

1 **GILMANTON SCHOOL BOARD REGULAR MEETING**

2 **TUESDAY, DECEMBER 10, 2013**

3 **GILMANTON SCHOOL SCIENCE ROOM**

4 Board Members Present: Renee Kordas, Michael Hatch, Robert Carpenter, Malcolm MacLeod,
5 Adam Mini

6 Administrators Present: Principal Locke, Vice Principal Deb Bergeron, Business Administrator
7 Donna Clairmont, Superintendent Fauci, Director of Student Services Emily Reese

8 Others Present: Frank Weeks, Christine Johnson

9 **CALL TO ORDER:**

10 Board Chair Michael Hatch called the School Board Meeting to order at 6:00 PM

11 **PROOF OF POSTING:**

12 Proof of posting was verified by Superintendent Fauci.

13 **APPROVAL OF AGENDA:**

14 On a motion made by Malcolm McLeod, seconded by Renee Kordas, the Board unanimously
15 voted to approve the agenda as amended.

16 **NON-PUBLIC SESSION-RSA 91-A :3 II (c)**

17 The Board Entered into Nonpublic session at 6:02 p.m.

18 The Board reconvened for public session at 6:40 p.m.

19 **CORRESPONDENCE:**

20 A note was submitted by Donna Lacroix thanking the Board for their expression of sympathy
21 toward a family member's passing.

22 **DISCUSSION ITEMS:**

23 **School Board Budget Presentation to Budget Committee (12/11/13)**

24 Business Administrator Donna Clairmont stated she will send an overview of the budget to
25 Board Chair Michael Hatch, outlining the increases. They will discuss what they will need in
26 order to present to the Budget Committee tomorrow evening. Board Chair Michael Hatch said he
27 would like to know about the fund balance. She said that is a separate issue, but she will review
28 the highlights of the budget so he will be prepared.

29 Business Administrator Donna Clairmont did explain that the fund balance came from the high
30 school tuition. Sixteen students left throughout the course of the year. What can be difficult to
31 understand is that the way Gilford bills us is based on their fund balance after they close the

32 books. Therefore it creates a fund balance on our side. The other factor is Special Education
33 which accounted for over \$200,000 for two students who moved out. There was an additional
34 student who moved out about $\frac{3}{4}$ of the way through the year.

35 Superintendent Fauci said there were some other savings factors such as the fuel savings and
36 hiring staff at a lower pay than was budgeted. Superintendent Fauci said that we are not actually
37 down 16 kids because we did have 8 other students come into the district. The kids who left did
38 so at various points throughout the year and the amount of time the students spent at Gilford
39 dictates the amount that we have to pay. Two of those students were children who did not reside
40 in Gilmanton. They were asked to leave and did so. Director of Student Services Emily Reese
41 said that the three students we lost were those who had the most significant needs and associated
42 costs.

43 **Proposed Warrant Articles**

44 Descriptions of the warrant articles and the amounts required to fund them were included in the
45 School Board's information packet. The balances on the spreadsheet, which come from the
46 trustees of the trust funds, are the most recent and are accurate as of June 30th. They also show
47 interest earned to date. The amounts approved at the annual meeting are also provided as is
48 additional information regarding the roofs. On the spreadsheet, the number listed shows all roofs
49 lumped together. However, there are several different sections of the roof, each designated to be
50 replaced at different times as depicted in the diagram. Roof 1, last replaced in 1997 is scheduled
51 for replacement in 2018. Roof 2 in the K-2 wing, originally laid in 1966 and replaced three years
52 ago is scheduled for replacement in 2030. The roof in the 3-5 wing, originally laid in 1978 and
53 replaced just a few years ago is in great condition. It has a rubber membrane, does not have a
54 mark on it, and looks as good as the newest roof. The cafeteria roof is scheduled to be repaired
55 this year, and replacement is scheduled for 2020. The remaining roof areas, through area 10, are
56 sturdy.

57 Renee Kordas asked if Budget Committee Chairman Brian Forst's budget numbers will be the
58 same as ours. Business Administrator Donna Clairmont said that if he were to request a report
59 from the trustees, these are the numbers he would see. What is not reflected in the June 2013
60 numbers are the amounts that were approved. The school tries to work closely with the town in
61 terms of when funds are transferred to the school, to help with cash flow issues.

62 Superintendent Fauci said one of the areas where we are significantly short is the leach field. It is
63 well over 30 years old and has outlived its expectancy, though he does not suggest replacing it
64 until it fails. Depending when that happens will dictate how we handle it. Another shortage area
65 is in the cost projection of the fuel replacement tank, which is why a warrant article is necessary.
66 The water storage tank is fine and the asbestos abatement is not something we could do all at
67 once with the available funds. Superintendent Fauci does not expect the project to be done all at
68 once anyway. Renee Kordas asked if the amount to fund unexpected removal (i.e. removing
69 carpets and finding more asbestos) comes from the expendable trust. Superintendent Fauci said it
70 has been built into the budget. We just had an asbestos audit today, and we are in compliance in
71 all areas including the training of our staff and the way we report it to parents. Principal Locke
72 said the inspector reported our school is the most organized he has seen in a long time.

73 Superintendent Fauci further added that our boiler is okay for now, but our paving is way off. A
74 \$149,000 estimate came in, which is to take care of the drainage as well as the paving.

75 Last year the Budget committee asked if our numbers were realistic to be able to complete these
76 projects. Facilities Manager Dave Sykie brought in different vendors so we can have concrete,
77 realistic numbers to work with. The town has not requested the school's Capital Improvement
78 Plan (CIP) information for two years now. Superintendent Fauci noted that the last column of the
79 CIP looks like overwhelming amounts. Therefore, it will be broken down to the budget
80 committee to show specific needs. Business Administrator Donna Clairmont said it will be
81 updated based on the estimates we have been given. Business Administrator Donna Clairmont
82 suggests looking at the timelines to see what is realistic for when things really need to be
83 replaced. For instance, we should evaluate the need to replace boilers that do not show signs of
84 wear.

85 Other warrant article discussion:

86 Leach Field: Based on the information just reviewed if we were to reduce the amount contributed
87 per year to \$14, 388 we should have enough to complete the project

88 Special Education: Last year, no monies were put into the fund. We currently have \$187,225 in
89 the fund. It has met its goal, but the goal may be short depending in unexpected costs if a high-
90 needs student moves into the district. Superintendent Fauci said it's like the paving in that what
91 we thought was reasonable at the time is no longer.

92 Roof Replacement: If we continue with the yearly contribution of \$21,319 the amount should be
93 sufficient to follow the replacement schedule.

94 Water tanks: We need to increase this slightly, but the tank is in good condition, based on a
95 recent assessment.

96 Paving: The amount quoted is projected to pave around the entire school. The Board can choose
97 to tackle the project all at once or to break it into two projects. Either way there will not be
98 enough with the current yearly contribution and the current amount of \$11,490 in the capital
99 reserve fund if the project is to be completed by 2018. Superintendent Fauci stated it is best to
100 complete the project all at once to avoid seams. However, there are natural breaking points that
101 lend themselves to breaking the paving into two sections. Because all the pavement is going to
102 be dug up, it doesn't make sense to patch, then rip up in a couple of years. Robert Carpenter
103 asked how much each section would cost. Superintendent Fauci said the quote was not broken up
104 that way. Adam Mini asked why the cost is now so high. Business Administrator Donna
105 Clairmont stated the budget committee questioned if enough would be in the fund to cover the
106 costs. Board Chair Michael Hatch said, having spoken with Stan Bean, many of the original
107 amounts were guesstimates. Business Administrator Donna Clairmont said it is important to note
108 that when the original estimates were given, we did not have a facility manager to be able to
109 work with contractors to get solid estimates. Robert Carpenter asked if the projected years we
110 have left to complete the project provides a good estimate. Business Administrator Donna
111 Clairmont said in her conversations with Facilities Manager Dave Sykie, there are certain
112 projects that are priorities. The paving contractor said there are significant cracks in the
113 pavement that will cause seepage and further cracking to the pavement. Sealcoating will help,

114 which has been done as preventive maintenance, but it is not a long-term solution. Walcott
115 Paving provided the quote.

116 Boiler: Based on the estimates, we could reduce the amount previously requested.

117 Tractor: Replacing the tractor in 3 years is stretching it. Increasing numbers of repairs have to be
118 completed. Board Chair Michael Hatch asked what Dave Sykie is looking at for a tractor.
119 Superintendent Fauci said it is significantly bigger and will be able to move snow, with the idea
120 that snow removal could be done in house. Superintendent Fauci said that the one we have is
121 undersize for what we do. If we don't get one for snowplowing, we could get a smaller one, but
122 we still need one larger than we currently have. Malcolm MacLeod asked if storing the tractor
123 will be an issue. Superintendent Fauci said that an older building on the other side of the soccer
124 field has been repaired, and the tractor can be stored there.

125 Malcolm MacLeod asked if the wording of the warrant articles were previously problematic.
126 Business Administrator Donna Clairmont will look into that.

127 Asbestos tile: It is unrealistic to complete all areas in three years. We should define which area
128 we will replace, when it will be done, and the amount needed to complete the project.

129 Fuel Storage Tank: We receive the language for this warrant article from the Department of
130 Revenue, which is needed to access the monies in the capital reserve fund and the additional
131 monies to complete the project. We are looking to raise \$89,000 and we already have \$22,000 in
132 the fund. The voters must allow the authority for the Board to withdraw from the fund. Renee
133 Kordas pointed out that we are only asking to raise \$66,000. Renee Kordas asked if we can fix
134 the wording because as a taxpayer who doesn't understand, he/she may think we are trying to
135 raise the full \$89,000. Business Administrator Donna Clairmont said we cannot because this is
136 the wording required to withdraw the monies from capital reserve and to raise the rest of the
137 monies through taxation. Renee Kordas is concerned that through SB2, we do not have a lot of
138 opportunities to explain the articles.

139 Language to do with any collective bargaining agreement: In the event that that article is
140 defeated, it would allow the Board to have a special meeting. Superintendent Fauci pointed out
141 that it's not just a meeting in the familiar sense, but a special election where people cast their
142 votes. Renee Kordas asked if we need to change that wording. Business Administrator Donna
143 Clairmont said we cannot change the language in this article either. Everything leading up to the
144 vote is not considered meetings, and the election is the actual meeting date. Renee Kordas asked
145 if we would use the ballot box. Superintendent Fauci said that we will, and it costs us \$3500 to
146 do so. Principal Locke said it is possible we won't need to if the collective bargaining agreement
147 passes.

148 Modular: Robert Carpenter said he thought we did away with this. Business Administrator
149 Donna Clairmont said that it was taken out of the budget and was put to the voters through a
150 warrant article. Malcolm MacLeod said he thinks with our population decreasing, we should take
151 this out. This will be addressed during action items.

152 The last two articles are the petition warrant articles.

153 Superintendent Fauci suggested that Business Administrator Donna Clairmont be here for the
154 discussion when making changes to warrant articles, therefore, Board Chair Michael Hatch
155 agreed to open the forum to public comment regarding these articles.

156 **Public comment**

157 No public comment.

158 **Schedule Public Hearing Date of the Two Petition Warrant Articles**

159 Articles 16 and 17 require scheduling of a public hearing date. The last date for the petition
160 warrant articles is January 14. Superintendent Fauci said that according to Attorney Barbara
161 Loughman, the meeting must be 15 days, but not more than 30 days before the March election,
162 which is March 11. The date will be Feb. 11, 2013.

163 **Deliberative Session**

164 The date for the Deliberative Session must be between Feb. 1 and Feb. 8. The town scheduled
165 their Deliberative Session for the first. Last year we had it on a Saturday and this year's
166 corresponding Saturday would be Feb. 8, 2013. In the event of a snowstorm, the moderator has
167 to be present to call the meeting to order, but can recess the meeting until a later date.

168 **Technology**

169 Adam Mini sat with the school's Network Administrator Art Reardon for a morning, examining
170 the infrastructure and found some deficiencies. Areas of concern are the physical infrastructure,
171 including cabling that is old and not rated high enough to accommodate the speed we need to
172 use. The cabling was fragmented and some cable runs over 300 feet, which is over the limit
173 making the signal weak. Additionally, the network infrastructure is aging. There are a lot of dead
174 spots and opportunities for drops despite having a signal. Art Reardon tries to accommodate, but
175 the infrastructure limits this. All of the servers, which were moved from the computer lab a few
176 years ago, sit inside his office and the signals are getting choked at entrance points to his office.
177 Additionally, of the 9 servers in his office, 3 are long past the end of their lives, and one is a
178 computer acting as a server. Some of the existing servers were purchased without a lot of
179 memory and processing power. Adam Mini has compiled a report which will be presented to the
180 Board. He will also speak to the Budget Committee tomorrow night and will present this
181 information. The servers were moved from the computer lab a few years ago. Director of Student
182 Services Emily Reese noted that the OT room has tremendous difficulty accessing the network.
183 Superintendent Fauci said that we are seeing some cross contamination of signals which result in
184 blips on the security cameras.

185 **Gilford School Board Meeting**

186 Monday, Dec. 2: They talked about their default budget of \$14,389,177 being less than their
187 proposed budget by roughly \$273, 000.

188 Contract: There are going to be some prescription cost changes. The district will pay 95% and
189 staff will pay 5% whereas the district used to pay 100%.

190 Changes to the diploma: Historically all students received the same diploma, but Gilford would
191 like to give levels of diploma. Students who cannot achieve the GHS required 23.5 credits can
192 still receive recognition for achieving the NH minimum of 20 credits. Several schools do have
193 tiers of diplomas and no one knows the difference except the person who receives it. The
194 diploma awarded depends on various factors.

195 Removing weighted grades: One Gilford Board member is reluctant for this to move forward
196 based on his experience with admission of a particular college. If changes are made to the
197 weighting for the current class, it would change class rank. More research will be conducted and
198 a recommendation may or may not be made depending on the findings. Phasing it in was also
199 discussed for next year's Freshman class, so the upperclassmen would not be impacted.

200 8th grade presentation: Three 8th grade girls presented their site plan. They were given a plot of
201 land and plans for a house. They had to build the house, decide how to lay the grass, take into
202 consideration the wetlands, and the number of trees and types of trees for North Carolina.
203 Principal Locke asked which class this was for. Renee Kordas stated it was for Science and
204 praised the students for their preparedness, and mature presentation skills. All kids were
205 presenting to a team from the public as well as teachers.

206 Class sizes in Gilford: K-2 have a maximum of 25, 3-5 have a maximum of 30, as do 6-8 and the
207 high school.

208 Project Link: This is in the elementary school and allows children to work on skills in classes
209 other than their current grade. For instance a child in Kindergarten, reading at a 1st grade reading
210 level, could possibly work in a 1st grade. Frequent progress reports are provided, groups are
211 fluid, and weekly progress is charted. Kids are making great progress. This is being offered for
212 math and reading. Frank Weeks said there are three Kindergarten children reading at a third
213 grade level. Principal Locke explained that we have a similar approach, but teachers are
214 concerned about sending kindergarteners to third grade because of social issues. Therefore, we
215 give them third grade instruction and material in their classrooms.

216 **Principal's Report**

217 **Current Enrollment-** Our school population is currently at 398 students, down from last
218 month's 402. The drop in enrollment has not impacted our K-2 classes in any significant way.
219 Grade 6 has seen the biggest decrease, going from 51 students in August to their current number
220 of 44. Grade 2 still remains the largest class at fifty-one students, with Kindergarten at fifty
221 students and Grade 1 at forty-five. We did make a scheduling change for Grades 6-8 in response
222 to the decrease in enrollment in Grade 6. Grade 7 is now in three groups for classes, and Grade 6
223 is back to three groups for Math and two groups for all other academic subjects.

224 **Grade 8 Fundraiser-**Grade 8 students made the decision to donate \$100 of their October dance
225 proceeds to the Payson Center for Cancer Care in honor of Breast Cancer Awareness Month. A
226 thank you letter was sent to the class from the Payson Center.

227 **Musical Presentation-**The Middle School Chorus performed today for the Senior Citizens at
228 Gilmanton Corners. They helped to serve a meal, and they met with the seniors to talk about
229 their lives, past and present. All Band and Chorus members will perform on Tuesday, December
230 17 at 6:30 PM in the Gym.

231 **December 11 Early Release**-Our December Early Release is dedicated to our annual Bullying
232 Training. To prepare for this training, staff members met last week in their wing meetings to
233 discuss, “What does bullying look like at our students’ age level? How has the definition of
234 *bullying* changed since the original law was enacted?”

235 **Curriculum Mapping Update**-Teams of teachers have been working on a compilation of grade-
236 level word lists for both the Spelling and Reading sections of the L.A. Curriculum Map. Dr.
237 Driscoll has been facilitating the discussions via phone and email.

238 **WOW Assembly**-The first trimester ended on Tuesday, November 26; report cards were issued
239 to students on Friday, December 6; and we will now celebrate Good Citizens of the trimester,
240 perfect attendance, and honor roll status on Wednesday, December 18 at 9 AM.

241 **Upcoming Holiday Dinner**-The annual holiday dinner for 5th grade families and senior citizens
242 is Thursday, December 19 at 1 PM. Please feel free to join us as the fifth graders celebrate the
243 holidays with family and guests.

244 **Adopt-A-Child**-Staff, students, and PTA are once again supporting the Adopt-A-Child Program
245 as our holidays draw near. The Gilmanon Food Pantry and our Guidance Department coordinate
246 the program.

247 Malcolm MacLeod asked if the bullying training helps to reduce bullying. Principal Locke said it
248 builds awareness among staff. Also, when in doubt, it is better to err on the side of caution and
249 report incidents because of the possible impact on the child. Superintendent Fauci said there is a
250 piece about notification to the superintendent and Vice Principal Bergeron is good about it,
251 adding the cameras on the busses have helped us quite a bit. Malcolm Macleod asked if we need
252 to revisit our policy. Superintendent Fauci said we don’t because it is regulated by the State.
253 Parents have the right to review their child’s discipline records, which may include video, but
254 they are not always looking at just their own child if they are reviewing tapes.

255 Adam Mini asked if there are any follow-ups from the lock down drill. Director of Student
256 Services Emily Reese said that the committee has been changed to a Preparedness Committee
257 and there is a separate Response Committee. She and Superintendent Fauci are meeting with an
258 individual who helps with areas of question as well as crisis and response. Superintendent Fauci
259 said there is a lot of new technology around this. For instance, there are magnets that can be
260 placed on the door jambs instead of locks and they can be open when you want them to be open
261 and locked when you want them to be locked. Superintendent Fauci said the gentleman he and
262 Student Services Director Emily Reese are speaking to suggested storing all information on a
263 cloud, including the map of the building, pictures, videos, etc... There is, however, a cost to it.
264 Director of Student Services Emily Reese said our small groups, which are constantly fluid and
265 changing, makes tracking children difficult. This type of cloud storage technology would help.
266 Superintendent Fauci applauds the administration for having the drills so they can assess areas of
267 strength and need. It is always a work in progress.

268 **Superintendent’s Report**

269 Superintendent Fauci reported that he has been in meetings all month for budgetary matters and
270 negotiations.

271 He reported that the school had an asbestos inspection today. There is no report yet, but it did go
272 well.

273 If the budget does not pass, we would have to live with the default budget, which is \$150,389
274 less than the proposed budget.

275 **2014 NH School Board Association Annual Delegate Assembly**

276 Malcolm MacLeod will be attending this Assembly.

277 **Meeting Minutes of November 12, 2013**

278 Renee Kordas asked to clarify line 233 to read, "...maintain accuracy of high school records."

279 **Space Needs Committee School Board Representatives**

280 Robert Carpenter and Board Chair Michael Hatch volunteered to participate on the Space Needs
281 Committee.

282 **PUBLIC COMMENT**

283 Frank Weeks stated that Danielle Janos and Sarah McGee were inducted to National Honor
284 Society, noting there was not a Gilmanton Board member in attendance. Renee Kordas explained
285 they did not receive an invitation.

286 Several Gilmanton students were in the Gilford High School play and were also involved in the
287 technical crew.

288 Mr. Weeks asked if there were any cuts to athletic teams this year. Principal Locke said grades 5-
289 6 did have cuts, but they were directed to GYO. Mr. Weeks asked if there were policies around
290 the number of children on a team. He was wondering if we do approve cuts and by how many.
291 After reviewing his notes, he thought they were not approved. He provided the Board with three
292 handouts regarding cutting students from teams for perusal, noting that full involvement is
293 important at the middle school level.

294 **ACTION ITEMS**

295 **On a motion by Malcolm MacLeod, seconded by Renee Kordas, the Board unanimously**
296 **voted to approve Warrant Article III, which reduces the annual contribution to the leach**
297 **field pump station capital reserve fund to \$14,383.**

298 **On a motion by Adam Mini, seconded by Robert Carpenter, the Board unanimously voted**
299 **to approve Warrant Article IV, which will adjust the annual contribution to the Special**
300 **Education Expendable Trust fund to \$10,000.**

301 **On a motion made by Renee Kordas, seconded by Adam Mini, the Board unanimously**
302 **voted to approve Warrant Article V, which requests to raise and appropriate the sum of**
303 **\$21,319 for the roof replacement expendable trust fund.**

304 **Malcolm MacLeod feels this is not enough, but Business Administrator Donna**
305 **Clairmont said we could keep it the same. Based on the amount that was approved last**

306 year, once it goes into the bank, we will have almost \$123,000. We can break it down for the
307 budget committee so they see we are not doing it all at once. We will have enough.

308 On a motion by Robert Carpenter, seconded by Malcolm MacLeod, the Board
309 unanimously voted to approve Warrant Article VI, increasing the annual contribution
310 from \$1,902 to \$2,091 to be placed in the “Water Storage Tanks Capital Reserve Fund”.

311 On a motion by Renee Kordas, seconded by Robert Carpenter, the Board unanimously
312 voted to approve Warrant Article VII, which asks to raise \$20,000 to be placed in the
313 “Paving Capital Reserve Fund”.

314 On a motion by Robert Carpenter, seconded by Adam Mini, the Board unanimously voted
315 to approve Warrant Article VIII, decreasing the annual contribution to the “Boiler
316 Replacement Expendable Trust Fund” from \$8,473 to \$2,908.

317 On a motion by Renee Kordas, seconded by Adam Mini, the Board unanimously voted to
318 approve Warrant Article IX, requesting the district to raise and appropriate the sum of
319 \$2,736 to be placed in the “Tractor Replacement Expendable Trust”.

320 On a motion by Robert Carpenter, seconded by Adam Mini, the Board unanimously voted
321 to approve Warrant Article X, which asks to raise and appropriate the sum of \$15,000 to
322 be placed in the “Asbestos Tile Replacement Expendable Trust”.

323 On a motion by Malcolm MacLeod, seconded by Adam Mini, the Board unanimously voted
324 to approve Warrant Article XI, which asks to raise and appropriate the sum of \$66,630 to
325 be placed in the Capital Reserve Fund created for the purpose of replacing the fuel storage
326 tank.

327 On a motion by Malcolm MacLeod, seconded by Robert Carpenter, the Board voted on
328 removing Warrant Article XIV, requesting the amount of \$95,448 to be raised for the
329 purpose of leasing and installing a 2-Classroom Modular.. Malcolm MacLeod and Robert
330 Carpenter voted in the affirmative and Board Chair Michael Hatch, Renee Kordas, and
331 Adam Mini voted against the motion. The warrant article is recommended.

332 Principal Locke pointed out that we have lost students, but not from the K, 1, 2, grades,
333 which is where the large numbers are. Regardless of the students we lost in the upper
334 grades, we still need the space for the lower grades.

335 On a motion by Renee Kordas, seconded by Adam Mini, the Board voted to approve
336 Warrant Article XIV, requesting to raise and appropriate the sum of \$95,448 for the
337 purpose of leasing and installing a 2-Classroom Modular. Board Chair Michael Hatch,
338 Renee Kordas, and Adam Mini voted in the affirmative, and Malcolm MacLeod and
339 Robert Carpenter voted against. The motion passed.

340 On a motion by Malcolm MacLeod, seconded by Renee Kordas, the Board unanimously
341 voted to accept Warrant Article XII, requesting the approval of the Multiple Year
342 Collective Bargaining Agreement as negotiated by the Gilmanton Education Association
343 and the Gilmanton School Board.

344 **Renee Kordas said that the contract is a 3 year contract with a 6.09% increase over the**
345 **next three years. One major change to the contract is the contribution of teachers to their**
346 **insurance. Currently, the district pays 100 % of a single plan. Over the next three years,**
347 **the district will reduce their contribution to 95% the first year, 90% the second year, and**
348 **by year three, the district will pay 85% for all three plans (single, 2-person, and family).**

349 **The health insurance provider will change to School Care from LGC. The savings for the**
350 **first year, assuming employee plans stay consistent with what they currently have, will be**
351 **\$23,845.**

352 **On a motion by Robert Carpenter, seconded by Malcolm MacLeod, the Board**
353 **unanimously voted to approve the November 12, 2013 School Board meeting minutes as**
354 **amended.**

355 **On a motion by Renee Kordas, seconded by Robert Carpenter, the Board unanimously**
356 **voted to approve Warrant Article XII requesting the multi-year Collective Bargaining**
357 **Agreement increases in the following amounts:**

358 **2013-2014: \$26,777**

359 **2014-2015: \$55,562**

360 **2015-2016: \$72,825**

361 **On a motion made by Malcolm MacLeod, seconded by Adam Mini, the Board unanimously**
362 **voted to approve Robert Carpenter and Board Chair Michael Hatch as members of the**
363 **Space Needs Committee.**

364 **On a motion made by Renee Kordas, seconded by Malcolm MacLeod, the Board**
365 **unanimously voted to adjourn the regular School Board meeting at 8:41 p.m.**

366 **Respectfully submitted,**

367 **Renee Kordas, School Board Clerk**