



MicroSociety Academy Charter School
591 West Hollis Street, Nashua, NH03062
603-595-7877 | www.macsnh.org

Board of Trustees Monthly Meeting Minutes
Wednesday, May 12, 2021
6:00PM
VIA Zoom Call

I. Board Meeting Called to order

- A. 6:06pm. Present via Zoom, Amanda Schneck, Amy Bottomley, Barbara Halevi, Thomas Malone, John Dagianis, Tom Dougherty, David Glasier, Cathy McNamara, Andrew McWeeney, G. Frank Teas, Absent: Suzanne Barkley, David Glasier.
- B. Tom read notice regarding authorization to meet electronically due to Governor Sununu's State of Emergency Pandemic executive order 12/2020-04. All votes shall be done by roll call vote.
- C. Tom mentioned that going forward we will have a placeholder in our agenda to ratify any executive board meeting votes.

II. Public and School Community Input.

- A. Eliza Hale, Pamela Missner, Sabrina O'Connell
 - a. Pamela wants mask choice. She wants kids to have the choice of masks instead of a mandate. She wants us to look at reducing the mandate and make it a choice.
 - b. Eliza is a new family to MACS. She believes that we should also have mask choice and no mandate.

- c. Sabrina loves MACS and the staff. She is disappointed by the mask mandate. She said her son in K is struggling with the masks. She wants masks to be an individual choice.

III. School Director's Report

- A. Micro Moment - Students are back in the building and physically creating products again. The school has moved to a digital currency. They are planning an end of year micro day, which will be held outside
- B. Enrollment stands at 235 students
- C. Amy and the hiring committee began conducting interviews and will continue until all positions are filled.
- D. NH will be moving forward with NHSAS (state testing) the week of May 10th-21st.
- E. The yearbook is almost complete. The cost is \$20.60 and you can purchase them online.
- F. Our ELA teacher has resigned for the fall.
- G. There will be a virtual talent show.
- H. Last day of school is June 10th.
- I. MACS talent show is coming up
- J. Staff are planning end of year celebrations. The 8th grade will have a graduation and a trip to Canobie Lake Park. Field day will also take place in person this year.
- K. MACS board hosted a middle school exploratory committee on Monday May 10th. Parents were given the opportunity to provide suggestions on middle school in the future.
- L. Calendar raffle is happening at this moment.

Frank motions to accept board meeting minutes and Director's report. Andrew 2nds.
By roll call:

Thomas - YES David - Absent Amanda - YES Cathy - YES
Barbara - YES John D - YES Tom D - YES Andrew - YES
Frank - YES Suzanne - Absent

All Yes's. Minutes and Director's report accepted.

Ramifications of the executive committee meeting minutes

1. The Executive Committee approved the maintenance agreement with Design Works for landscape maintenance, upkeep and snow removal.

IV. Treasure and Financial Report

- A. Committee wants to recommend that outside of our summer project, we are standing a surplus of \$50,000 after sewer remediation efforts.
- B. Recommendation to a supplemental bonus to teachers in the amount of one week of pay for their efforts this year.
 - a. Frank asked about how to bonus is paid out if teachers are leaving
 - b. Amy said that we need a vote tonight so that the money is part of the payroll.
 - c. Barbara wanted to make sure that when we say teachers, that we mean all of the staff.
 - d. One week of pay is \$22,500 and we want to pull the money out of this year's surplus instead of our contingency fund.
 - e. Frank is a big fan of rewarding people. Frank said that he has a treasury report for month end 3/31/21 but he didn't see the updated document
 - i. An amendment was sent out to the board late today with the corrected dates.
 - f. Frank doesn't feel that he has enough info to make the decision on a bonus.
 - g. Tom M said it is a nice gesture to reward our staff for all of their efforts this year.
 - h. John said that we should table this conversation until we see what other expenses are coming up later in our meeting. He is for bonuses, but wants to see what else we have coming up.

Motion is made to table the bonus conversation for teachers until later on this evening, once we discuss other potential projects. John 1sts, Amanda 2nds.

Thomas - YES David -Absent Amanda - YES Cathy - YES
Barbara - YES John D - YES Tom D - YES Andrew - YES
Frank - YES Suzanne - Absent

Motion is made to accept the Treasurer and Financial Reports. Barbara 1sts, Tom M 2nds.

Thomas - YES David -Absent Amanda - YES Cathy - YES
Barbara - YES John D - YES Tom D - YES Andrew - YES
Frank - YES Suzanne - Absent

All Yes's.

V. Facilities Committee

- A. Sewer project is complete. Cleaning is all wrapped up as well. We were ready to go when school opened on May 3rd.
- B. Upcoming summer projects - the driveway needs repair. Currently looking at bids. We are looking at roughly \$11,300 to seal the cracks in the pavement.

Motion is made to accept the current contract by R & K Sealcoating to repair the cracks in our driveway for \$11,300. Barbara 1sts, John 2nds.

Thomas - YES David -Absent Amanda - YES Cathy - YES
Barbara - YES John D - YES Tom D - YES Andrew - YES
Frank - YES Suzanne - Absent

All Yes's.

VI. Development Committee

- A. The River Casino - Amy submitted all of our necessary paperwork to The River Casino and they have confirmed that MACS will be the first charitable partner for their new location, The Lucky Moose Tavern and Casino. They are tentatively planning for the grand opening on June 7th and our partnership is June 7-17, 2021.
- B. Nashua Chamber just started doing in person business after hours (BAH) events. The first one will take place on Wednesday June 9, 2021, 5:30pm at Holman Stadium.
 - a. Since our board meeting does not meet in June, we are going to ask the board to attend the Chamber Business After Hours. The event is taking place on June 9th, 5:30pm at Holman Stadium.
- C. MACS is one of three finalists for the Nashua Chamber Eminence Awards The event is taking place June 3rd at 11:30am at Sky Meadow Country Club.
- D. July 19th Tom D and Amy will be presenting to the Nashua Rotary at the Nashua Country Club. They will be presenting on MACS and our mission.

VII. HR & Governance

- A. They reviewed the mask policy and made a recommendation to the board. It was the consensus of the board members that we keep the mask policy since there is only a few weeks left to the school year.
- B. Governor's authorization for groups to meet via zoom is expiring. We as a board need to decide how we handle meetings going forward.
- C. Process of reviewing our board skills survey. They are asking board members to complete that as soon as possible.
- D. Board assessment - handled by NH center for nonprofit and they will manage the survey. Board members need to complete it as part of our review for the July board retreat.
- E. Board emergency preparedness document - looking to update what we have in place today.

Motion made by Tom M to maintain current mask policy as structured, for the students through the remainder of the school year. Barbara 2nds.

- F. Barbara wants people to know that we are not governed by the city, but guidelines for education and schools specific. Barbara also mentions that we can revisit and create parameters around the mask policy for the fall.
- G. John D asked how many teachers are vaccinated and could we operate the school if hypothetically the staff not vaccinated were out at the same time.
 - a. Amy said about 75% and yes.
- H. John D said that given the transmission rate of kids under 10 is low, we should be revisiting the mask policy.
- I. Frank asked what our teachers want with this policy.
 - a. Amy said that the teachers do not want to wear masks.
 - b. John said that we are too restricted with our current policy.
 - c. Amanda asked a point of clarification on our mask policy in the fall versus today. We still have frequent mask breaks.
 - i. Amy disagreed and said that the current mask policy is that we do not offer mask breaks.
 - ii. Barbara said yes outside or where the teachers decide it is necessary to offer them.
- J. Tom M asked if we have polled parents on if they want their children to wear masks during the school day
 - a. Amy did not poll or have that data at this time

- K. Barbara agrees that some families are sending their kids to school because of our mask policy and they might be upset if we do not require the students to wear masks during the day.
- L. John D feels that our policy is too restrictive for kids under 10 to wear masks.
- M. Tom said that he would accept an amendment to the motion that we accept the policy that we had back in September and suggested that we really look at this topic during our board retreat in July.
- N. Barbara believes that what we had in the fall (you go into the classroom with a mask, take it off when you are at your desk and on again when you are moving around the classroom and building) worked because we could adhere to the DHHS guidelines for 6 feet social distancing. If the motion is amended, then Barbara said that she cannot support this change and would withdraw her 2nd motion.
 - a. Amy said that the DHHS is very clear that if someone has Covid, you could only quarantine the kids within 3 feet around them and we cannot quarantine an entire classroom.
- O. Barbara would like to keep the mask policy as is, since we do not have updated guidelines from DHHS to make a decision on our policy.
- P. Cathy feels that since we only have 6 weeks left to the year, we should just keep our mask policy as is.
- Q. Tom D said that for our board retreat, we do need to discuss what the mask policy means in the Fall 2021 year.

Motion made by Tom M to maintain our current mask policy as structured through the remainder of the school year for students. Barbara 2nds.

Thomas - YES	David -Absent	Amanda -NO	Cathy - YES
Barbara - YES	John D -NO	Tom D - YES	Andrew -NO
Frank - YES	Suzanne - Absent		

5 Yes's, 3 No's

- R. Teachers are asking for the mask removal during certain scenarios. Teaching at the board they would like to remove the mask, read aloud, behind a plastic shield.

Motion to consider softening the guidelines for the vaccinated staff, relative to their instruction in front of the classroom and behind shields. For those staff members who had Covid and have the antibodies, a doctor's note will allow them to remove their masks in these scenarios until they no longer have the Covid antibodies. Andrew 1sts, John 2nds.

Thomas - YES David -Absent Amanda -YES Cathy - YES Barbara -
YES John D -YES Tom D - YES Andrew -YES
Frank -Abstain Suzanne - Absent

7 Yes's, 1 Abstain

S. Tom M said that we need to review how we hold our board meetings going forward. By our bylaws, we can hold a remote meeting, but we need to have at least one trustee present for the meeting. We can safely space out in the MPR room.

- a. Barbara said that she agrees that we have a space in the multi purpose room. She doesn't feel that it makes sense to have our committee meetings in the building, since some are taking place during the day.
- b. John doesn't have a problem volunteering to be one of the people in the building so others can stay home.
- c. Tom M agrees with Barbara that committee meetings should be remote. He also said to make sure that everyone is accessing their email for meeting updates.

T. Retreat - Tom suggests we target mid July, sometime around the 13th - 15th. Looking at having it at NCC.

Going back to the tabled the discussion around the bonuses for the teachers:

U. Frank believes that we should have a better detail on our financials if we are going to make financial decisions going forward.

V. Tom M wanted to make sure that our roof was doing okay, despite our issues in the past.

Motion is to approve a one week bonus, based on the scale that Amy has outlined, to be executed on our before the end of our payroll. It will not exceed our \$25,000 coming

out of our operating surplus. This includes the appropriate taxes. Tom D 1sts, Tom M 2nds.

Thomas - YES David -Absent Amanda -YES Cathy - YES Barbara -
YES John D -YES Tom D - YES Andrew -YES
Frank -Abstain Suzanne - Absent

VIII. New Business

- A. Meeting with the exploratory committee. Open discussion around middle school programs. We are going to look at doing a survey to the remaining MACS families who might not be able to attend our committee meetings. The committee will gather feedback and begin looking at all options.
- B. Frank wanted to see what has happened with enrollment since our vote last month
 - a. Two families have withdrawn from middle school and a handful of kids have said that they are not returning

Amanda motions to adjourn the meeting. Cathy 2nds.

By rollcall:

Thomas - YES David -Absent Amanda -YES Cathy - YES Barbara -
YES John D -YES Tom D - YES Andrew -YES
Frank -Abstain Suzanne - Absent

Meeting adjourned at 8:08PM