Our mission is to provide rigorous and varied educational opportunities that challenge and engage all students to attain their highest level of intellectual, social, physical, and emotional growth. (2007)

LITCHFIELD SCHOOL BOARD SCHOOL ADMINISTRATIVE UNIT NO. 27 Litchfield, New Hampshire 03052

Draft Minutes for May 10, 2017

In Attendance:	Brian Bourque, Chair Derek Barka, Vice Chair Christina Harrison, Board Member Paula Izbicki, Board Member <i>(excused)</i> John York, Board Member James L. O'Neill, Superintendent
	Dr. Julie Heon, Director of Curriculum and Instruction Scott Thompson, Principal, GMS Tom Lecklider, Principal, LMS <i>(excused)</i> William Lonergan, Principal, CHS Michele E. Flynn, Administrative Assistant

(Agenda items may not be in the order in which they were addressed.)

I. PUBLIC SESSION

A. Call to Order Mr. Bourque called the meeting to order at 6:01 p.m.

B. Pledge of Allegiance

II. PUBLIC HEARING

HB329, Chapter 20 – Ratification of School District Meeting

School Board Actions

• School Board Resolution: Ratification of School District Meeting

The School Board is required to vote on ratification of the actions, votes and proceedings at the 2017 Annual School District Meeting that was postponed due to a weather emergency. A resolution of the Board action was signed by all Board members.

Mr. Barka made a motion to ratify the votes, actions and proceedings of the 2017 Annual School District Meeting that occurred on March 21, 2017. Mrs. Harrison seconded. The motion carried 4-0-0.

C. Review & Revision of Agenda

There were no revisions to the agenda.

D. Summary of Non-Public Actions from April 19, 2017: No non-public session was held.

E. Presentations and Recognitions There were no presentation or recognitions.

F. Correspondence

Mrs. Harrison reported that correspondence was received from Liz MacDonald, President of Litchfield Wrestling, regarding a clarification of a statement made at the April 19, 2017 School Board meeting. Mrs. MacDonald indicated that the High School Wrestling team and Youth Wrestling team did not receive funding from the district until wrestling was made part of the athletic program. She noted only transportation was provided by the district.

G. Superintendent's Comments

• Update on FY18 Music Teacher Assignments

Litchfield School Board Meeting May 10, 2017 Approved 5-24-17

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Mr. O'Neill first expressed thanks to the music department and principals for their work on the music schedules for LMS and CHS. He indicated that the following schedule will occur next year:

- Mrs. Leite will teach grades 5, 6, 7/8 Band at LMS for both semesters
- Mrs. Leite will teach High School Concert Band and Intro Guitar at CHS Semester 1
- Mrs. Leite will teach High School Concert Band and World Percussion at CHS Semester 2
- The new teacher will instruct for General Music, 5/6 Chorus, 7/8 Chorus at LMS both semester
- The new teacher will instruct at LMS the last two periods Semester 1
- The new teacher will instruct World Percussion and Music Exploration at CHS Semester 2
- Mrs. Pennington's schedule at CHS will remain the same.

Mr. O'Neill commented there was much good thinking and good use of resources to create this schedule.

• Enrollment Report

Mr. O'Neill provided the April enrollment report and indicated that there was no significant movement.

• Enrollment Update K,1, 2

Mr. O'Neill commented that he received recent Kindergarten and Grade 1 enrollment numbers from Mr. Thompson. He indicated that GMS will most likely need to fill the fourth grade 1 teacher position.

Mr. Thompson reported to date there are 88 students enrolled in grade 1 and 89 in grade 2. He mentioned he is aware of some other students who are planning to move into the district, but are not yet enrolled at GMS. He commented we will need five teachers in grades 2 and 3. Mr. Thompson indicated there are 46 students enrolled in Kindergarten and 10 additional students are confirmed for grade 1 next year. He noted based on the current number of students registered for grade 1 and a projection of 66 total students, we will need to fill the fourth grade 1 teacher position.

Mr. York commented that enrollment in grade 8 decreased from 119 to 114 and in grade 90 from 115 to 110. He indicated that seems to occur between December and February. He inquired the reasons for the students leaving. He commented at some point in time the education in the district is not adequate and these students went off to different schools.

Mr. O'Neill commented that information is typically shared with the Board. He indicated we will have to go back and look at the data.

Mr. Bourque disagreed with Mr. York's statement regarding inadequate education. Mr. Bourque does not believe that the decrease in students stems from inadequate education.

Mr. York clarified that he was concerned that ten students left the district in that timeframe.

H. Community Forum

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Maurissa Fluet, Destination Imagination

Ms. Fluet requested to be added to the agenda to address the Board regarding Destination Imagination (DI). She asked the Board to reconsider her request to help fund the DI teams register and travel to the global finals this year. She commented that self-funded programs were brought up at the last meeting and she researched the district budgets and found there are a few self-funded programs for which the district provides funding. Mrs. Fluet indicated that DI should be considered a self-funded program. She noted there were also comments that DI has become its own entity this year, but we were not really ever part of the school district. She commented the budget was done in January 2017. She noted last year she came to Board and requested funding for DI, which the Board approved. Mrs. Fluet indicated that DI was included in the budget last year, but shortly after we decided to become a non-profit the funding was removed. She wanted to know the reason.

Mr. Bourque commented that is not the case. He indicated the program would have to be a school sponsored activity to be a self-funded program.

Litchfield School Board Meeting May 10, 2017 Approved 5-24-17

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Mr. York commented that Mrs. Fluet's point is that in October when the budget was reviewed the Board felt DI was important enough to be included in the budget. He indicated the Budget Committee removed it from the budget next year.

Mrs. Fluet commented that DI is completely on its own with no one to support these children.

Mr. Barka asked why DI became a non-school sponsored program. Mrs. Fluet indicated that she discussed the program with the principals and when it was discovered that DI would not be covered under the district's insurance, we made the decision.

Mr. Bourque commented the reason it was funded in the budget was because it was going to be a position with a stipend.

Mr. York made a motion to authorize the district to provide funding in the amount of \$7,500 for Destination Imagination. *Mr.* Barka seconded.

Mr. Bourque commented once DI discovered they could not function within the structure of the building they became a non-profit organization. He indicated that DI is a fabulous program, but his concern is that he does not believe the Board's position is to use public funds for non-profit organizations.

Mrs. Fluet commented that their situation is unique. She indicated that they had to register as a 501c organization so they could have a tax ID number. She noted organizations such as the Boy Scouts cannot ask the Board for funding because they have a parent organization and we do not.

Mr. York commented that we are making an argument not to support DI. He indicated we need to fix our policies to be able to support these activities.

Mr. O'Neill commented that Primex has rules and regulations such as the requirement for a staff member to supervise the activity to be covered by the insurance. He explained he has been involved with DI for many years and it is very difficult to run the program under the insurance umbrella. He indicated he does not know how to take DI into the public schools as a program without altering the parameters and activities. He noted we had that conversation and Mrs. Fluet decided that DI had to be independent of the schools.

Mrs. Fluet commented that the program is still offered to students in grades K-8. She hopes to expand the program into the high school next year.

Mr. Barka believes the community will support DI. He commented that he can see Mr. Bourque's argument. He indicated he is struggling with the lack of funds. Mr. Barka suggested setting aside funds to help sponsor these types of organizations in the future. He believes the Board should be more proactive.

Mrs. Fluet commented that she does not have an issue writing a warrant article for funding for DI, but would like to be able to register the teams and transport them.

Mrs. Harrison commented that she appreciates the program and Mrs. Fluet's work. She indicated that she would like more students to benefit from these programs. She noted more students can benefit if we can get these programs into the classroom. She commented \$7,500 can go a long way to fund items for students in the schools.

Vote on the motion: 2-2-0. The motion failed.

Jaden Corbeil, 4 Nesmith Court, thanked the Board and administration for keeping woodworking in tech ed at the middle school. She provided a number of signatures of students in favor of the program. She commented that she especially likes the 3D Modeling and is fortunate to have the experience.

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Emily Coughlin, CHS Sophomore, commented that Mr. O'Keefe is not returning to CHS next year. She indicated that he informed his students that he and the Superintendent disagreed on the value of a good teacher. Ms. Coughlin made the following statements: Mr. O'Keefe ensures every student gets that 'click' moment. He wants all his students to think. He says, "School is what makes you smart, but the world makes you wise". He brings the world experience to the class. Ms. Coughlin commented she is not alone in the way she feels. She collected letters from current and former students expressing their feelings for Mr. O'Keefe. She read excerpts from those letters.

Mr. Bourque believes that Mr. O'Keefe is a good and well respected teacher. He commented that he hopes Mr. O'Keefe reconsiders his decision. Mr. Bourque indicated that Mr. O'Keefe was offered a contract that he did not sign. He noted he is an exceptional teacher.

Mr. Bourque asked community members to limit the length of their comments going forward.

Mr. Barka commented that the Collective Bargaining Agreement determines the value of the teacher. He indicated the Board is not allowed to get involved in that.

Mr. O'Neill indicated Mr. O'Keefe was offered a contract. He explained he looked at his teaching load and the addendum for part time teachers. Mr. O'Neill indicated Mr. O'Keefe was offered a contract that was aligned with what was offered through the negotiated settlement with the teachers. He commented he does not know Mr. O'Keefe, but he knows by reputation that he is an excellent teacher. He hopes Mr. O'Keefe reconsiders. Mr. O'Neill noted at this point he is bound by the legal document that was signed by the Board and all the teachers that specifies the amounts for salaries.

A CHS student made the following statements: Speak with Mr. O'Keefe one to one and discuss the issues and come to a conclusion of a better way to write his contract. He obviously did not like his contract. Something changed and maybe you can talk about it. It is an important process of keeping good teachers. Chemistry is essential for college and engineering.

A CHS student commented Mr. O'Keefe is one of the best teachers she has ever had. She indicated he inspires his students, is passionate about his job, and even sleeps with the periodic table under his pillow. She noted he is a great asset to the school. She would like all the other students to have the opportunity to have him as a teacher. She commented it is worth taking a look at another negotiation of his contract because he wants to teach here.

Trevor Rizzo, CHS alumni, commented that he understands this is a collective bargaining process. He echoes what everyone is saying and hopes in the future we can work toward some type of method to keep teachers who have a lasting impression on their students.

William Bauer, CHS student, commented that Mr. O'Keefe means a lot to him. He echoes all the statements that have been made in support of Mr. O'Keefe. He indicated the preparation he gives us for college was difficult, but it was one of the best choices to take that class. He noted he means a lot to the community and future students. He is asking the Board to do all they can and understand they may not be able to do anything.

Jeff Hidalgo, 25 Brenton Street, made the following statements: We pushed our son hard through school and he is now attending Cornell. There are some good teachers here and some adequate teachers. There was a Physics teacher here that was nationally acclaimed and was approached by another school, and Board let him go. What will happen to Mr. O'Keefe because of the CBA excuse? We pay taxes in this town to educate our children. Do you want dummies to take care of us or movers and shakers? Ms. Leite is teaching in three different place and being pulled in three different directions. DI is an amazing program and the woman who runs it does not get paid for it. If you don't take care of these teachers, you people will not have a future on this Board. We want you to take care of our children. You are elected for a reason, so make it count. If we don't keep teachers like Mr. O'Keefe and Mr. Martin, the children are going to go to better schools.

Mr. Bourque commented that Mr. Hidalgo mentioned Mrs. Leite was being pulled in three different directions. He clarified that she put the music assignment schedule together. He indicated with regard to the CBA, it is the

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negotiated contract. He noted it was agreed upon and signed and is a legal, binding document we have to abide by. He commented that he hopes Mr. O'Keefe will reconsider.

Mr. Hidalgo asked Mr. O'Neill to reconsider. Mr. O'Neill commented that there are many outstanding teachers in the district, but there are certain boundaries within which he has to work. He indicated his door is open and invited Mr. O'Keefe to contact him or Mr. Lonergan. He noted the district has to move forward. Mr. O'Neill commented they are looking at the possibility of having a full time Chemistry teacher, which could offer more opportunities that a part time teacher could not offer. He indicated there are parameters he has to offer and work within.

Kathy Follis, 8 Mike Lane, commented she does not believe that Project Lead the Way (PLTW) is best for all students. She indicated Tech Ed is a better resource, with specific focus on woodworking. She noted there are so many attributes to that program. Mrs. Follis commented she hopes the Board can find a way to allow Tech Ed to carry over into the future. She indicated the way it is run this year was not as good. She noted you cannot replace the hands on benefit that applies to all students. Mrs. Follis commented that STEM is not all students; it is for math and science driven students.

Mr. Bourque and Mr. O'Neill thanked community members for their comments and input.

I. School Board Comments

Mr. Bourque commented it is important to recognize that STEM is not for everyone, but at the same time, the students are using their hands and building a project.

Mr. Barka commented that many students have a perfectly good career with Tech Ed. He indicated many graduates come out of school and go right into a job.

III. CONSENT AGENDA

A. Public Minutes:

• April 19, 2017

Mrs. Harrison made a motion to approve the April 19, 2017 public minutes. Mr. York seconded. The motion carried 3-0-1, with Mr. Barka abstaining.

IV. REPORTS

A. Curriculum Report The May 2017 Curriculum report was provided for the Board to review.

Mr. York asked about the Math program evaluation. Dr. Heon explained what PERC has done with the Math curriculum. She indicated all curriculum areas have been approved by PERC, with one exception. She noted it is

• Project Lead the Way Overview

not only about the written curriculum, but about the resources as well.

Dr. Heon provided an overview of Project Lead the Way. She commented we do not necessarily have a Project Lead the Way (PTLW) program. PTLW is a nonprofit organization that provides a transformative learning experience for K-12 students and teachers, and have created modules that can be used in conjunction with school curriculum. She indicated the district received a \$25,000 grant two years ago and \$15,000 last year for the courses introduced in the high school and middle school.

Dr. Heon explained that the activity-, project-, and problem-based (APB) instructional design centers on hands-on, real world activities, projects and problems that help students understand how the knowledge and skills they develop in the classroom may be applied in everyday life. This approach provides students with unique opportunities to work collaboratively, identify problems, apply what they know, persevere through challenges, find unique solutions, and lead their own learning.

Dr. Heon went on to say that we are always seeking input and feedback from our students, teachers and administrators. A critical component of PLTW is the pilot process, which gives us the opportunity to deploy new

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material in a limited number of classrooms and apply learnings from the pilot before releasing a new course or significant course update. PTLW supports a balanced approach to assessment for all programs, integrating both formative and summative assessments that help teachers understand how students are progressing and inform instruction.

B. Principal's Reports

Principals' reports for April 2017 were provided for the Board to review.

• GMS

• Project Lead the Way

Mr. Thompson reported:

- Sandra Doucette and Paula CullenKent attended the PLTW teacher training in 2015 at Worcester Polytechnic Institute.
- Piloted PTLW in their 1st grade and 4th grade classes.
- Trained eight teachers from GMS and LMS during summer 2016.
- Spent much time matching PLTW units with science curriculum (6 out of 15 modules do not match up with our curriculum).
- Remainder of staff trained in PLTW by November 2016.
- November 2016 to June 2017- teachers unpacked materials, began to organize units, taught 1 to 3 units (depending on their training timeline).

Dr. Heon clarified that the Science Curriculum Committee did not expect that all modules or materials from PLTW would match up with all our curriculum. She indicated the goal was to find the best material to teach the curriculum.

Mr. Bourque asked how teaching has changed with PLTW. Mr. Thompson indicated that with past assessments, such as NECAP, there was more focus on recall and lower order thinking. He noted that the shift is about the scientific method, process of discovery, process of creating a problem, observing a problem to be solved, using scientific method to analyze and come up with an answer; specifically moving from a focus on content to scientific methods or inquiry.

Mr. Thompson indicated units taught to date at GMS:

- Grade K: Pushes and Pulls
- Grade 1: Light and Sound; Animal Adaptations
- Grade 2: Matter
- Grade 3: Stability and Motion: Science of Flight; Stability and Motion: Forces and Interactions
- Grade 4: Energy Module 4.1 Energy: Collisions; Module 4.4 Input/Output: Human Brain.

Mrs. Doucette and Mrs. CullenKent explained and discussed the projects their classes were working on and learning from. They described what a typical launch ladder for PLTW looks like:

- Introduction
- Activity 1: Energy
- Activity 2: Potential and Kinetic Energy
- Activity 3: Speed and Energy
- Project 4: Energy Transfer in Collisions
- Problem 5: Vehicle Restraint Design
- Key Terms

They discussed challenges, issues and solutions or positive observations about the lessons that were generated by staff at a faculty meeting in April 2017.

Mr. Thompson noted that faculty discussed the time it takes to finish an entire unit. During an activity teachers have to stop and do mini-lessons to help the students understand the content. An entire unit takes approximately one month to complete. Problems include only having half the amount of kits, which means sharing the kits (i.e. taking

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them apart so another class can use them); schedule use of iPads; difficulty of catching up students who are absent during the teaching of a unit.

Mr. York wanted to know if iPads are used in any other classes. Mrs. Doucette indicated iPads are used in science, Language Arts and writing with the pop up app.

Mr. York commented by the time first graders are sharing iPads in classrooms it is not going to be feasible. He indicated we need to do something about that. Mr. Thompson commented teachers are figuring out how to share.

Mr. Bourque asked why they are using iPads. Mr. Thompson indicated PLTW modules are only compatible on iPads.

Dr. Heon commented teachers felt that children work better on iPads because they have little fingers. She indicated that PLTW is working on converting modules for use of Chromebooks for grades 3 and 4.

Mr. Thompson noted on May 3, faculty at a staff meeting provided updated feedback that reflected students are relating concepts to concepts in other subject areas; hands-on exploration is valuable; students are working cooperatively; students are learning to use the complete scientific process; writing skills are improving.

- LMS
 - Project Lead the Way

Mrs. Thayer reported:

- Data was gathered from teachers who teach PLTW.
- Much of basic process and flow is similar to GMS.
- Teachers were trained last summer and some PLTW modules were implemented at the start of the school year.

Robin Corbeil, computer teacher, made the following statements: Her class created an app. She is teaching them coding and computer science. The engagement level is extremely high. Student plan, work with the code and can touch and feel it with the tablets. Students learn problem solving when their technology does not work. Many students are inspired to go further once they meet the requirements of the day's lesson.

Mr. York wanted to know if we are fast tracking the fifth grade teachers so we are not losing momentum out of elementary school. He commented he does not want the incoming fifth graders to lose skills or lessons they have acquired.

Mrs. Thayer indicated that PLTW is being done in grade 5 this year.

Dr. Heon noted the two grades are doing Infection Detection and two are doing Robotics that ties in with STEAM.

Mrs. Harrison asked what, besides PLTW, is used in middle school science. Dr. Heon indicated they have their regular science curriculum.

Mr. O'Neill responded to Mr. York's concern about incoming fifth graders and PLTW. He indicated PLTW is a systemic adoption and we will make appropriate accommodations for students in grade 5. With reference to the sequential process and cost of the program, Mr. O'Neill asked principals to notify him regarding what is needed for funding for the next component. He noted that there are end of year funds that may be able to be used.

Dr. Heon commented for grade 4, the kits are \$700 per classroom; for grade 5, the kits are \$850 per classroom; and so on by grade level.

Mrs. Thayer provided a presentation of grade 8 science PLTW: the Magic of Electrons. She indicated that students are learning to figure out a series circuit, a parallel circuit, and a combination circuit. Students also learn to build a

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motor, and design and build a Morse code device. Students expressed they enjoyed working with the equipment to learn how circuits and motors work.

Mrs. Thayer indicated student work through a design process to modify an accessory for a disabled client. This modification requires students to work on a team. The team generates the concepts, designs a solution, then builds and tests the solution. The team also must evaluate their solution. Student draw rough design sketches to share ideas. Mathematical models are used to help students make decisions about modifications. Students are learning drafting and how to use drafting tools. Students are learning CAD.

Mrs. Thayer reported we are hoping to introduce students to the Open Simulation (Biomed) in the fourth quarter. Students will learn use navigation tools to alter, manipulate and view simulations of augmentations.

• CHS

• Project Lead the Way

Mr. Lonergan reported:

- Biomed is a junior-senior course and an elective.
- Biomed is a year-long course and is awarded one credit.
- Students look at autopsy reports, medical history, and medical treatments to find out how someone died.
- It is inquiry-based learning where students problem solve and collaborate on open ended projects and problems.
- The course is high rigor and high content.

Mr. Lonergan reported on the Computer Science module of PLTW:

- Students work in teams to develop computational thinking and solve problems.
- The course is very scripted, challenging and rigorous.
- Python is used, but the teacher and students are frustrated because Python is frustrating to use.
- Attendance is low.

Mr. York asked why the course is running if attendance is so low and the students are getting frustrated. He commented that it is apparent the course is not interesting to the students.

Mr. Lonergan clarified that many students are taking AP classes and would like to take this course, but are finding their schedules are not allowing them the opportunity to take both.

Mr. O'Neill commented that we recognize that the programming courses in the high school are struggling. He indicated that we have to re-evaluate the classes we have. He acknowledged PLTW is a challenging and excellent program, but it seems as if the instructors want to teach the course a different way. He noted that we have to look at aligning our courses with PLTW, as long as it is the right thing for our students.

Mrs. Corbeil recommended adding some type of app development class to raise interest.

Mr. Lonergan commented that there is another piece of Advanced Web Design that may overlap with PLTW.

Mr. O'Neill indicated that we will have to take a closer look at that. He commented we will have many students coming into the high school over the next two years that will be well instructed in PLTW. He noted we will have to look at some of those resources.

V. NEW BUSINESS

A. Special Education Deliberation Forms

Mr. O'Neill presented a series of special education forms to the Board and explained that the forms provided by Mrs. Bandurski will replace what is currently in the Special Education Procedural Manual. The forms were developed by a South Central group and vetted through legal counsel. The manual will be revised over the summer. The Special Services Director would like to begin using these forms, which require approval of the Board.

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Mr. York made a motion to approve the deliberation forms. Mr. Barka seconded. The motion carried 4-0-0.

B. Air Quality Report

Mr. O'Neill discussed research regarding air quality testing in the schools has been collected, reviewed and analyzed. The practice of testing has consisted of a 3 year rotation cycle for the school buildings, as well as individual concerns that have been reported and those areas tested. GMS seems to be primary focus and has been tested on a regular basis; however, at the middle and high school the frequency of testing is low. He reported LMS and CHS will be tested this year and GMS is scheduled to be tested next year, which should get the district back on a rotation schedule.

C. Re-approval of Investment Policy Approval of the Investment policy is an annual occurrence in accordance with audit procedures.

Mr. York made a motion to approve the Investment Policy. Mr. Barka seconded. The motion carried 4-0-0.

VI. OLD OR UNFINISHED BUSINESS

A. Facility Use Policy

The Board deferred the facility use policy to the May 24 meeting.

VII. PUBLIC INPUT

A. Community Forum There was no public input.

VIII. NON-PUBLIC SESSION: RSA 91-A:3II (a, c)

[Minutes of Non-Public Session are written under separate cover.]

Upon a motion by Mr. York, the School Board entered into non-public session at 9:27 p.m. under RSA 91-A:311 (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted (c) Matters, which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting. Mrs. Harrison seconded. The motion carried by roll call vote: Mr. Bourque, yes; Mrs. Harrison, yes; Mr. Barka, yes; Mr. York, yes.

IX. RETURN TO PUBLIC SESSION

Upon a motion by Mr. Barka, the Board returned to public session at 9:59 p.m. Mrs. Harrison seconded. The motion carried by roll call vote: Mr. Bourque, yes; Mr. Barka, yes; Mrs. Harrison, yes; Mr. York, yes.

X. ADJOURN

Mr. Barka made a motion to adjourn the meeting at 10:00 p.m. Mrs. Harrison seconded. The motion carried 4-0-0.

Respectfully submitted,

Michele E. Flynn Administrative Assistant to the School Board