

BETHLEHEM BOARD MEETING MINUTES--DRAFT

PRESENT: Board Members Robert Weir, Becky Beno, Jennifer Lucas, Timothy Fleury, Superintendent Tari Thomas, Principal Sue Greenlaw, Business Manager Toni Butterfield

PRESENT GOOGLE MEET: Board Member James Noyes

I. CALL TO ORDER:

Charman Robert Weir called the meeting to order at 5:29 PM.

II. PUBLIC INPUT:

Chris McGrath is here tonight to discuss Halloween plans, a Trunk or Treat event that he would like to have in the Bethlehem Elementary School parking lots. Social distancing would be encouraged for Trunk or Treat. He states he has had prior options, but none thus far have been safe or large enough for the event. He is asking the School Board if he could have this event from 1PM to 3PM Halloween day--2hrs. Would appreciate additional guidelines from the Board, school nurse, and/or Sue. Some guidelines include, but are not limited to, every other parking space, one way roadways, self serve candy options by tray or buckets, and hand sanitizer at beginning and the end of the event. Masks would be required. The goal would be to have Bethlehem residents only. The school would not be sponsoring the event, and no bathrooms would be available for the event. Chris McGrath thinks it will be a speedy process for the amount of people he thinks would attend. Chris feels there is interest within the town. Robert Weir asks if those involved would be checking IDs. Chris McGrath intends to only use Bethlehem Facebook page posts; no flyers, radio, TV, or additional ads. Sue Greenlaw states that she talked to Tammy Reardon, school nurse, and that they did research to see how to make it safe. She states that the state and CDC guidelines are very good and most towns are going to be doing this. Chris states that outside the Bethlehem village is wanting the opportunity to come into town. Robert Weir has concerns but likes the idea. He is concerned if there is not someone checking IDs and comes from out of town, what will happen if someone has COVID and comes to the event; what does that mean for us, the school/School Board? James Noyes asks that they should discuss this with town officials, and what the fire chief recommends. Chris said he was going to use the gazebo, if possible, like last year, and expresses that interest to talk to the Select Board. Chris thinks the school is more organized and more easily accessible than the gazebo. Robert believes that if the Board were to consider this event, they should discuss with the lawyers about liability. Chris adds IDing would be tough and difficult with the methods of socially distancing but wants to make sure everyone is safe in this strange time. Chris thanked the board for their time and left the meeting at 6:07 PM. Toni mentions that the Franconia Recreation Department is doing it at the DOW field in Franconia. Terri asks if there is a building/grounds use policy for BES. James lets everyone know that trunk or treat is one of the riskiest activities because of control issues, lack of IDing, and knowing who is giving out candy. While James agrees it is a wonderful idea, he thinks that it is risky. Jennifer agrees with James's concerns and believes that the CDC guidelines go against what the school message is practicing. Everyone agrees and understands these are tough times, but we, the school, have to be an example for the prevention of disease spread. The pandemic is terrible, but Jennifer feels like it is not worth the risk. Tammy Reardon, school nurse, expressed those concerns to Sue. Terri and Timothy agree with those concerns. Many board members agree that the perception that it would be a school sponsored event, even if it is not truly a school function, would be incredibly high. Robert states that he will contact Chris and let him know that this is

not a feasible idea. Board agrees that it is not a good idea, no need for a vote. Sue will give Robert Chris's email for contact purposes.

III. APPROVAL OF MINUTES OF THE SEPTEMBER 8, 2020 MEETING:

Robert addresses that somehow the meeting dates got to everyone and he did not mean for that to happen. He states that everyone present was accepting those dates, but the annual meetings for the town are in conflict with those dates and times that were sent out accidentally. There is a need to change the meeting for February and March from the original dates, which were previously February 9th, 2021 at 5:00 PM; as it is the town meeting will be the conflicting. The new date and time would be Tuesday, February 16th, 2021 with the normal meeting at 5:00 PM, with the budget meeting following at 7:00 PM. March's previous date would need to change from the 9th to Tuesday, March 16th, 2021 at 5:00 PM for the normal meeting, with the annual meeting following at 7:00. All present agree to these changes. Robert opens the floor for more adjustments to September's meeting minutes. No additional needs for change.

MOTION BY Becky Beno, SECONDED BY Timothy Fleury, TO APPROVE THE MINUTES FROM September 8th, 2020. ALL IN FAVOR, MOTION CARRIES.

IV. FINANCIAL

A. SAU Budget Hearing Date

November 2nd, 2020 E-board at 5:00 PM. Budget hearing is at 6:00 PM that same day and will be held in the AHEAD conference room at the SAU 35 building.

B. Manifest Discussion

Toni proposes that the board members, or two board members, should be signing off every two weeks on the manifests. She states the importance of a timely basis on this matter. She has researched and states that the statues in place say that it's the treasurer's job to ask the board to release checks. What she would like to happen going forward would be to have a model policy regarding manifests; the board would have to have two people sign off. Toni states that she can email manifest and then have them signed off on electronically--she has confirmed the use of digital signatures. Toni feels that if something went wrong, those payments and/or their details, that she is not comfortable with the current practice and that the new policy needs to be in place. Robert asked to have a discussion about having the whole board sign off on the manifests rather than just two members. Toni states that the RSA reads that two members sign or the majority of the school board; she confirms that it can be a majority if needed in certain instances-- i.e. if the two appointed members cannot sign off at any given time for any reason. Robert confirms that all board members have been signing the manifests monthly up to this point and opens the question to the board on how they feel about a bi-weekly basis with the current suggested terms. The majority seems to be in agreement with the change. Robert asks that the chairman is the first of the two designated board members. Board members agree with this statement. Robert also states that he believes the email sign-off for the manifests bi-monthly is a good idea. James refers back to an audit from the past and adds that of the topics that came up in that audit was the importance of multiple signatures by board members for accountability purposes. Robert asks for clarification on multiple, multiple meaning all or meaning majority. They discuss that this audit brought up the concept that having multiple signatures protects the board as an entity and the board members individually when signing documents. Robert and James agree that they want to ask someone from that audit about a document like the manifests. Toni can look through the auditor letters

to find out more about what James is discussing. Tari will give options that she has come across in the past or knows of to assist the board. Robert asked if James can ask the New Hampshire School Board Association (NHSBA) about this topic. Toni would also like to look into the model policy for this manifest and to see what other options might be available. She also agrees that she would like to know more from the NHSBA and to get in contact with someone from NHSBA. James states that he just recently met the new NHSBA members. James offered to reach out to the NHSBA to get more information about this topic for Toni, Sue, Tari, and the rest of the school board members.

C. General Information

Toni states that she has been spending the last two days working with a woman from SAU 58 to help go through information and data put forth by the woman who worked before her. This woman from SAU 58 is going through the information with Toni to help understand what is going on and believes going to scratch with many methods of her position will be better for everyone. Toni finds that the current way of doing things is more complicated than it needs to be and feels like there will be less room for error with new methods being put into place. She is going to work further with this woman to help fix and mend her ways of collecting data. Tari agrees with Toni that the old methods were harder than they needed to be and believes that Toni is going in the right direction from both the educational and CPA worlds. Tari understands and agrees about the struggles that Toni is going through. Tari also understands that because there are so many schools within our district that it is hard to keep things the way they are currently using the old methods. Toni and Terri believe that these new changes will be more school friendly. Toni wants the board to know that they are getting there and working hard to make those changes. Simplistic reports will be available going forward.

Toni states that the auditors have not started work due to remote work constraints. Bob asks if the cover sheet to the information provided by Toni outlines where the school stands for funds, used and available. Toni states where the school stands is on the expenditure report. Robert asks for more clarification at the numbers provided in the format that they were provided in. Toni and Sue explain that there is \$35,000 of substitute teacher money that hasn't been encumbered yet due to the limitations for substitutes during the time of COVID. Toni continues to explain the details of the report provided to individuals present. Bob brings up this sheet in comparison to the ways of providing information in previous years and is asking for clarification in terms of looking at this information ahead of time for the budget meeting later on. Toni says that this is a short term solution until she can refigure the information. Toni clarifies a question about \$55,000 being 1.8% of the budget. Toni clarifies that the term encumbrance, meaning that purchase orders for this money have been created and they know that they are going to spend it in a certain way. Bob and Toni continue to go over the lines on the report and Toni and Sue explain what the terms mean, what certain numbers are, and what they represent. Sue believes that we had budgeted for the three positions at the beginning of the year, Toni will confirm that information. Toni asks that by April there should be no purchase orders created. Bob asks if the positive \$55,000 means that we are, at this time, under budget. Toni, Tari, and Sue validate that claim. Sue and Toni add that they believe it should be up 11,000 in support staff as well.

Sue goes back to the statement about substitutes and states that in-house substitutes are working well within the school and that she doesn't see that changing. Toni brings attention to the budget in regards to additional coursework education for current teachers and Sue believes that what is available will cover the demands in the building. Toni says that teachers should sign up by February for accurate reading. Toni mention that she likes this "nitty-gritty" way of breaking the budget down. Robert would like the

cover sheet brought back and Toni says she can make that happen. Becky would like continued clarification of items on the document. Becky asks if Sue and Toni believe it is going to all work out with the remainder of the funds, Toni and Sue confirm that they believe this will be the case. Toni adds that everything will be more simplified once she has the new system of tracking and collecting data in place.

V. SUPERINTENDENT'S REPORT

A. Support Staff Appointment

Terri states that there are two new paraprofessionals for BES, Meagan Starr and Tina Clark up for the board to approve.

MOTION BY Jennifer Lucas, SECONDED BY Timothy Fleury, TO APPROVE THE ADDITION OF TWO NEW PARAPROFESSIONALS, MEAGAN STARR AND TINA CLARK. ALL IN FAVOR, MOTION CARRIES.

B. General Information

Tari explains that she needs to focus on the pandemic and its effect on the schools and SAU. This includes improving communication, continuously updating the COVID plan for the schools, and continuing building trusting relationships in response to covid on the community. She goes on to state that in a normal year it would have been nice to focus more on curriculum, instruction, professional development, family and community relationships, etc. Given the current state of things right now the work needs to be focused on the adults in the building who then help the students and families for the schools. She states that the parameters we are working under, she is understanding that we are dealing with unideal methods of teaching, but it is just the time that we are currently in. She states again that the focus of the central office has to be the impact COVID has on everyone. Tari asks if the board members had a chance to go through her report and her interview questions. They agree that they did. She wants everyone to focus on the one thing that Bethlehem has that not a lot of schools do, and that is a close knit community that truly cares about one another and the kids. Terri is going to continue to prioritize the tasks that she is working on now. She states that there are a lot of systems and structures that the SAU needs to get to, which include 6 budgets, 6 school boards, and so on. She wants to continue to improve workflow, continue positive and meaningful communications, and to feel good about eventually transitioning with a new superintendent when the time comes.

Tari states that the Stronger Together update is going out next week, via email, text, and social media with lots of updates that will be in orange text. She wants to thank Tammy Reardon, who is always there for research and to answer questions about the medical related things amongst COVID. She continues to explain how Tammy is a great leader for the SAU and for her peers in the SAU. Tari asks if everyone has taken a look at the Superintendent Report for October and explains that there is an enrollment sheet from Gabbie at the SAU. She mentioned that one of the most important reports of the school is that enrollment because it translates greatly for the help we will receive next year. Terri goes over enrollment numbers, and how we are keeping tabs on a monthly basis with our Distance Learning families/students. She encourages everyone present to take a look again at the report for important guidance.

VI. PRINCIPAL'S REPORT

A. General Information

Sue says that she loves that the kids are in the building and is proud of the creativity her staff has been able to do to be able to get back in the building. She says that the kids are following the rules and they are incredibly happy to be there. She states that one of the main goals is to keep them happy. Sue states the process of benchmarking is done. She says that the social emotional piece and getting kids used to being back in weird circumstances has been a main focus of everyone in the building. Sue explains that Michelle Moren-Gey, a community member who specializes in grants, is helping Sue by poking around to see what grants are out there to help Sue and the school.

Sue mentions the idea of a Capital Improvement Plan and how to roll it out. She states that she and Steve Hoyt, head of Maintenance and Building Manager, shared the role of creating this plan. One of the plans is to look into the health of the roof of the school building. She states that a roofer looked at it last year and said that the building would most likely need replacement within five years. Sue wants to get a price from someone so we know the cost of what this might look like to have a head start on that. She addresses that they have looked into the pricing to bring the heating units up to working more efficiently though a digital system. Sue explains that the heating and cooling for the school is not ideal and irregular from room to room and floor to floor within the building--perks of an old building. The estimate to get the system is about \$36,500, would regulate the system and get out of the old system. She states that the ARC company did this estimate and that is the same company that worked on parts of the new ventilation system for the school.

Sue brings attention to the front of the building and east side of the building in which the paint is chipping off and brings up the concern that the wood might deteriorate without proper painting. She states that it is about \$12,500 for the whole building to get repainted, but that the greatest needs would come first and then the others would follow. Sue opens the conversation for board feedback on the Capital Improvement Plan. Robert asks for more information about the thermostats. Sue says that Steve Hoyt is the one who really knows the details of that but basically the radiators would be out and the new system would go in--which would create one "zone" that would control the entire school. She explains that right now most rooms have their own radiators with very little control and no regularity. Sue brings up that currently one room has no heat working, and that the estimate to get this one room heat with the new system that is being proposed is \$2,150. She asks the board members would it be wise to get the one changed room to the new system to get a feel for what that might look like for the whole building as well. Robert asks for the whole winter to see how that one room runs, then to make a decision about the rest of the building in the Spring. Sue agrees that is a proper plan. She and the board members discuss if ARC could do that for 2150 sooner rather than later. Robert also asks if changing over this one room to the new system for the winter would give us the correct data in order to move forward with the decision for the whole building. Sue says yes. Bob asks other board members if this smaller seems like a reasonable expense to see if we can be more efficient within the BES building when it comes to heating and cooling.

James Noyes left via Google Meet at 6:25.

Timothy states that it makes sense to have the whole school up and running on a new heating system. Both he and Robert agree that this is a good way to test that theory of the new system out. Sue thinks that Michelle might be able to find something to help with that process as well via grants. Toni wonders and poses the research into the

DOE's Infrastructure Grants and whether that might work for something like this? Becky asks if this will fit in the budget. Sue believes so and explains that there are funds that would be able to cover in case of emergency issues as well. Robert says that they will look into the roof and the painting and continue to discuss this among the board members. Sue asks to possibly rediscuss the Capital Improvement Plan and its details again at the end of the school year. Sue would look into the painting of the two sides of the school that need it the most. Tari appreciates the time and energy that was taken into account to work on the start of this capital improvement plan. Robert brings back to discussion the issue of that room with no heating.

MOTION BY Becky Beno, SECONDED BY Timothy Fleury, TO APPROVE THE SPENDING OF \$2150. FOR THE INSTALLATION OF THE ONE ROOM DIGITAL HEATING THERMOSTAT FROM ARC. ALL IN FAVOR, MOTION CARRIES.

Sue states that she would like to create a Budget Committee. She explains how in the past it has been just the principal and board to create a plan for the budget. Sue wants to know if we should make a committee with more members, from different stakeholder groups, that could bring new perspectives and input into the process of the budget. Sue believes that this would be a good way to have transparency with the community. Sue thinks that it will be a larger group of people that can speak to this topic, and says to the town that we can work as a team and pull in those stakeholders. Sue has been talking with other administrators about this topic as well. Toni confirms that Lafayette has had a budget committee for quite some time. Teri and Toni state that Lisbon has one as well. Toni said that, at Lafayette, they went through the budget line by line at Lafayette to know what was in the budget and what each item's purpose was so that all members of the committee understood its details. Tari believes that this is a good idea and how a committee like this brings everyone together. Toni explains more about the model that Lafayette has used and how it looks. She says that about 5 weeks before presenting the budget in December to the school board is when these committee meetings usually take place. Then in January they would go through it again and address questions that might have come up in that time. The committee would usually approve the proposal for the budget, then send it out for the February approval.

Robert asks for more clarification about the meetings and the start of this committee, November start for the budget committee? Toni confirms that and adds that in her experience the meetings last around 1 ½ hours, roughly, and that she believes that it was only about 4 meetings it took to get what they needed out of it. Toni continues to explain that the last meeting was used to discuss additional conflicts, changes, or ideas in regards to support staff members. Robert poses the question of whether to have volunteers for the committee or appoint members to the committee. Sue thinks of just inviting stakeholders to participate. Sue is concerned about the time crunch that will be present for this year. Toni feels that she would be a good resource to help alleviate that time constraint fear and be able to answer tough questions that might arise. Toni and Sue discuss starting within the first week in November. Sue brings light to the fact that most of the budget is fixed costs anyways, so it would be discussing a small portion of that budget. Discussion continues about the use of Google/ZOOM if needed for both time and COVID constraints. Becky asks who has final decisions when it comes to the budget and the committee. Bob poses the question if anyone believes that this will get contentious, Toni said that in her time being on these kinds of committees it has not. Toni also brings up that communities want the people who are going to ask a lot of questions to be part of this process. She goes into the details about the budgets and how detailed it gets in the meetings. Sue thinks that the more we open this topic up to stakeholders, the more understanding others might be when it comes to finalizing

decisions in the major meetings at the school board and town meetings. Becky asks if there are privacy matters involved when asking outside stakeholders to review lines of the budget, more specifically the teacher and staff salaries? She also asks what can and can't be on those reports to discuss in a group of that nature. Robert agrees that it is a good idea to be transparent and wants to make sure that Sue and the board have ultimate say. Conversation continues about if the board could be able to vote to get those people in the committee. Tari, Toni, and Sue agree that the committee is there to pose recommendations to the board regarding the budget, not final say in what is and isn't passed. Robert states that he is okay with that, but in light of James needing to leave for another obligation, he would like to ask Jame's opinion on the matter before making a definite decision. Conversation starts about how Sue and the board usually meet to discuss and create the budget normally. Robert asks the question, could it also be a troubling nature to create this kind of committee when it comes to the process of the budget. He also asks if we, school or SAU, have a policy for committees like this. Sue doesn't believe so. Robert would want guidelines for what would be done to make this committee work and how in return those guidelines could make the committee run smoothly. Terri agrees that this committee is a good idea and that to break down the budget and defend every purpose is beneficial in many ways. Sue asks if she started building the committee and introduced the idea to potential stakeholders now, could it start after the next board meeting after the board can discuss and digest the idea. Toni confirms that she would be able to help get this process started as well. Sue thinks that the stakeholders would like to see why the board and her do what they do, most importantly what they do and do not have control over as far as that budget process goes. Becky wants to know if there is anything we can share from Lafayette and their committee in order to see what that might look like for our side of things. She asks if there is information to be shared from Lafayette that they discuss those details with the board. Sue states that she intends to find out more information on that for the next board meeting. Those in attendance agree that this is a good idea before moving forward.

Sue also mentions the donations we received and more of those details are in the principal report; some of those donations include the donation of 40 kindles to the BES students from a new resident to the North Country, Tendai Gono, who works for Google. In addition, a former teacher who lies in Bethlehem donated about \$950 in books to the school that focuses specifically on social emotional learning. Sue also states that the first and second grade teacher received a Donors Choose grant to purchase portable chairs that can be brought inside and outside. Sue also states that she intends to go to the selectmans' meeting to discuss the GOFFER funds to see if the selectman will give the school the \$10,000 to \$18,000 leftover in funds which she thinks might go towards offsetting the cost that went into getting the ventilation system into the school for a safe reopening. Sue states that there is currently an audit from the DOE to assess the safety of the building. She states that random schools are chosen for instances like this, and BES was one of the schools. She states that the school has been sending materials to the woman who is going to be doing that assessment. Sue states that the woman will be here next Monday. Sue will report on that meeting with the DOE representative at the next board meeting. Sue asks if everyone has looked at the most recent ventilation report and states that the staff was comfortable with the findings. Sue states that there has been an order for a CO2 monitor for one of the rooms that has the high count in CO2 during that report. She would like more tests for the reading and its results for that space after the monitor is in place. She explains that two other rooms/offices didn't show up on the report and that she reached out to see if they can get more information on those rooms. She will update everyone once she

finds that information out. Sue confirms again that others are comfortable with the results from the latest report.

VII. BOARD OF EDUCATION REPORTS

Currently there is nothing to report.

VIII. POLICY COMMITTEE

A. Policies For Second Reading

1. Suicide Prevention Policy

Robert asks if everyone reviewed this policy and asks if anyone has any questions.

MOTION BY Timothy Fleury, SECONDED BY Becky Beno, TO APPROVE THE SECOND READING OF JLDBB SUICIDE PREVENTION POLICY. ALL IN FAVOR, MOTION CARRIES.

2. Tuition-Free Policy

Robert states that he sent the tuition-free policy to the attorney and that there were concerns. There is referral to the Waterville Valley model. Sue understands the concern for out of state staff members with current policy models, and how the laws differ from NH to other states, most specifically VT. Sue states that special education laws within the NH are clear but VT has other laws and understands the concerns that could come to light with out-of-state employees. Tari said that she would be willing to draft a policy to assess the needs and concerns. Bob refers back to the model from Waterville Valley on numbers 1-5, states he doesn't agree with them for our school. He does agree with numbers 6-13. He doesn't think that we need to go as far as signing a contract. Robert asks the board members about their opinions on numbers 6-13. Becky thinks that they should defer to the lawyer. Sue addresses Lisbon's policy of this nature and they do require a contract. Sue thinks what needs to be kept in mind is that what we have currently and adopt is one thing, but looking into the future we might want that protection of a contract in case a complicated situation presents itself. Tim thinks that the WaterValley one covers all of its bases. He asks have we had the out of state/district costs being asked by others. Sue wants to make sure that the increase when kids move in isn't an issue. Toni thinks that it is important to have that contract for communication between towns and districts. Toni and Sue think that special services might become complex with this process. Lafayette doesn't have a contract, but Toni thinks that everyone should. Robert addresses the Waterville Valley model that states how Non-resident staff member's tuition rate is set, item #13. Robert would like a contract set for something along those lines. The Board would want to vote on whether it was a good fit or not, even with the policy of kids of staff members in place. He wants to make sure that if we can't meet a student's needs, which might put Sue in an awkward position with a staff member, that the board would be able to make that decision if needed. It is agreed by all present that they would like a policy created for BES. Toni wants to know if other schools in the district have a policy in place. Sue wants to know if we need it to be NH staff's children only. Sue wants to send questions to the attorney to have all that we would need in place when the Bethlehem Tuition-Free Policy contract might be created. Sue wants everyone to be mindful of the potential that in the future special education situations might occur. Bob agrees that the special education influx can be clearly seen in budgets from the past and validates Sue's concern.

3. Inclusivity in the Schools.

Becky has opened the discussion for inclusivity at BES and wants the board to talk about inclusivity. She asks “are we as a school/SAU doing everything we can in light of what is going on to make sure that students are included and safe in the schools.” Becky asks if there are any tools that help the school self-assess their programs when it comes to this topic. Sue mentioned that her daughter gave lots of resources for teachers/staff. Concern is brought up that the wants for the staff are to be committed to the time and the energy in this new normal during COVID. Sue and Tari agree that this topic is something that BES values and is important. Sue brings up that we live in a secluded area that doesn’t naturally present situations like other areas might. Sue states that she wants more resources that she can use because it is such an important thing. She thinks that our community has work to do but we need to be mindful about these topics. Bob wants to keep in mind that as we move forward, anything we do related to this needs to have Sue/Tari/and the legal council approval/involvement because of the topics at hand. Sue states that the intention is to make things even more positive than they have been, but understands that it can be interpreted the wrong way. Everyone agrees and Robert states that is why he believes that having Sue/Tari/legal team is incredibly important. Tari brings up that the climate of inclusivity in schools is so important and needs to be addressed even in a secluded area like ours and wants to know about community meetings. The group discusses that because of COVID we can’t have those meetings as we normally would. Terri talks about her experiences in Massachusetts and how diverse her old areas were as well as the different teaching staff details were. Sue would love to partner with White Mountain School, but with COVID it is increasingly difficult. She feels like that is a great resource eventually when we can more of our community. Becky wants to know how they, Sue and Tari, make our school priorities and asks what that might look like. Tari addresses the mission statement and focus for individual schools. She says that a community gathering can bring up these questions and topics naturally; then that is how they plan and design the professional development, field trips, visits, etc. Tari brings up the fact that COVID has been a huge halt on outside topics and ideas because keeping people safe is the main focus as far as the pandemic goes. Toni talks about the importance of inclusivity, even at this younger aged level. Bob agrees that the lack of being able to get groups together amongst these COVID times is difficult. Becky asks what is the next step; not to put it aside but to move forward among the new normal. Terri wants to make the point that the new superintendent, not Tari, will want to have the schools in line with an idea, but in the meantime having those conversations with the staff might be a good place to start. Tari thinks that school wide initiatives and plans are good ways to have that happen. Terri brings up the stressors of the election and how that might affect communities and the school now and as voting day approaches, as well as after the election. She states that the focus needs to be on validating student feelings and thoughts amongst all of this is important. Becky states that she is thinking that a formal plan is far out but that the new resources might be able to get some aspects of this into the school sooner. Sue wants that to happen and states that PLCD meetings start tomorrow, and will bring these topics up in those meetings to bring cohesiveness.

Nicole Kerstetter, minute taker for this meeting, asked to leave for the non-public session at about 7:25. No notes needed.

X. OTHER BUSINESS

A. Discussion on Inclusivity in the School Environment

XI. ADJOURNMENT

Submitted by Substitute Board Clerk Nicole Kerstetter on 10/16/2020