect with the students without
396 embracing. Darlene Greenwood mentioned that Superintendent Chip McGee has a lot of work
397 ahead of him and that the other Superintendents are going through the same thing. The
398 Superintendent commented that he spoke with Salem Superintendent Michael Delahanty. Chair
399 Meg Larson mentioned that she has a friend that teaches in Salem, and they also have a Task
400 Force. Darlene Greenwood asked if the Pelham School District still sends high school students to
401 Salem. She was told that Pelham now sends high school students to either Pinkerton Academy
402 or Alvirne. Chair Meg Larson commented that she was concerned with staffing. She mentioned
403 that Pelham has always had problems with hiring bus drivers and Instructional Assistants (IA).
404 She believes that the District will need to think outside the box and have personnel do double
405 duty. Darlene Greenwood suggested that the School District may need more general
406 Instructional Assistants. Superintendent Chip McGee commented that he was not comfortable
407 with volunteers. He said that based on the sensitivity of the information, he does not believe
408 volunteers should be screening people. Darlene Greenwood suggested that substitute teachers
409 could test people.

410
411 **Public Input:**

412 7:57 pm
413 Jennifer Maslanek, 54 Longview Circle, wanted to know if Pelham High School students would be able to
414 attend Pinkerton Academy this year. Superintendent Chip McGee said that it is unknown if Pelham High
415 School Students would be able to attend Pinkerton Academy. Pinkerton Academy is in the South Central
416 Group, and they are struggling with the same issues as Pelham. Pinkerton Academy's CTE Program
417 dictates to the Pelham School District what the rules are. Chair Megan Larson mentioned that she
418 wished those programs would be expanded in New Hampshire.

419
420 **Old Business:**

- 421 1. Board Member Reports:
422 a. None

423
424 **Housekeeping:**

- 425 1. Adoption of Meeting Minutes:
426
427 June 17, 2020 – Meeting Minutes
428 a. Troy Bressette pointed out the acronym T.A. was used instead of B.A. for Deb Mahoney

429 b. Darlene Greenwood mentioned that she said a nurse should be on the Task Force, and
430 she did not see the suggestion in the June 17 Meeting Minutes.

431 June 17, 2020 – Non-Public Meeting Minutes

432 **Vice-Chair Debbie Ryan made a motion to approve June 17, 2020, Meeting Minutes, as amended. Troy**
433 **Bressette seconded the motion. The motion passed 4-0-1, David Wilkerson abstained.**

434

435 **Vice-Chair Debbie Ryan made a motion to approve June 17, 2020, Non-Public Meeting Minutes. Troy**
436 **Bressette seconded the motion. The motion passed 4-0-1, David Wilkerson abstained.**

437

438 A. Vendor and Payroll Manifests:

439	1. 029	\$216,666.92
440	2. AP062920	\$408,516.50
441	3. 101	\$118,439.58
442	4. PAY029P	\$543,050.71

443

444 **Vice-Chair Debbie Ryan made a motion to approve the Vendor and Payroll Manifests as written. Troy**
445 **Bressette seconded the motion. The motion passed unanimously.**

446

447 B. Correspondence & Information:

448 1. None

449

450 C. Staffing Updates:

451

452 Nominations –

453 1. Lisa Temple District-Wide School Psychologist

454

455 Chair Megan Larson nominated Lisa Temple for employment.

456

457 **Vice-Chair Debbie Ryan made a motion to accept Lisa Temple as a District-Wide School Psychologist.**
458 **Troy Bressette seconded the motion. The motion passed unanimously.**

459

460 Resignations –

461	1. Marybeth Hebert	PES	3 rd Grade Teacher
462	2. Michelle L. Mangiafico	PES	4 th Grade Teacher
463	3. Abigail Brady	PES	SEL Teacher
464	4. Mirielle Rouillard	PHS	Special Education Teacher / Case-Manager
465	5. Trisha Kaufman	PES	Assistant Vice-Principal
466	6. Kathy Caruso	PHS	Math Teacher

467

468 Chair Meg Larson requested a vote from the School Board to accept the resignation.

469

470 **Troy Bressette said with sincere gratitude to these folks and sadness in their departure I would move**
471 **to accept these resignations. Vice-Chair Debbie Ryan seconded the motion. The motion passed**
472 **unanimously.**

473 Darlene Greenwood asked Chair Meg Larson if it was typical to have that many resignations at once.
474 Chair Meg Larson commented that the School Board needs to know why people are leaving. The School
475 Board has closed the salary gap, but it is still an issue. Superintendent Chip McGee believes exit
476 interviews are an important tool for him and the organization. He has asked Director of Human
477 Resource Joan Cote if he could sit in on some exit interviews. He would like to be informed about the
478 issues that are within his control.

479 Darlene Greenwood asked Superintendent Chip McGee if he had already started interviewing for the
480 open positions. He mentioned that the people who do the interviewing have already begun the process.
481 Lisa Temple was Superintendent Chip McGee's first interview.
482

483 **Future Meetings:**

- 484 1. 07/15/2020 – 6:30 pm School Board Meeting at Sherburne Hall
- 485 2. 07/29/2020 – (Tentative) 6:30 pm School Board Meeting at Sherburne Hall

486

487

488 **Adjournment:**

489 **Vice-Chair Debbie Ryan made a motion to adjourn the meeting at 8:07 pm. David Wilkerson seconded**
490 **the motion. The motion passed unanimously.**

491

492

493 Submitted by Matthew Sullivan