

**CANDIA SCHOOL BOARD MEETING  
THURSDAY, JUNE 8, 2017 AT 6:00 P.M.  
HENRY W. MOORE SCHOOL MEDIA CENTER**

**These minutes have not been approved.**

Matt Woodrow, Chair, called the meeting to order at 6:01 p.m. Those in attendance were Board members Becky Cronk, Kim Royer, Dana Buckley, and Stephanie Helmig; Principal, Dr. Robert St. Cyr; Director of Student Services, Kathryn Duncan; Technology Director, Dan Roma; Superintendent, Charles P. (Phil) Littlefield; Assistant Superintendent, Marge Polak, and Business Administrator, Karen Lessard.

Minds in Motion teacher, Judi Lindsey introduced 4<sup>th</sup> grader, Kendall Deihle, attendee to the NH Recycling Conference, who led the attendees in the Pledge of Allegiance.

**PROOF OF POSTING**

Dr. Littlefield provided proof of posting.

**APPROVAL OF MINUTES**

The Board reviewed the minutes.

Motion by Matt Woodrow, seconded by Stephanie Helmig, to accept the minutes of the Candia School Board Meeting on May 4, 2017, and the motion carried unanimously.

Motion by Matt Woodrow, seconded by Dana Buckley, to accept the minutes of the Candia School Board Leadership Seminar on May 22, 2017, and the motion carried unanimously.

Motion by Matt Woodrow, seconded by Dana Buckley, to accept the minutes of the June 1, 2017 Public Hearing with the following amendment. Page 2 under Lisa McKenna-the last sentence should read: 'Parents rights must be ~~with~~ upheld', and the motion carried unanimously.

Motion by Matt Woodrow, seconded by Dana Buckley, to accept the approved minutes as the public record of the June 1, 2017 Public Hearing, and the motion carried unanimously.

**OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD**

Sharon DeWitt stated that Policy JBAB provides clarity for staff and administrators. Though the staff is quite capable, there are no guidelines without a policy. There are policies on pregnancy, violence and hazing. Having a policy in place would be beneficial. Children need to be comfortable. The Board shouldn't base it's decision on 'what-ifs'. Think of the message it would send to the LGBTQ population. There is no rush to repeal; keep this in place for guidelines.

Tom St. Martin said the community came together to talk, so that's an improvement. The vote was not to repeal, but to talk about JBAB, and the Board upheld their promise to do so. Good idea to let this ride and to work on the list of other things that this Board could be working on instead. There are more pressing things to deal with.

Mark Chalbeck stated that he would like JBAB repealed as it segregates and gives rights to a certain group. All children should have the same rights.

Todd Keating stated that from his Right to Know request analysis, a majority is in favor of keeping the policy as is.

Kelly Lavery stated she would like it repealed. Bring in professionals to educate staff. No one has said anything about rape, but this may open the door to pedophiles. She can't say one side is right or wrong. Protect kids that are uncomfortable. There was more awareness of the Pinkerton contract process than the approval process of JBAB.

Sandra Trube explained how a diagnosis is made and that it is not done lightly. Endocrinologists, physicians, therapists, parents and children are involved over time. Boy-girl transgender will use a stall. Girl-boy transgender will use a stall. There is no need for discomfort. Encouraged Board to keep policy as is. Get educated. Three physicians in town support policy.

Todd Keating, responding to Kelly Lavery's statement that there was more community awareness of the Pinkerton transition than the policy approval, stated that he found out both through word of mouth.

Sharon DeWitt stated that conversations must begin at home, as there are all types of families in town. Repealing the policy would send a message to those at risk.

## **UPDATES FROM DR. CHARLES P. LITTLEFIELD, SUPERINTENDENT OF SAU #15**

No new updates.

### **REPORTS**

#### **Reports of Administrators**

Reports of the Administrators were reviewed.

Stephanie Helmig asked Marge Polak if anyone could attend a report card committee meeting. Marge said there will be a Communication and Progress meeting for all school boards.

#### **Reports of Standing Committees**

Becky Cronk stated that the Facility Committee has everything aligned for summer projects.

Kim Royer asked if there was a list, to which Becky stated there is and progress is following that list.

Kim Royer stated that there is a SERESC meeting next week. She also reported that there will be something presented regarding long-term planning at the next SAU meeting.

Matt Woodrow stated that Manchester has made budget cuts and that some retirement positions won't be refilled. Matt also reported that he attended a sending schools dinner at Pinkerton last night which members from all three SAU #15 districts attended as well. Becky Cronk stated that at the JROTC awards, two seniors got full-boat scholarships.

### **OLD BUSINESS**

#### **Superintendent Transition Team**

Becky Cronk and Kim Royer represent Candia. Kim asked for collaboration from the Board, Superintendent, and the public, for their thoughts that would motivate one to consider working for SAU #15.

- Three unique School Boards and communities
- Have consistent (and unusual) community support
- Good staff; flexible and receptive to innovation and change
- Work together with the other districts; professional development in math and science
- Positive relationship with union in all three districts
- High quality of life
- SAU meetings four times a year; efficiencies can be realized

### **NEW BUSINESS**

#### **Discussion of June 1, 2017 Public Hearing (Policy JBAB)**

Matt Woodrow asked what was the will of the Board.

Dana Buckley: Public made it clear they didn't want the policy. Two of the Board members were voted off. 179 signatures were to repeal. There was a petition warrant article. 518 voted to have a public hearing. It's a violation of parent's rights. A solution would be to have all single stall bathrooms throughout the building.

Kim Royer stated that she couldn't imagine the cost of something like that. Dana cited a school in San Francisco that has done it. He said it's the only solution to bring the two sides together. Kim said the Turner Group will be coming in and that they could be asked about this suggestion. Becky Cronk stated there is already a need for a science room and a nurse's room to bring it to ADA compliance. There are other priorities; other things need to be addressed.

Stephanie Helmig stated she has stayed quiet throughout the discussions. No federal or state laws require this policy. She did research and 4 out of 46 K-8 schools in New Hampshire have a policy in place (Candia, Northwood, Winchester and Monroe). After the policy passed, eight children were pulled from the Moore School, two came to town but didn't enroll, and one family left town. Would like the parental rights portion changed if the policy is not repealed.

Dana Buckley stated that he contacted Barrett Christina who said there is no law. Had there been a law, members of NHBBA would have notified their members.

Kim Royer stated that though there is no law, a child not allowed to use the bathroom they identify with would be discrimination.

Becky Cronk stated that some people left town because they didn't want Central as the high school of record. She thanked everyone for their input. There were some mistruths and misinformation in the community. Throughout the discussion she noticed themes of most concern, such as the need for clear definitions, parental knowledge, and addressing overnight trips. This is a K-8 school. Would consider modifying language regarding parents, and adding 'consistently identifying' into the policy with the verbiage 'this involves more

than casual gender expression', and providing education for staff as teachers and other staff would need support for implementing a plan. A policy sets guidelines for staff and administration. With regard to overnight stays, she suggested each child be assessed on a case by case basis and stated in the policy.

Matt Woodrow stated that the Board has heard from both sides. It's not as much about policy as process. It is important that the Board work together to build the trust with the public. He stated that Auburn and Hooksett both tabled JBAB and have allowed administrators to handle and make necessary accommodations. There is no need for a policy; doesn't support it. The Board rushed into approving it. His position was and continues to be to rescind Policy JBAB. Becky Cronk asked if he would rescind all policies that target a particular audience, to which Matt said there are no policies that do so. He said he would consider adding language to anti-discrimination policies.

Stephanie Helmig asked if Dr. Littlefield felt comfortable having no policy and letting administration make decisions. Doesn't want children uncomfortable.

Kim Royer stated that she has kept a log of all communications regarding Policy JBAB. She said there was no issue or discussion for months at a time. She said over the course of this process, the majority is in favor of the policy. There have been no problems, though clearly some things can be changed. Although the staff is fantastic, a policy would assure non-discrimination. Suggested keeping the policy as it is, but for the Board to look at concerns, make changes, have legal counsel review it and bring it back to the Board for a approval. Dana Buckley stated Amherst is considering single-stalls, if a policy was in place there would be a problem; this policy is not a solution.

Becky Cronk stated the community does not provide for an adequate gymnasium, she can't see it providing single-stall bathrooms. Dana said there is a real possibility for a lawsuit. Becky said a policy gives protection. Kim Royer said these are 5-14 year olds-not pedophiles. Give everyone dignity and respect. Dana cited 8<sup>th</sup> graders who said they would be uncomfortable with a transgender student in their bathroom. Kim said if a child in uncomfortable, they should talk to their parent, but that they are protected and safe in school. Becky Cronk said her child's privacy was recently violated by another (of the same gender) in the bathroom.

Dr. Littlefield gave some history to events similar to the passing of this policy. When IDEA was passed, there was an outcry from the public regarding those with special needs being integrated into the classroom. This has since become commonplace and a non-issue. He also told of when AIDS/HIV first appeared and the hysteria that followed. That has since become a non-issue. He said he is shocked, dismayed, and disappointed to hear the terms rapist, molester and pedophile in conversations regarding JBAB. Policy or no, the school will do right by children. Administrators will come up with a plan tailored for the youngster, and there will be a partnership between the parent, the school, and the child. They will do what is best for that child.

Motion by Matt Woodrow, seconded by Dana Buckley, to repeal the current policy and to allow administration to deal with issues on a case by case basis. Matt Woodrow, Dana Buckley and Stephanie Helmig in favor. Kim Royer and Becky Cronk against. The motion carried.

The Board took a short recess.

### **Changes to Handbook**

Motion by Matt Woodrow, seconded by Dana Buckley to approve the handbook changes as presented, and the motion carried unanimously.

### **Policy Review**

#### **2<sup>nd</sup> Reading/Adoption**

Motion by Dana Buckley, seconded by Matt Woodrow, to approve the adoption of Policies BBBC/BBBE, BBBE/BBBC, BBBB, and JLCD-R, and the motion carried unanimously.

### **Policies AD and BA**

Motion by Dana Buckley, seconded by Becky Cronk, to approve the first reading of Policies AD and BA, and the motion carried unanimously.

## **FINANCE/OPERATIONS**

### **Review of Expenditure Manifest and Action Relating Thereto**

Motion by Becky Cronk, seconded by Matt Woodrow, to move the June 8, 2017 manifest in the amount of \$421,232.90, and the motion carried unanimously.

### **Budget Adjustments**

There were no budget adjustments.

## **OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD**

Todd Keating said he was disappointed in the Board's decision on JBAB, but that Kim Royer did an awesome job with the breakdown of the information she gathered.

Tom St. Martin said the Board has given administration 'carte blanc' and didn't hear a motion to institute a plan for installing single stall bathrooms.

**PERSONNEL (if necessary)**

Motion by Matt Woodrow, seconded by Dana Buckley, to acknowledge the receipt of Eileen Suckley's intent to retire as of June 30, 2018, and the motion carried unanimously.

**NON-PUBLIC SESSION RSA 91-A: 3 Sections II (if needed)**

At 7:50 p.m., motion by Matt Woodrow, seconded by Dana Buckley, to enter into a non-public session RSA 91-A:3 Sections a & e. A roll call vote was taken, and, with all in favor, the motion carried.

The Board reconvened at 8:15 p.m.

Motion by Kim Royer, seconded by Becky Cronk, to accept, with regrets, the intent to retire, and to authorize the retirement incentive of, Doreen D'Antonio, and the motion carried unanimously.

Motion by Becky Cronk, seconded by Kim Royer, to seal the non-public minutes, and the motion carried unanimously.

Discussion ensued relative to a training for Right to Know. It was decided that Dr. Littlefield's assistant will set up a workshop with Bud Fitch from NHSBA to do a training in September.

**INFORMATIONAL ITEMS AND CORRESPONDENCE**

Enrollment Reports  
Candia School Boards Meeting Schedule  
SAU Board Meeting Schedule  
SAU Board Contact Information

**NEXT / UPCOMING AGENDA ITEMS**

Instruction Time Schedule  
Summer Manifest Approvals  
Parent Request to waive Policy JEB (Entrance Age)  
Review of 'Goals' will be part of each future agenda

**ADJOURNMENT**

Motion by Dana Buckley, seconded by Stephanie Helmig to adjourn the meeting at 8:20 p.m., and the motion carried unanimously.

The next regularly scheduled Candia School Board Meeting will be held Thursday, August 17, 2017 at 6:00 p.m. at the Henry W. Moore School Media Center.

Respectfully submitted,

Rebecca SJ McCarthy  
Recording Secretary