

1 their findings in a report. He feels it essential that we go through this process and ensure we have all the facts
2 available. Findings would be presented to the Board. At that point, the Board could decide, what action, if any,
3 it wished to take.

4
5 Superintendent Corey recommended moving forward with the recommended process. If in agreement, a motion
6 could be made under the deliberations portion of the agenda.

7
8 Legal counsel has advised taking only general questions and request the agenda adjustment to include
9 consideration of legal services under the deliberation area of the agenda.

10
11 Member Arthur questioned the alternative to obtaining outside legal counsel. Superintendent Corey stated the
12 alternative to be conducting an internal investigation utilizing SAU staff. He does not believe there to be the
13 qualifications or competence to do that. There are people who do this for a living. He believes it to be money
14 well spent to obtain a comprehensive response to the complaint.

15
16 Member Arthur asked if the Board is mandated to investigate the complaint in some way. Superintendent
17 Corey stated there to be an obligation to look into the complaint. He does not believe we have the skillset,
18 expertise or time to provide the proper attention.

19
20 Asked about the expected timeframe involved, Superintendent Corey stated, if the direction provided by the
21 Board, he would reach out to legal counsel the following day and request a schedule to be followed. It is likely
22 legal counsel would arrange time to interview individuals (if believed necessary) and review meeting minutes
23 and recordings, and that it will take a few weeks to go through the process.

24
25 A member of the audience, speaking away from a microphone, questioned the name of the legal firm and was
26 informed it is Drummond Woodsum. Superintendent Corey explained Drummond Woodsum has been the legal
27 counsel for the districts in the SAU for many years.

28
29 ***There being no objection, the agenda was amended, as requested.***

30
31 **CORRESPONDENCE/RESIGNATIONS/NOMINATIONS**

32
33 The Collective Bargaining Agreement (CBA) states in part:

34
35 *Staff Members covered under this Agreement who have completed fifteen (15) or more years of service in the Hollis School District*
36 *and who are eligible for retirement benefits under the New Hampshire Retirement System, shall be eligible to retire at a minimum age*
37 *of fifty-five (55) with a retirement benefit of twenty-five (25) percent of the last full 10 year's salary."*

38
39 *"No more than four (4) retirement applications per year shall be approved by the Board. Those Staff Members who have attained the*
40 *greatest age will be given first consideration. In the case of identical age, the Board shall grant both of the applicants early retirement*
41 *and compensate for it in the next year by granting a maximum of three (3) early retirements. At the discretion of the board, more than*
42 *four (4) staff members may be granted this early retirement benefit. If a Staff Member is not granted early retirement for the year of*
43 *the initial request and s(he) re-applies the following year, the Staff Member will be given preference."*

44
45 Superintendent Corey informed the Board of receipt of a letter of Intent to Retire from David Olszewski. In his
46 letter, he states the intent to retire at the conclusion of the 2021-2022 school year. He goes on to state he has
47 thoroughly enjoyed his years as a Physical Education Teacher and submits the request with optimism and yet a
48 heavy heart.

1 This retirement would represent the 5th received. Superintendent recommended the Board approve the
2 retirement. Over the past few years, the district has been adjusting its salary curve. The individuals who are
3 retiring would be doing so at a very high rate of compensation and would likely be backfilled with individuals
4 new to the profession.

5
6 **MOTION BY MEMBER ROY TO ACCEPT THE LETTER OF INTENT TO RETIRE RECEIVED**
7 **FROM DAVID OLSZEWSKI, EFFECTIVE AT THE CONCLUSION OF THE 2021-2022 SCHOOL**
8 **YEAR**

9 **MOTION SECONDED BY MEMBER KELLNER**

10
11 ON THE QUESTION

12
13 Member Mann questioned the type of budgetary impacts that need to be considered with approval.
14 Superintendent Corey stated the way it traditionally works is that the FY23 budget would identify the position
15 as a Masters Step 7 (placeholder). The current individual is off the scale earning \$75,000 - \$85,000. Most
16 likely the individual filling the position would be new to the profession and come in at a salary between \$40,000
17 - \$50,000. When the retirement payout is made the return will be seen in the first year (first year closer to a
18 wash in terms of cost).

19
20 Member Mann questioned if there are budgetary concerns of adding a 5th retirement payout. Superintendent
21 Corey noted the language in the CBA that states “For retirement requests made prior to December 1st, payment
22 shall be made immediately after July 1st at the beginning of the next fiscal year. If notice is given after
23 December 1st, payment shall be made immediately after July 1st following the end of the next fiscal year.”.

24 **MOTION CARRIED**

25 **5-0-0**

26
27 APPROVAL OF MINUTES

28
29 Hollis School Board [October 6, 2021](#)

30
31 *The following amendments were offered:*

- 32
33 Page 4, Line 17; replace “were” with “where”
34 Page 6, Line 33; correct the spelling of “are”
35 Page 7, Line 39; replace “provide” with “provided”
36 Page 8, Line 47; replace the period with a comma
37 Page 9, Line 26; insert “in” following “we were”
38 Page 11, Line 6; correct the spelling of “level”
39 Page 12, Line 19 replace \$2,104,538 with \$2,014,538
40 Page 14, Line 31; replace the period with a comma following “time”
41 Page 15, Line 30; replace “then” with “them”

42
43 **MOTION BY MEMBER ARTHUR TO ACCEPT, AS AMENDED**

44 **MOTION SECONDED BY MEMBER KELLNER**

45 **MOTION CARRIED**

46 **5-0-0**

Hollis School Board [October 14, 2021](#)

MOTION BY MEMBER ARTHUR TO ACCEPT, AS PRESENTED
MOTION SECONDED BY MEMBER KELLNER
MOTION CARRIED
5-0-0

PUBLIC INPUT

Dennis Johnson, 7 Main Street

Has attended the last 3 meetings and has seen a huge disconnect between the Board and parents. Suggested the Board may be thinking it is only the vocal parents attending. The Board and parents should be on the same team helping our children. Parents need to have a say. We will always have disagreements, but he does not think the school Board should be against the parents. He and a number of other parents spoke at the last meeting, and all had the same message; the psychological damage these masks are causing our children. After leaving the meeting he watched it online. During the remainder of the meeting nothing was mentioned of the parental input provided. He felt the parents were wasting their time trying to communicate to the Board.

Mark Constantian, 99 Twiss Lane

If the Board is utilizing a law firm that represents the district routinely, in what way is it an impartial review?

Superintendent Corey stated he would discuss the statement with legal counsel. If the recommendation is for a different firm, he would go in that direction.

Mr. Constantian spoke of the allegation that the Chairman had a conflict of interest, which raised in his mind the possibility other Board members may have been aware of that and took no action. Conflicts like that violate every kind of business, government, law, and medical ethic. It is impossible to believe that anyone on the Board does not understand what conflict of interest is. Anyone who has a conflict and does not recuse themselves, is putting their interests above that of the community and children.

We also do not know about conflicts among other Board members, which may exist. Every paper he writes and reads in medical journals has to have a conflict of interest disclosure because we need to be able to put into perspective what the author is saying. He spoke of the need for him to provide yearly an attestation for every organization he belongs to explaining any connections he or his family has to any business. He feels that to be something that would be advisable for every committee and Board member in the Town.

There is new literature on masking. Having expertise on mask manufacturing does not mean an individual knows when masks ought to be used. That is a public health issue. We now have data from Sweden where there is socialized medicine. They looked at nearly 2 million children; when they did no masking at the schools and no distancing, 140 children came down with COVID and most had risk factors. Not a single child died. The prevalence among teachers was no higher than it was among other groups of the same demographics in other occupations.

Chairman Fared noted Policy [BCB](#) - Board Member Conflict of Interest.

1 Maria Hubert, 68 Hideaway Lane

2
3 Read into the record a communication from Derek and Lauren Craig of 17 Hills Farm Lane:

4
5 *To Superintendent Corey and the Hollis School Board members, we are writing to inform and remind the*
6 *parents of children in the Hollis public schools they do not have to wear masks. The right to breathe freely for*
7 *6+ hours a day is not bestowed upon your kids by Andrew Corey, Candi Fowler or any other Hollis School*
8 *Board member. It is given freely to each individual on this earth by God himself. That is it plain and simple.*
9 *The right to breathe fresh air unencumbered by a mask, a muzzle, a cloth, a gator, an N95, whatever, is given to*
10 *us by God, that is why they are called God given rights.*

11
12 *When did we forget that we are free beings? When did we lose sight of our God given rights? Does everyone*
13 *remember way back oh so long ago when it was two weeks to slow the spread, now we're closing in on 2 years*
14 *and nothing has changed. Your kids are still masked. Now they are set to be inoculated with a still*
15 *experimental shot, to be followed by endless boosters if your poor child doesn't succumb to the myriad,*
16 *sometimes deadly, adverse reactions that are being reported worldwide. The world has gone mad. Are you*
17 *going to continue to go along with this?*

18
19 *If that wasn't enough, we now have Tammy Fareed, Chairperson of the very same school board who decides*
20 *how your kids are allowed to breathe all day. In her infinite wisdom and unchecked hubris Ms. Fareed made it*
21 *plain to all at last month's meeting how knowledgeable she is regarding masking. How you ask, because her*
22 *husband works for a company that holds patents on masks. Now if you don't see the blatant conflict of interest*
23 *here, there isn't much hope for you. You're telling me that the woman who has a heavy hand in deciding*
24 *whether or not our kids wear muzzles all day that her husband makes these for a living. Do you honestly*
25 *believe that she would vote against mask wearing when it directly affects her bottom line?*

26
27 *This is a bridge too far. Ms. Fareed must step down immediately, and any school board member that did not*
28 *question this egregious conflict of interest should also resign immediately. Do the right thing before it is too*
29 *late. To the parents out there, do the right thing, take the masks off your kids. Send them to the school to learn*
30 *and breathe freely as God intended. You are turning an entire generation into sociopathic hypochondriac*
31 *germophobes. Is that what you want for your kids? You have ruined them. Some are lost forever, but for some*
32 *it is not too late. Stand up for what is right. Make masks optional. We thank you for your time. Derek and*
33 *Lauren Craig"*

34
35 Bryan Loveland, 17 Toddy Brook Road

36
37 Thanked Chairman Fareed for all she has done for the Town and the school district. He believes it to be a
38 travesty that such a frivolous complaint is being brought against her. He is hopeful the investigation shows it to
39 be totally without merit.

40
41 Masking for a small town will not be a huge impact to an individual's bottom line as the previous speaker
42 stated. They are just trying to find an excuse for why to push someone out. The people that want no masks are
43 resorting to being a bully. They have put signs up in front of school board members' homes and the
44 Superintendent's. This is wrong and needs to be stopped. A lot of the reason people do not speak at these
45 meetings is because of the bullies.

1 Marcia Donaldson, Van Dyke Road

2
3 Asked for clarification; when handed the complaint document at the start of the meeting, was it the first time
4 members had the opportunity to see it. Member Roy stated that to be correct. Asked if that was the case for all
5 members, Superintendent Corey responded he saw it the day it arrived. There was one other copy that was sent
6 to the Hollis Primary School. The principal saw it, realized what it was, and sent it to him via interoffice mail.
7 No one else.

8
9 Ms. Donaldson stated it to be her impression that everyone on the school board had received it. She stated she
10 was being told they did not, tonight was the first time.

11
12 Member Roy commented that is why the Board needed to take the time to read the document.

13
14 Pamela Hicks, 8 Maple Knoll Drive

15
16 Is tired of the conflict. Our country, communities, families are being ripped apart, and to what end. These are
17 our children. They are not the children of the school board. The mask and vaccine mandates are our parental
18 rights. They are not decisions to be made by these boards. These are personal medical decisions, and the data
19 does not support any of the vaccinations and the masking of kids. The chances of our children dying or being
20 subject to great harm is miniscule. Their immune systems are different than ours. They do not transmit like
21 adults do and do not get sick like adults do.

22
23 She stated the desire to provide facts from the Vaccine Adverse Event Reporting System (VAERS) summary;
24 total number of deaths associated with the COVID-19 vaccines is greater than the number of deaths associated
25 with all other vaccines combined since 1990. Since December of 2020, the number of adverse reactions from
26 these vaccines; 488,318 and for all vaccines over the period of 31 years; 714,000. Life threatening events;
27 7,896 for the COVID vaccine and 9,573 for all vaccines. Number of hospitalizations; 28,000 vs. 38,000,
28 number of deaths, 6,128 for COVID vaccines and all vaccines over 31 years, 5,000. The VAERS website is
29 said to be grossly underreported (at least 40%).

30
31 The CDC website states from the reporting period of January 4, 2020 through October 30, 2021, between the
32 ages of 5 and 18, 474 children nationwide have died with COVID; not of COVID, with COVID. The data is not
33 there. The masks and the vaccines are harming these kids. You cannot ensure their safety. There is no reason
34 for any of this.

35
36 Aaron Penkacik, 133 Dow Road

37
38 Was present to discuss ethics. He read a quote from a video recording where Chairman Fareed stated “I have
39 direct familiarity with the nanotechnology of high-efficiency masks thanks to a family member who holds
40 patents in the field of filtration related to these materials and works for an American company that has a long
41 proud history of supplying such materials for clean room filters, N95, and other masks (for which the Federal
42 Government awarded a multi-million dollar contract in mid-2020), ventilator filters (80% of the American
43 market), and much much more. I am familiar with the science from electron microscopy on up and the
44 practicum of masking.”

45
46 He then read the legal definition of a conflict of interest “The circumstance of the public office holder, business
47 executive or the like whose personal interests might benefit from his/her official actions or influence.”

1 He questioned how the Board could not have seen that conflict of interest when the Chairman made those
2 statements. Every member of the Board has an ethical responsibility to see conflicts of interests like that. They
3 ignored them and are now trying to sweep them under the rug by saying it has gone to legal counsel. It should
4 have been recognized and dealt with when it happened.

5
6 The taxpayers are paying your salaries and you are not being ethical in the way you treat these issues.

7
8 Mary Ann Damian, 7 Farm Pond Lane

9
10 This is her 2nd school board meeting. She submitted an email to which she has not received a response. She is a
11 Director of Human Resources and does ethics training. During the first meeting she attended, Chairman Fareed
12 shared and said that every mask that those at the meeting could see, worn by other board members and around
13 you have XXX materials in it. Ms. Damian remarked, at the time, she was thinking did I just hear that, that
14 should not be done. She is uncertain of the type of training provided school board members in regard to ethics,
15 but one of the things she saw that was written was “represent the entire community without fear of favor while
16 not using the position of school board member for personal of financial gain or benefit to self.” She questioned
17 why someone did not point it out. She is happy to hear that the issue will be addressed. It is with outside
18 counsel, which is fine. That is something she would do also.

19
20 She feels there is a huge disconnect between the community and the Board. She questioned why individuals
21 cannot learn how to respect one another. She spoke of the start of the meeting and the inability of the members
22 of the audience to hear what was taking place. She commented on the Board voting to enter non-public session
23 and leaving the room. She had not understood the process that was undertaken. She was clueless until someone
24 stood up offering to explain what had occurred.

25
26 Ms. Damian questioned if that is the way the board wishes to conduct business. She questioned if that is how
27 they act to their neighbors and children they are supposed to be in care of. Things need to change.

28
29 Eric Morin, 18 Jambard Road

30
31 Stated the formal ethics complaint and notice of intent to file with the State Board of Education and Education
32 Commissioner shows a clear conflict of interest between Chairperson Fareed in regard to her vote in favor of
33 the mask mandate due to her family members holding multiple patents in materials used in masks. She has
34 stated herself on numerous occasions both at these school board meetings as well as in emails about her
35 personal and familiar financial interests in masks. She even mentioned her husband’s company being awarded
36 a multi-million federal contract for their masks, clean room filters and ventilation filters in mid-2020 at the
37 height of the pandemic.

38
39 The Superintendent, entire School Board and other school officials were all aware of this conflict of interest as
40 they were all in attendance at these meetings and included in these emails yet did not push for the chairperson to
41 recuse herself from the vote on the mask mandate. The vote on the opening plan with mask mandate should be
42 null and void and masks should be optional. School board members are restricted in taking part in any action
43 where family is receiving financial gain. The chairperson has a clear familiar financial interest in keeping the
44 mask mandate intact for the foreseeable future and likely indefinitely.

45
46 This seems to be the common theme nationwide. Those that have been making obscene profits since March of
47 2020 like mask manufacturers, big pharma, and ventilator manufacturers do not want this cash cow to end.

1 There is far less susceptibility for children or severe illness for children and very low risk for hospitalizations or
2 death for children when it comes to COVID. Survival rate for children is 99.995. Overall infection fatality rate
3 for those under the age of 70 is at .05 worldwide. There have been zero deaths of children in the State ages 0-
4 19 since the start of the pandemic. We have had a few positive cases in our schools, but it means literally
5 nothing. From what he has researched, it led to zero hospitalizations. The case counts between schools in the
6 Town that are masked and those that are not, are insignificant.

7
8 At previous meetings, he provided data on the comparison between COVID-19 and other viruses such as the flu
9 and the actual hospitalization and death rates in children, which are far higher than COVID each year.

10
11 Superintendent Corey is recommending continuing the mask mandate. He claims that masking has helped keep
12 positive cases to a minimum citing zero evidence of such. His communication then addresses mask mandates
13 slowly being lifted after the vaccine is available and administered to children ages 5-11 to give them more
14 protection.

15
16 Unvaccinated children at a statistical risk of practically zero of serious illness or death and extremely low risk of
17 spreading it to classmates or teachers. He has relatives in Belgium where they have had zero outbreaks in
18 schools where they have not worn masks for a year and a half.

19
20 Karen Bridgeo, 65 Buttonwood Drive

21
22 Questioned if school board members are salaried and was told members receive \$300/year. She wished to
23 clarify someone talked about the definition of conflict of interest and whether or not the Board understood that.
24 She stated her certainty that everyone in the room understood the definition of a character assassination and the
25 definition of guilty before proven innocent. It has been made abundantly clear in this meeting that whatever
26 spurious allegation, in her mind, is put forth to the Board is going to be dealt with in a professional manner. To
27 anyone coming up to this podium to besmirch someone's character who gets \$300/year for her time, she would
28 use another phrase heard earlier; "shame on you". She directed that to those who have said shame on you
29 because what happens in this room is that people who care about other human beings volunteer their time to be
30 on the school board.

31
32 She found it interesting that people are complaining about not being heard while standing at a microphone and
33 speaking. It is perfectly clear that if you are standing at a microphone and speaking that you are being heard.
34 You are also being recorded.

35
36 She pointed out the comment of being swept under a rug. Hiring legal counsel and having something clearly
37 vetted, researched, and investigated, is not being swept under a rug. That is using tax dollars to go through and
38 follow up on some sort of allegation. She thanked Superintendent Corey, the SAU staff and all those serving on
39 the school board.

40
41 Andrew Scott, 167 Proctor Hill Road

42
43 Watched last month's meeting on YouTube. A lot of people have come up to the microphone to talk about the
44 flu versus COVID and how they impact younger children. He looked at the statistics in the State and learned
45 for kids less than 18 years of age there have been testing PCR positive COVID tests somewhere in the order of
46 16,000 – 17,2000 cases. The next bit of information identified the number who had hospitalizations with
47 COVID not from COVID; 34 out of the 16,000 – 17,000 entered the hospital with COVID.

1 We hear a lot about Sweden and what they have done. He does not hear a lot in the news media about how they
2 never masked their kids and did not close down their schools, but they are basically back to pre-pandemic living
3 there and in Norway and Denmark it is basically no mask, no social distancing, no vaccine mandates.
4 Somehow, they have gone through this and come out the other side pretty much back to normal.

5
6 What stood out to him is it sounds as if there is the feeling the reason that there were low incidences here was
7 because of the mask, and he does not believe that is necessarily the case. He spoke of a father that was before
8 the Board at last month's meeting who talked about when his child returned home from school and wanted to
9 keep his mask on because he is fearful. That is on you because that did not have to happen. This is impacting
10 the children.

11
12 Member Mann had said maybe we need to talk to the community about what we are going to do. Mr. Scott
13 requested a member of the Board figure out how they would vote yes to removing the mask mandate. He
14 requested a motion be made at this meeting to vote on that whether it is an immediate change or a month from
15 now.

16
17 Anna Birch, Broad Street

18
19 Felt she wanted to attend to be a dissenting voice feeling that lately at many school board meetings there has
20 been a large crowd and she is uncertain that everyone attending is indicative of the whole community of parents
21 in the Hollis School District. Many do support their kids being in school and that means having their masks on.
22 She wished to state her support for that decision and her appreciation of the Board and her trust that, as they get
23 the information, they will make decisions.

24
25 It does upset her, if it is true, that people are putting signs on their lawns. That just scares her. She feels like
26 volunteer apathy is a real thing in this community and to have treatment like that and being scared feels really
27 intense to her. She does not like lawsuits being filed, slandering, really bad language. It is an intense issue, but
28 she would like for there to be respect. With the Chairman in particular and the number of years she has served
29 the community on this Board and what she brings to the table; she is interested in science and she geeks out on
30 things like energy renovations. Ms. Birch remarked Ms. Fareed brings a lot of institutional knowledge to the
31 Board and she would really be devastated if she left because of this.

32
33 She appreciates conflict of interest but does not believe the Chairman is home rolling in money because she
34 made this decision. She wants it to be looked into and handled the proper way but does not feel it is a fair
35 assessment.

36
37 Krista Whalen, 218 Worcester Road

38
39 Was not planning to speak but wished to thank the members of the Board for their efforts and the work they put
40 into serving the community in this way. It is substantial.

41
42 An accusation has been made and will be investigated. She respects and appreciates that because she certainly
43 respects a code of ethics and knows it will be investigated. She remarked, she would certainly hope before any
44 nasty comments are made that anyone in the room or listening to the meeting who is accused of something
45 would appreciate that it would be investigated thoroughly and responsibly and then the answers will be
46 provided.

1 Jaima Wilder, 48 Pierce Lane

2
3 Masking kids is child abuse. She spoke of a document provided the Board at the start of the school year. Not
4 one response has been given back to her. She does not believe the Board has even read it. The complaint has
5 been made and been heard. The conflict of interest is there. You are taking away our rights as parents and she
6 will not repeat all that has happened. She stated she will spend every moment she has tirelessly searching out
7 ways to right these wrongs.

8
9 She found the ESSER III document that Assistant Superintendent Bergskaug sent to the State indicating that
10 families were involved in the process “families were engaged via public board meetings and family surveys”.
11 You are taking federal funds and letting them hold you prisoner. Community members are speaking up and
12 saying you do not have a right to cover our child’s faces. It is child abuse. “I am going to let you know right
13 now that I hope that each one of you stands up and removes the mask mandates or I demand that you step down
14 from your position or I will find a way to remove you.”

15
16 Katy Whitman, 17 Toddy Brook Road

17
18 Wished to speak to the character of Hollis School Board member Tammy Fareed. “Tammy has held her spot on
19 the Board for multiple years and has become Chair this year. She has taken this role extraordinarily seriously
20 and if there was a conflict of interest, she would be the one to first address it. Tammy has made district
21 progress, student safety, and education, especially over the last 18 months, her top priorities. This complaint is
22 a frivolous waste of time and resources. The blatant bullying of the School Board needs to stop. People say the
23 parents have a disconnect with the school board, but it is only a few people speaking and bullying everyone
24 else. If the parents, as a whole, were disconnected from the Board, then they would not vote to re-elect them.”

25
26 Katharine Kinanne, South Merrimack Road

27
28 Calling for the Chair to resign regarding these allegations is just a ploy to sow doubt in our community’s
29 volunteers while furthering an extremist agenda. She wished to let the Board know that “as a person who has
30 endured true medical and abuse and neglect throughout my childhood, you are causing no such abuse”. Please
31 do not let the narrative affect your persistence in protecting our children. The parents who came armed with
32 these allegations are despicable and individuals who need to stop crying wolf because they are the wolves not
33 you. Thank you.

34
35 Michelle St. John, 29 Orchard Drive

36
37 Asked the Chair if her husband is the owner of the company in question. Chairman Fareed responded she has
38 been asked not to speak on this because the Board members have not had a chance to digest what was read this
39 evening. She does not have a copy of the complaint and has had zero communications. She would rather not
40 comment on this in this setting. It is just not appropriate at this time. Ms. St. John commented the complaint
41 was shared on a website several days ago and is in the public domain.

42
43 Ms. St. John spoke of it having been a tremendously stressful two years. The division in our community is
44 growing wider and wider. She occasionally attends the Hollis School Board meetings; her children are in the
45 COOP school district now. She follows the meetings online and through the written minutes. She wished to
46 note she knows from herself and others that the Board receives public input in ways other than at meetings.
47 Every individual is able to send an email or snail mail to all members of the school board. She spoke of

1 allegations made that the Board is not listening to members of the audience and noted there are more residents
2 writing to the members of the Board than those represented at the meetings.

3
4 Individuals who do support what you are doing do not feel comfortable in this space over the past 6-8 months.
5 It increasingly becomes a very unsafe space. She thanked the members of the Board for their commitment to
6 the community and is hopeful the community can take a step back and find ways to reach consensus.

7
8 Chet Wizboski, 7 Farm Pond Lane

9
10 There is a great divide here. Someone just said we are being heard because we are in front of a microphone, but
11 we do not feel as though we are being heard, and it is evident when you watch the meeting that what we are
12 talking about is not discussed amongst the board after we leave.

13
14 Masking our kids is child abuse. It is great that you have a choice to put a mask on, but to not give us and our
15 children that choice is wrong. They are being abused. They are developing and cannot see facial expressions.
16 Imagine this happening to you when you were a child; do you think you would be this well developed person?
17 This is horrible what you are doing to these kids.

18
19 For every parent who thinks it should be optional, if these people do not start listening to us, it is time for civil
20 disobedience; send your kids to school without the mask. Let's gather up. There is a divide. Maybe that is the
21 only way we are going to be heard; mass civil disobedience. How many of you people have signs on your
22 property? Did you file a police report? Then I don't believe you. It was not on your property. He has a sign
23 that was just given to him that will be proudly displayed on the back of his truck.

24
25 Chairman Fareed stated she did file a complaint.

26
27 Patricia McGee, 35 Hazel Street

28
29 What she is seeing and has been seeing over the past several months at various meetings in Town is a change in
30 demeanor in terms of how we are treating public officials who have stepped forward to volunteer. We have
31 always enjoyed wonderful volunteerism although there may be some apathy in people stepping up and maybe
32 some end up serving longer than they originally intended, we do seem to always have people who are doing the
33 jobs for the right reason.

34
35 What is concerning to her is the level of personal attacks people feel they have to rise to in order to be effective
36 in their arguments. Although an individual may very much believe that it is child abuse for their child's face to
37 be covered for all of the reasons that have already been stated, when you are in a public position and responsible
38 for everybody's kids, you do not have the ability to just take one person's opinion. You also have to consider
39 the public health recommendations that are coming from the people who are responsible for that, the
40 professionals in health who are telling you what the best practices are.

41
42 Many people have spoken at the school board meetings she has attended stating they understand how hard it has
43 been for the Board and the Superintendent who has also taken incredible personal attacks. She saw something
44 online that said he should be strung up. That is not who we are as a community. If people are okay with that
45 kind of talk about each other she does not understand what we have evolved to. That is not Hollis. We are
46 taking a turn away from civility, stability, and community that is frightening.

1 She understands how hard it is to stand up and be there to support your community and listen to everyone's
2 concerns and do your very best to address them. If the concerns come in a way that is impossible for you to
3 comply with when weighing in the concerns of all of the other people you have heard from, then you are really
4 in a no win situation.

5
6 Jennifer DuPont, 11 Lovejoy Lane

7
8 This is her first meeting. She has a six-year-old child in HPS. They moved to Hollis two years ago for the
9 school systems. She thanked the Board for all they do. Her child has been masked since arriving in Town.
10 Last year there was an occasion when she picked her child up at school and her child saw the teacher walking
11 out without a mask and said oh my God that is Ms. Happy, she is so beautiful. It really resonated with her as a
12 parent because the children need the emotional touch and context with their peers and teachers.

13
14 She cannot believe what this world has come to. We live in a Live Free or Die state. When you become a
15 parent, the child's health and what you believe your child should be doing every day is all you have. She wants
16 the choice to send her child to school with or without a mask. It is about choice and respecting and
17 understanding that every parent has a different situation. We all come from different places.

18
19 Chairman Fareed spoke of being grateful for all of the contributions.

20
21 **PRINCIPALS' REPORT**

22
23 Superintendent Corey highlighted items from the report, which was included as part of the [agenda](#) packet.
24 November 5th is picture re-take day as well as preschool picture day. November 9th is the Veterans Day
25 assembly at both schools. November 11th is Veterans Day (no school for students/staff), and November 11th is a
26 professional development day for staff. The 23rd is an early release day for Professional Learning Community
27 collaboration time. November 24-26 is the Thanksgiving break.

28
29 The Joint Loss Management Committee (JLMC) visits have begun. A committee from the SAU, led by the
30 Business Administrator, visits all schools conducting a self-evaluation from a safety point of view.

31
32 Last Friday he had the opportunity to substitute for a 3rd grade class and was able to experience a math lesson
33 firsthand. As many know, he taught math at the high school level for many years before moving into
34 administration. He was utterly amazed at the level of rigor that our kids were displaying and the fun that went
35 into the lesson. He wished to recognize the teacher and students. For him it really provided a day of sanity.

36
37 The principals continue to highlight a variety of things being done for Social Emotional Learning (SEL). An
38 area where an uptick has been seen is behavior issues. Guidance counselors and other staff at both schools are
39 doing an outstanding job of addressing those situations.

40
41 The students in the district raised \$1,900 for the Child Advocacy Center during Hat Day. He thanked the
42 community for its support in making that happen.

43
44 The district continues to look outside the box to fill the paraprofessional needs.

45
46 Chairman Fareed commented on the Principals report stating it is the richest amount of information the Board
47 has received in a long time, and it is greatly appreciated.

1 **DISCUSSION**

2
3 • Fiscal Year 2023 – Draft SAU Budget

4
5 Superintendent Corey noted the budget was discussed at the recent meeting of the SAU 41 Governing Board.
6 At that time, a request was made for a more detailed job description for the proposed position of
7 Communication and Compliance Specialist. A draft proposal has been completed (copy attached). He
8 requested any additional feedback be forwarded to him or the Assistant Superintendent. The desire is for a
9 completed job description to be available for the December 16th SAU 41 Governing Board meeting.

10
11 The proposed budget baseline is \$2,014,538 (2.9% increase).

12
13 The Communication and Compliance Specialist position would be responsible for a lot of the tasks that
14 currently fall under the SAU Administration that involve communication, e.g. grant requirements,
15 communications to families and a wealth of tasks identified in the job description. That position, all in, is at a
16 cost of \$76,638. The compliance aspect is a critical piece as grants and things of that nature are dependent on
17 reaching out and being in compliance with the requirements. The total proposed budget is \$2,107,176 or an
18 increase of \$149,579 (7.6% increase). The percentage of increase is due to the overall size of the SAU 41
19 Governing Board budget. Were that the increased amount in the Hollis budget it would represent less than 1%.

20
21 Member Roy spoke of being pleased with the detailed job description and questioned if it would be posted.
22 Superintendent Corey stated it would be brought before the SAU 41 Governing Board prior to posting. Perhaps
23 it should be put out as a proposal. The Governing Board could decide not to put the position into the budget or
24 put it forth as a separate warrant article.

25
26 Chairman Fareed noted the projected fund balance for the end of FY22 being 7.7% noting the target is 7-10%.
27 She questioned if there is concern with the amount being close to the lowest possible limit. Superintendent
28 Corey responded it is very close, but typically when having to look to the fund balance to cover a particular cost
29 at the SAU, it is usually in the range of a few thousand dollars. Were there a major expense it would be
30 addressed at a special meeting. Traditionally that fund is the surplus from a given year. Prior to his arrival in
31 the district, there was a lot of instability at the SAU offices and many who were not concluding their contracts.
32 That resulted in partial payments and \$40,000 or \$50,000 of the salary remaining. That is what brought the
33 number up. Once arriving there, the direction of the SAU Budget Sub-committee was to focus on getting that to
34 between 7-10% to provide that cushion if needed.

35
36 Chairman Fareed remarked there is no law that says it cannot go below 7%, it is just best management practice.
37 Superintendent Corey commented there have been years when there were very difficult budgets and one-time
38 expenses were offset through the use of that fund to avoid a significant increase in the budget. Member Mann
39 spoke of his appreciation for the work that has gone into getting to that point.

40
41 Noted was that the SAU 41 Governing Board Budget Sub-committee includes representation from each of the
42 school boards, each of the finance/budget committees, and the SAU. That has changed the process as everyone
43 is involved and there is a person from that sub-committee who can represent the budget to the different
44 boards/committees firsthand.

45
46 Chairman Fareed questioned if Member Roy, the Board representative to the sub-committee, has been
47 comfortable with the process described in terms of how the budget was constructed and the input from the
48 different stakeholders. Member Roy responded “absolutely”.

1 • Fiscal Year 2023 Draft Hollis Budget

2
3 Superintendent Corey stated the proposed budget, at this point in time, represents an increase of \$662,150 or
4 4.77% over the current year's budget. Enrollment is increasing and a greater need is seen in the area of student
5 services. Being recommended is moving the Student Services Secretary position from 4 to 5 days/week.
6 Whenever there is a position that is shared, the division/share is shown under the heading of each of the schools.
7 SAU Directed positions that are shared between all 6 schools in the SAU include the SAU Directed Food
8 Service Substitute and the SAU Directed Classroom Substitute. These are full-time (FTE) shared positions. At
9 HUES, a request has been made to move the music teacher from a 0.6 to 0.8 position.

10
11 Under the heading of Special Education Personnel, sought are 3 paraprofessionals for the Hollis Primary School
12 (HPS) and 1 at the Hollis Upper Elementary School (HUES). Also in this area a shared position between both
13 schools (23% each) and the COOP School District is an ESOL Teacher. The ESOL population has increased
14 slightly. At the same time, the new guidance from the State requires a period/day for those students.

15
16 There are no dollars identified in the category of New Computer Equipment. Next month the Board will be
17 asked to vote on E Rate funding being awarded (\$80,730) that will result in the purchase of 86 Lenovo
18 Chromebooks (come with 3 year warranty and Google licenses) at HUES and 121 Chromebooks at HPS.

19
20 Under the heading of Replacement Computer Equipment, identified are 10 teacher laptops, 8 projectors, 10
21 iPads (Library/STEM), 20 iPads (EOL), 2 classroom sound systems and 30 access point EOL replacements at
22 HPS. At HUES, 10 staff laptops, 8 projectors, a copier, 2 classroom sound systems, and a smartboard
23 replacement.

24
25 Superintendent Corey spoke of furniture that was taken out of the buildings to accommodate for the 6' of
26 distancing last year. This summer a purge of furniture was completed (Facilities Director utilized his personal
27 vehicle and trailer to move the furniture). What came to light was the need for equipment to move items such
28 as furniture, whether it be disposing of equipment, sharing of tables for functions, chairs for graduation
29 ceremonies, etc. Identified in the budget for each school is a share of the cost of a facilities truck and trailer,
30 which would be controlled and utilized by the SAU Director of Facilities.

31
32 Under the heading of Hosted Software (for each of the schools) is Go Guardian filtering software, storage
33 container for IT equipment (obsolete equipment stored for annual pickup/disposal), IV Cloud Hosting
34 (increased cybersecurity), Frontline Maximization – Phase IV and the cost of the IT consultation service.

35
36 Under the heading of Safety Issues is the addition of bollards in front of each of the buildings to address safety
37 issues.

38
39 Under the heading of Building Needs for HPS are replacement of the vision screener, door hardware (Phase I),
40 window shades (2) and no touch batteries (annual expense). With COVID there was the move to automatic
41 dispensing of paper towels and water bottle filling stations. For HUES, listed are skylight shades (8), bookcase
42 replacements for the library, white board paint (27 rooms), replacement of the kiln motor, carpet extractor, gym
43 floor refinish, diesel pump maintenance, annual bleacher inspection, no touch batteries, water bottle filling
44 stations (3), classroom furniture (Phase II), cafeteria tables (2 sets) – table and bench replacements and
45 playground upgrades that include swing set and installation, annual mulch, benches, and picnic tables.

46
47 A pavilion is still being considered. There remain challenges related to location. Some of the spaces that were
48 used for tents have leach fields etc. underground. It may be something that in the springtime he advocates for

1 the use of Unreserved Fund Balance (UFB). That is a balancing act. On the one hand there is discussion of
2 installing bollards for safety purposes and on the other addressing what was relearned during the pandemic of
3 the value of the outdoor education. Outdoor environments disappeared somewhat after so many tragedies in
4 schools. The Administrative team, along with the principals, is looking for ways to balance that; what do we do
5 to make sure the students are taking advantage of these wonderful outdoor areas.

6
7 Member Roy clarified when discussing a pavilion what is being considered is a permanent structure that has
8 Wi-Fi connectivity and possibly a screen; that sort of outdoor classroom environment not simply a cover.
9 Superintendent Corey stated in terms of the initial structure, one like that at HPS is acceptable, but we would be
10 looking to add Wi-Fi, etc. We are exploring how to make the outdoor piece have more connectivity. He would
11 like to use a new space for the water house that was connected for the sprinkler pump and create a second
12 outdoor classroom. There is a structure a whiteboard could be placed on, there is a downed tree that could be
13 used to create new stools, etc.

14
15 Superintendent Corey reiterated the budget process has completed round 2 of what is typically 4 rounds of
16 review. He is uncertain what will and will not make it through the entirety of the process.

17
18 Member Mann questioned if Budget Committee guidance has been received and was told that discussion is on
19 the agenda for the Budget Committee meeting next week.

20
21 Superintendent Corey commented on the district being fortunate that guidance is outside of special education.
22 He has been in many other places where the special education costs will go up and there is a bottom line
23 number. The SAU has made a conscious decision to say we still want to do what we need to do for regular
24 education knowing that we are obligated financially for the special education costs that are mandated in an IEP.
25 Whoever made the guidance formula and started that really set this district up in outstanding fashion because
26 here we are many years later still building solid budgets that service the students really well.

27
28 Superintendent Corey noted the total increase, at this time, represents \$662,150. Returned to the tax base to
29 offset what has to be raised through taxes to support the existing budget, was over \$875,000. From an SAU
30 point of view, returned was \$3.3 million.

- 31
32 • Budget Calendar – Annual Meeting Date(s)

33
34 The 2022 list of Annual Meeting dates and deadlines was provided as part of the agenda packet. The Hollis
35 School District Public Hearing is scheduled for February 8, 2022 with a snow date of February 10, 2022. The
36 Annual Meeting is scheduled for March 9, 2022 with a snow date of March 10, 2022.

37
38 Member Roy questioned the failsafe for ensuring notice is properly made. Superintendent Corey remarked
39 what occurred last year was that after receiving bond information you then go back and post the tested warrant
40 with signatures in the newspaper. We made the deadline to submit it and it never got published. The law
41 requires it be published in a newspaper. We were finding that our neighborhood local paper was not able to
42 meet the deadlines as easily as the Manchester Union Leader. When we posted the notice for the COOP Special
43 District Meeting, we used the Union Leader.

- 44
45 • 4 Lund Lane Property Update (lease committee – renovations – potential bond)

46
47 Elizabeth Brown, COOP School Board and Karen Jew, Brookline School Board, are members of the Lease
48 Committee and have expertise in the area of real estate. Member Mann sits on the committee and was able to
49 bring to the table historical information on the SAU building. We were very fortunate in that a resident, Deane

1 Navaroli, who is also the Director of Emergency Management in Town volunteered to do the necessary work to
2 provide an abbreviated market lease rate analysis for the property at 4 Lund Lane. He summarized the report by
3 noting it indicates the rent is not that far off from where it should be and that the best value for the building is to
4 get rid of the building given the cost of what would need to be put into it and the potential gain from that. It
5 would not be economically feasible as the barn would be improved but the existing SAU structure would not be
6 ADA compliant.

7
8 When looking at the NESDEC enrollment projections, growth is seen in Hollis over the next several years. One
9 of the things we will have to look at is how we manage space. We have added self-contained special education
10 programs that have assisted in better educated children and cost avoidance.

11
12 When meeting with the group, Superintendent Corey shared that one of the internal discussions has been
13 looking at the SAU property for an early learning center for pre-K and K. What that would do is move those
14 classrooms out of HPS allowing for the cafeteria to be addressed. This is still 3 years down the road. What we
15 may be asking the voters for is a sum of money to complete a feasibility study to gain additional data. During
16 the efforts associated with HSTEP and HSMART, that seed money went a long way in support of the residents
17 having a clear understanding of what was being proposed at the annual meeting.

18
19 Superintendent Corey stated, based on this report, he does not intend to promote that building. Member Mann
20 commented he believes the committee will come back not only to this district but the others as well with a
21 recommendation to take no action on 4 Lund Lane from a perspective of any improvements or changes. What
22 will likely be heard is that the SAU separate from that physical location, separate the building from the field,
23 and locate an area for a proposed early learning center with some administrative office space. A study needs to
24 be done to understand what that would look like, where it would be located, etc.

25
26 There is still work being done around what the actual value of the farmhouse and barn is and what kind of
27 proceeds we could enjoy from a sale of that property to put directly into netting out project costs of whatever is
28 proposed in the next year or year and a half. There may be a request to repurpose the lease committee into a
29 project/lease committee. This new facility would continue to be solely owned by the Hollis School District.

30
31 Member Roy commented on liking this approach. Superintendent Corey noted the current draft of the budget
32 includes a placeholder of \$35,000. It is unknown what the actual number would be. The desire is to include a
33 number to notify the Budget Committee of the Administration's intent to seek Board approval to contract with
34 an architect for a study of where a building would be located on that property, access to the back of the
35 property, etc.

36
37 Member Mann stated the desire to start that work as soon as practical envisioning, by this March, seeing
38 funding for an in-depth study where we look at a project, scope it, develop engineering documents, etc. and
39 have a clear understanding of the cost.

40
41 Vice Chairman Kellner asked for clarification the study would be for the construction of the early learning
42 center and was told that is the case. She questioned, if considering the sale of 4 Lund Lane, where the
43 administrative offices would be housed, and was told the idea is that the offices would be located within the
44 early learning center facility.

45
46 Member Roy questioned the acreage and was told that parcel is about 3 acres. More is owned in the woods.
47 Member Mann suggested one of the first things to be done would be determining if a new survey is needed.

1 Vice Chairman Kellner commented this sounds vastly different from the plan we discussed a few years ago
2 when intending to bring the bond forward. She questioned what drove the shift in that direction.
3

4 Superintendent Corey remarked the difference in paths is the latest projections in enrollment. We are going to
5 have to do something whether it be to take over Turtle Island or something in the future. The expectation for
6 growth is there. Owning the land already and having potential increased supervision by combining offices
7 there, but yet getting a value out of a building would be beneficial. This is 3-5 years out, but the discussion
8 needs to start now.
9

10 Member Mann commented on the complexity of having to build onto HPS is a valid approach, but a slew of
11 additional questions come up when starting to talk about adding to a school.
12

13 Chairman Fareed questioned the ballpark cost. Superintendent Corey stated it to be far too early to make such
14 assumptions. He commented this came up in a discussion with Principal Izbicki trying to figure out ways to
15 expand the cafeteria and retain all of the current programming. He spoke of the addition of the pre-K self-
16 contained program, which is a fabulous program, but takes up a lot of space as those children come with a lot of
17 equipment. That is what we are seeing. Our buildings have not shrunk, it is just that we are utilizing them for
18 different purposes than the old days of having just 25 kids in a class.
19

20 Chairman Fareed asked, conceptually, is the thought that this early childhood center could potentially serve
21 students beyond Hollis. Superintendent Corey stated that was not looked at, but at the same time communities
22 are looking for potential placements for children having needs. If we could help our neighbors and generate
23 revenue, it is worth a discussion.
24

25 Superintendent Corey spoke of the communication provided regarding COVID cases. He has been tracking
26 cases since the start of the year. Right now, in our two communities, we seem to be at a bit of a peak. He spoke
27 of being disappointed that the data system for the State has gone down. Up to the point he was tracking it, it
28 was pretty accurate. He spoke of being pleased that a number of our citizens have chosen to get vaccinated.
29 When doing comparisons across the State, these are very good numbers.
30

31 A lot of people have asked about the vaccine. He does not intend to mandate the vaccine and wished for that to
32 be clear. What he wants to do is provide a period of time where families who choose to get the vaccine have the
33 option of getting it. Sites have now opened up. What we will do now is look at this window and try to project
34 out when children would have had two doses. When you do that quick projection, it could be in early-mid
35 December. A natural point for the district to start looking at potentially discussing making masks optional is
36 probably heading into the winter break or coming back after the winter break.
37

38 Member Mann commented that makes a lot of sense. Last year we had some additional time following the
39 holidays where we were remote. He would like to see if we can provide some kind of guidance that the Board
40 will take this question up at a date certain based on what was just described. Superintendent Corey suggested it
41 could be taken up at the next meeting. He can work on the idea of if going to mask optional. Getting a cluster
42 in certain circumstances does not worry him. Where he worries about a cluster is when it is a group of
43 individuals who have no connection other than being close contacts in school. That worries him as it is more
44 likely to be in school transmission. A lot of the cases we are seeing now are siblings. He would be looking to
45 put in place targeted masking if things went in the wrong direction. It could be a single class, grade, or the
46 entire building for ten days/two weeks.

1 Asked to define what is meant by an outbreak, he explained two clusters (6 people), constitutes an outbreak.
2 Those numbers statistically have come down a lot. Last year we had what he would consider 1 outbreak that
3 occurred in a sports team at the high school, but that number was much larger before being deemed an outbreak.
4 What we want to do is define what a cluster is and what an outbreak is. He thinks what people are saying is we
5 want to work with you, but we are frustrated and want some end to this. We all respect that. Personally, he
6 would love to be mask optional and believes we will get there. He is very excited that parents will have the
7 option of the vaccine. That will give families and children greater comfort.

8
9 Superintendent Corey commented he has said to parents who come to meet with home one-on-one, part of his
10 struggle is they are not his children, so he always tends to be overly cautious.

11
12 Member Mann commented, as a Board, we have seen that. From his proximity he thinks one of the biggest
13 strengths is the response processes that we have gotten really good at when there are cases. That has the biggest
14 impact in controlling it and not letting it get out of hand. He wants community members to understand, over the
15 past 1.5-2 years we have gotten much better at reacting and the protocols we put in place. As we move into this
16 new time of vaccines being available for our grade students, we can communicate some of these other aspects
17 of response, e.g., what we do in the event of a cluster, the possibility of targeted masking.

18
19 Superintendent Corey noted basketball season is starting. We will be informing the basketball league that when
20 the child is actively participating in the game, they do not need to have a mask on, but will need to have it on
21 when entering the facility or sitting on the bench. There is concern about vigorous activity.

22
23 Member Mann emphasized these discussions do not cover the time students are on buses. It is a federal
24 transportation mandate that requires masking on buses.

25
26 Member Arthur reiterated those who come before the Board to provide public input are heard. What they have
27 said is considered. When she joined the School Board, she never could have envisioned she would have to
28 make the decisions the Board has been tasked with. She loses sleep over it. They are not easy decisions and are
29 not made based on her own personal opinions about things, it is following the experts and their current
30 recommendations. That is what she feels we have to do as responsible Board members representing our
31 community and doing what we can do to keep our schools open.

32
33 It is not us that are doing this to the children, it is being in a pandemic that has done this to all of us. We are
34 doing the best we can.

35
36 Chairman Fareed remarked she was not objecting to the guidance around basketball, she just wished to point out
37 that heavy breathing aerosolizes whatever anyone has in their bodies. Therefore, given the practice being
38 proposed, she would like to know what would happen after the play is done and everyone is gone. Do the
39 custodial staff, who have done a remarkable job to date, have a protocol to address the space. Superintendent
40 Corey stated typically in a space as that, if going through with the electrostatic sprayer and then leaving the
41 doors closed, everything would die before the next morning when kids would be arriving to school. That would
42 be the plan. Superintendent Corey remarked even the building being simply closed up and isolated for that
43 period of time (done most nights at 8:00 p.m.) there would still be a 12 hour window before anyone came into
44 the building.

45
46 Chairman Fareed stated she read information comparing the performance of New Hampshire's data center
47 through DHHS with the CDC's numbers with respect to the State's performance on cases and vaccines. Due to
48 the technical problem they had a few weeks ago, but even beyond that due to other issues with their data

1 gathering, it appears New Hampshire's reporting is behind actual. It has not been a resolved question yet, but it
2 appears we have significantly more vaccination throughout the State than the State has discovered. Therefore,
3 we are actually further ahead in terms of percentage of immunity that either illness or current vaccinations have
4 given us a chance to consider. With the children's vaccine coming on, it seems were we to wait a little after the
5 winter break in January, hopefully by then we really will have a very significant cut into the unvaccinated
6 population and will know better once whatever exchanges have taken place during holiday travel, what
7 opportunities we have.

8
9 Chairman Fareed commented she is saddened that some of those who have provided public comment
10 continually state that we do not respond to their statements. She took specific efforts at last month's meeting to
11 note the comments that folks made and to visit them with the Assistant Superintendent. She very much respects
12 the points of view that are shared. She does not agree that masks are child abuse.

13
14 One of the previous speakers commented multiple times during public input over the last several months that
15 they have knowledge of the goings on in this particular building and made an impression with their description
16 of a very dangerous disheveled, filthy environment. Not having kids in the building and being a doubting
17 Thomas by nature, she received permission from the Superintendent, and contacted the principal late in the
18 afternoon and asked if she could come in the next morning. She happened to have time just after 9:00 a.m. she
19 booked half an hour with her and told her she wanted to have a meeting with her. When she arrived, she met
20 the principal who was dressed as a Hawk as she was handing out the Wing Awards. She prepared to close the
21 door in her office for us to sit down and have a meeting while asking about the subject matter. She told her she
22 did not want to sit she wanted an impromptu tour of the building.

23
24 It appeared to her by everything she could see that the Superintendent had not spoken to her. She went into
25 every classroom except maybe some of the specials. She did see one mask crumpled on the floor in the
26 hallway, which the principal picked up with a wipe and threw away and said that is what they do with either
27 wipes or gloves, and then there is hand sanitizer everywhere. Credit to everybody in this building, but
28 especially the custodial staff, it was immaculate.

29
30 She remarked she did not wish to be speaking against comment from public input, but it was an alarming scene
31 that was described. She did not and does not mistrust anyone's comment, she wanted to see for herself and
32 report back to the Board. The building was immaculate. No one knew she was coming as she was careful not
33 to betray that when making the appointment, and it was immaculate.

34
35 One classroom was having snack, no one was in masks The teacher said we are not wearing our masks because
36 we are eating. In all of the other classes the kids were masked.

37
38 Member Mann stated it is aligned and consistent with the expectation this Board clearly sets with the
39 Administration about building operations. He is glad she had the opportunity to do it and affirm the
40 expectations.

41 42 **DELIBERATIONS**

- 43
44 • To see what action the Board will take regarding the recommendation to hire an independent investigator

45
46 Superintendent Corey stated his recommendation to be to follow the recommendation of Attorney
47 O'Shaughnessy to hire an attorney that will come in and conduct an independent investigation around the

1 complaint. His expectation would be for that attorney to come before the Board. It is the investigation of the
2 Board he is simply orchestrating it.

3
4 The findings would be presented in public and be recorded in the meeting minutes. His understanding of how
5 an investigation is typically done is that the investigator will decide who they want to speak to and when. His
6 goal would be for the results to be before the Board at its regularly scheduled meeting next month.

7
8 Asked if the work product of the investigation would be made available to the public, Superintendent Corey
9 stated his assumption the investigator would bring the information in, and allow the Board an opportunity to
10 review it, he/she would walk through the findings. That could change. The investigator could say the results
11 would be included in the agenda packet. He will not make the call but will follow the guidance of legal
12 counsel.

13
14 Member Arthur commented what we received tonight is not a lawsuit, but a complaint. Superintendent Corey
15 stated it to be a complaint of a conflict of interest regarding the Board Chair and the vote on masks. Member
16 Arthur questioned who they were complaining to. Superintendent Corey stated the complaint was to the Hollis
17 School Board. Once the Hollis School Board takes an action, they would have the right to appeal that action to
18 the State Board of Education. The State Board of Education has the ability to determine whether they would
19 hear the case.

20
21 Chairman Fareed questioned if the complaint has been submitted to the Department of Education.
22 Superintendent Core responded from the way he read it, it is submitted to the School Board and his
23 understanding is that the Department of Education typically does not involve itself until a board has made a
24 decision as they would review the board's decision.

25
26 Member Arthur stated her impression the remarks were that every member of the Board was in violation.
27 Member Roy agreed. Member Arthur asked if what was being requested was that all Board members resign.
28 Superintendent Corey responded his reading of the contention is because there was a conflict and nobody
29 brought it forward, that the vote would be null and void and that because we are tainted it should be referred to
30 the State Board of Education to make that determination. Typically in our SAU of multi-districts, if he had a
31 matter, he felt a board was truly unable to decide on for whatever reason, he already has two built in boards as
32 potential alternatives to go to. He is uncertain he would recommend going to the State board when the COOP
33 School Board was not involved in this decision and the Brookline School Board was not involved in this
34 decision.

35
36 Chairman Fareed commented she has no say in this; the jury of her peers is someone else. Someone gets to
37 choose who the next step is if there is an appeal. Superintendent Corey stated it to be a complete separate
38 independent investigation and they bring the findings back. Legal counsel will make the Board well aware of
39 what the findings are, likely next steps, and if it did go to the State Board that same attorney would be our
40 representative and the work done for the local board would be the same work mostly likely presented at the
41 State Board.

42
43 Member Mann commented what is puzzling to him is that this Board, prior to Chairman Fareed even sitting in
44 that seat, took actions to wear masks in our buildings. The actions we took in August were a continuation of
45 our practices and we took an action in August. What is in contention and what was said in a public session that
46 happened last month.

1 Member Arthur remarked she thinks they were saying that we continued to wear masks at that point. We did
2 take a vote.

3
4 Chairman Fareed suggested the discussion stop and that the Board wait for the attorney to investigate. She is
5 curious about the process. Superintendent Corey stated his certainty legal counsel will outline a more formal
6 process. If the need arises, we can call a separate public Board meeting and share what legal counsel provides.
7

8 Member Arthur clarified what she was looking to understand is what the options are. Are they utilizing legal
9 counsel or solve it ourselves or other options that we as a board can decide to take? Superintendent Corey
10 responded he believes there would be the potential for members of the community to think that he was tainted
11 in doing an investigation. That is why he is recommending it is a separate person, someone who does this on a
12 regular basis.

13
14 Member Arthur questioned if the attorney would be from the law firm we currently utilize. Superintendent
15 Corey remarked there are really 3 significant law firms in the State. We use 3 different ones; separate firm for
16 special education, work with Thomas Closson, Esq. for contract negotiations, and Drummond Woodsum for our
17 day-to-day. He believes Drummond Woodsum is the largest firm being both in New Hampshire and Maine.
18 They have a wealth of people; have people that have never worked with us. He has complete confidence in
19 Attorney O'Shaughnessy and his representation of us over the years and will take his recommendation.
20

21 Member Arthur commented that makes sense to her. What they would be doing in the investigation and their
22 recommendations to the Board is what is in the best interest of the Board to do. Superintendent Corey reiterated
23 it will be based on what they find. It is a complaint and needs to be researched and found out what is factual
24 and what potentially is not factual.
25

26 **MOTION BY MEMBER KELLNER TO AUTHORIZE THE SUPERINTENDENT TO RETAIN**
27 **LEGAL COUNSEL FOR THE PURPOSE OF PERFORMING AN INDEPENDENT INVESTIGATION**
28 **OF THE COMPLAINT LODGED AGAINST CHAIRMAN FAREED**

29 **MOTION SECONDED BY MEMBER ROY**

30 **MOTION CARRIED**

31 **4-0-1**

32 *Member Fareed Abstained*

- 33
34 • To see what action the Board wishes to take regarding Policy **IGE** – Parental Objections to Specific Course
35 Material
36 - 1st reading; 9-1-21
37 - 2nd Reading: 10-6-21 (as amended)
38 *Given its third reading;*
39

40 **MOTION BY MEMBER ARTHUR TO AMEND IN THE SECOND PARAGRAPH BY ADDING “THIS**
41 **FORM CAN BE FOUND ON THE SAU41 WEBSITE UNDER ”RESOURCES FOR PARENTS.”” AND**
42 **BY ADDING REFERENCE TO RSA 193:40, ACCEPT THE THIRD READING AND ADOPT POLICY**
43 **IGE – PARENTAL OBJECTIONS TO SPECIFIC COURSE MATERIAL, AS AMENDED**

44 **MOTION SECONDED BY MEMBER MANN**

45 **MOTION CARRIED**

46 **5-0-0**

- To see what action the Board wishes to take regarding Policy **DAF** – Administration of Federal Grant Funds

Given its first reading;

MOTION BY MEMBER ARTHUR TO AMEND POLICY DAF – ADMINISTRATION OF FEDERAL GRANT FUNDS, IN ITS ENTIRETY, BY REPLACING IT WITH THE COPY PROVIDED WITH THE AGENDA AND FURTHER AMEND TO REFLECT THE LAST ADOPTION AND 3RD READING DATE OF APRIL 7, 2021, AND ACCEPT THE FIRST READING, AS AMENDED MOTION SECONDED BY MEMBER MANN

ON THE QUESTION

Member Arthur stated the changes reflect changes in law.

MOTION CARRIED

5-0-0

- To see what action the Board will take regarding the salary increase proposed for the recording secretary

Superintendent Corey recommended the Recording Secretary receive a salary increase. It has been five (5) years since the last increase. This action was taken at the SAU 41 Governing Board and is being presented to each of the district boards. His recommendation was for a rate of \$23/hour.

MOTION BY MEMBER FAREED TO APPROVE THE SUPERINTENDENT’S RECOMMENDATION FOR RATE INCREASE FOR THE RECORDING SECRETARY MOTION SECONDED BY MEMBER KELLNER

ON THE QUESTION

The Board expressed its pleasure with the work product. Member Mann stated his full support.

Chairman Fareed commented she would like to make some work for the recording Secretary and asked to be quoted as saying “Dawn MacMillan does so much to help keep our records documenting what happens, what is said. Our minutes, compared to the minutes of other agencies in this town and other towns, are encyclopedic, and Dawn we could not do this without you. Thank you.”

Member Mann commented on having seen the meeting minutes of other boards and governing entities that do not have these kinds of resources, and they struggle with it. She makes it easy for us.

Chairman Fareed commented on the point that was made by some tonight, which she agrees with, that very often, through no fault of our district, the audio is poor on our live stream. Dawn is able to provide really a very thorough record of what was said, who said it, and what business took place. These written minutes still have a very important role in the business of this Board. We need to bring her up to date to current pay scales.

MOTION CARRIED

5-0-0

- To see what action the Board will take regarding the proposed 2022 Annual Meeting Dates

MOTION BY MEMBER ROY TO APPROVE THE SCHEDULE OF 2022 ANNUAL MEETING DATES AND DEADLINES, AS SUBMITTED

MOTION SECONDED BY MEMBER KELLNER

MOTION CARRIED

5-0-0

Chairman Fareed spoke of having found a sign on her property tonight and reported it to the police. Member Roy stated she found a sign on her property as she was leaving to come to the meeting. Member Arthur stated her husband texted her to make her aware there is one on her property.

ADJOURNMENT

MOTION BY MEMBER MANN TO ADJOURN

MOTION SECONDED BY MEMBER ROY

MOTION CARRIED

5-0-0

The November 3, 2021, meeting of the Hollis School Board adjourned at 9:04 p.m.

Date _____ Signed _____