



## Berlin Public Schools

183 Hillside Avenue, Berlin, NH 03570

Telephone: 603/752-6500; FAX: 603/752-2528

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*Climbing to achieve academic excellence for college and career  
readiness for all students.*

### Berlin Board of Education Public Meeting Minutes

August 13, 2026 - 6:00 PM

BMHS Library - 550 Willard St.

Berlin, NH 03570

**Board Members Present:** Matthew Buteau, Chair; Eamon Kelley, Vice Chair; Deb Foss, Secretary; Mark Evans; Amy Poirier

**Board Members Absent:** All Present

**Administration:** Tammy Fauteux, Superintendent; Evan Arsenault, Business Administrator; Michele Lamphere, HR Advocate; Autie Hamilton, IT Director; Jason Annis, Building & Grounds Director; Erika Proulx, Special Education Director; Craig Melanson, BHS Athletic Director; Sandy Pouliot, BES Assistant Principal; Paula Frank, BES Principal; Dawn Giliatt, Grant Project Manager; Danielle Demers, CTE Director

**Guests and Public:** Lisa Connell; Kirk Parent; William Glover; Lisa Connell; Peter Higbee; Jen Buteau; Kristi O'Shea; Suzanne Styles; Renney Morneau; Julia Sullivan; Margo Sullivan

**Call to order:** The meeting was called to order at 6:00 pm by Matthew Buteau, Board Chair

#### **Approval of Minutes: July 21, 2026 - Public Meeting Minutes, Nonpublic Meeting Minutes, and Facilities Subcommittee :**

Before a motion was made, Matthew Buteau stated that he felt the agenda for the July 21, 2026 Board Meeting was not specific regarding the mural painting and was listed only as a "painting project." He felt that was misleading.

A motion was made by Mark Evans and seconded by Amy Poirier to approve the public meeting minutes and nonpublic meeting minutes dated July 1, 2026, and the Nonpublic meeting minutes dated May 21, 2026. All in favor, motion carried.

**Approval of Warrants dated 8/16/26 & 8/17/26:** A motion was made by Mark Evans and seconded by Deb Foss to approve the warrant dated 8/16/26 in the amount of \$32,167.01 and the warrant dated 8/17/26 in the amount of \$958,344.37. A motion was made by Mark Evans to approve the warrants as presented, seconded by Def Foss. On a roll call vote, all in favor; motion carried.

**Comments from the Public:**

Julia Sullivan, Berlin, NH- Unhappy about painting the murals as she was in school when they were painted. Some of her classmates painted them.

Margo Sullivan, Berlin, NH - Class of 1974 painted the murals. She agrees with her mother's statement. She went to the school as a student. She thinks it's important to build on it and improve it. Post-World War II babies painted it. Students could put murals on the bottom of the walls. She stated that we underestimate our children, and this should give us opportunities to speak to them about what it is and have a dialogue. She is willing to be involved and help with anything.

Kirk Parent, Berlin, NH - Agrees with all of the prior comments.

William Glover, Berlin, NH - Will the murals be part of the tour? The board answered yes.

Jen Buteau, High Street, Berlin, NH - Supports the historical maintenance of the murals. She stated the meeting minutes have not been updated since June 4, 2026, and that school board members are not listed on the website. She stated that the website is not easy to navigate and the agenda should be promoted more, including Facebook.

**Approval of Bus Driver Substitute Rate:** Evan Arsenault, Business Administrator, presented the rate increase for substitute bus drivers. The proposed increase was from \$20.00 per hour to \$20.80 per hour. The hope was that the increase would help retain our sub drivers by keeping compensation competitive. Matthew Buteau asked what the effect of a critical shortage of bus drivers is. Craig Melanson stated that if there are no drivers, athletes don't go to games. Discussion followed. Matthew Buteau, Board Chair, moved to set the substitute bus driver hourly rate at \$23.00 per hour; the motion failed. A motion was made by Mark Evans and seconded by Eamon Kelley to accept the proposed rate increase to \$20.80 per hour. Roll call vote: Eamon Kelley, yes; Deb Foss, yes; Matthew Buteau, no; Mark Evans, yes; Amy Poirier, yes. Motion carried.

#### **Feasibility Study Discussion and Approval:**

Superintendent Fauteux is proposing a feasibility study to explore ways to enhance educational opportunities and outcomes across the Androscoggin Valley.

Mark Evans asked about the cost; Superintendent Fauteux stated that she is working on securing grant funding to support this project.

A motion was made by Eamon Kelley and seconded by Mark Evans to approve moving forward with the feasibility study contingent upon grant funding. On a roll call vote, all in favor; motion carried.

#### **Review of "updates on Federal Grant Allocations":**

Superintendent Fauteux presented the informational packet with the grant award information and updates on changes that the New Hampshire Education Department forwarded from the US Department of Education. This packet included reminders and a list of adjustments, laws, and policies. Some discussion followed.

**NWEA Fusion Conference update from BES:** Paula Frank, BES Principal, gave a briefing on the NWEA Fusion Conference. Eight BES staff members attended the conference, which was paid for by a grant. Principal Frank explained the conference's purpose. BES Assistant Principal Sandy Pouliot said the conference was a real eye-opening experience that helped better understand all the data points provided by these assessments. Mark Evans asked if this is only an elementary school event, and Assistant Principal Pouliot stated it is a K-12 conference and they are hoping the higher grade level staff will attend as well.

## **Policies:**

### **Review updates and Revisions:**

- AC - Non-Discrimination, Equal Opportunity Employment and District Anti-Discrimination Plan with
  - AC-R3 Draft Anti-Discrimination Plan

A motion was made by Mark Evans and seconded by Amy Poirier to approve policy AC revision as presented. On a roll call vote, all in favor; motion carried. A motion was made by Mark Evans and seconded by Deb Foss to approve AC-R3 draft as presented. On a roll call vote, all in favor; motion carried.

- ACA - Discrimination and Harassment Grievance Procedure

A motion was made by Eamon Kelley and seconded by Mark Evans to approve policy ACA revision as presented. On a roll call vote, all in favor; motion carried.

- DAF - Administration of Federal Grant Funds

A motion was made by Eamon Kelley and seconded by Mark Evans to approve policy DAF revision as presented. On a roll call vote, all in favor; motion carried.

- EEAG - Use of Private Vehicles to Transport Students

A motion was made by Mark Evans and seconded by Amy Poirier to approve the revision of policy EEAG as edited, striking the reference to vehicle inspections. On a roll call vote, all in favor, motion carried.

- JLCG-R - Exclusion Of Students From School For Illness

A motion was made by Eamon Kelley and seconded by Mark Evans to approve the revision to policy JLCG-R as presented. On a roll call vote, all in favor; motion carried.

### **First Reading/First Review:**

- EEAG-R(1) - Use of Private Vehicles to Transport Students - Statement of Insurance on Private Vehicles

A motion was made by Mark Evans and seconded by Amy Poirier to approve the first reading of recommendation EEAG-R(1). On a roll call vote, all in favor; motion carried.

- EEBA - Vehicle Operation Safety Policy

A motion was made by Mark Evans and seconded by Eamon Kelley to approve the first reading of policy ECAF, striking the reference to the minimum age of 21 requirement. On a roll call vote, all in favor; motion carried.

### **Second Reading:**

- ECAF - Surveillance And Other Audio Or Video Recording By The District Or District Personnel

A motion was made by Eamon Kelley and seconded by Mark Evans to approve the second reading of policy ECAF. On a roll call vote, all in favor; motion carried.

### **Rescind**

- EEAA - Video and Audio Surveillance on School Property - Rescind with adoption of ECAF

A motion was made by Eamon Kelley and seconded by Mark Evans to rescind policy EEAA. On a roll call vote, all in favor; motion carried.

## **Superintendent's Report:**

**Traffic Lights/Signage:** Superintendent Fauteux had a meeting with the city departments including the police chief; the non-operating traffic light can be removed, as there are two signs in view stating the school zone speed limit. Some discussion followed and we will work on getting that removed.

**Joint School Board Meeting:** The SAU#3 and SAU#20 joint school board meeting will be held on October 15, 2026, at Milan Village School. Superintendent Fauteux proposed moving the subcommittee meeting to the 1st meeting in October.

**Painting Projects:** There is a new mural in the hallway of Door B, and it looks great. She thanked Deb Foss and all the volunteers who helped out. Deb Foss is hoping it will be done in time for the start of school. The superintendent stated there is more than one mural and acknowledged community concerns about the mural outside of the auditorium at BES and new ones being painted (in other areas of BES). She hears the passion from some of the public and wants to do something the right way and is looking at different plans. She has heard calls, emails, and letters, and her goal is to hear from people, talk to people, and brainstorm ideas.

Matthew Buteau spoke up during the superintendent's report to say that everybody he is hearing from is opposed to painting over the murals and that it needs to be taken care of even if it gets covered. Eamon Kelley applauded Deb Foss for the work she's doing and said that in 2018 the same concerns were brought forward; however, he noted that this cannot be a burden to students, staff, or families. He said passionate people should come up with a solution to support conservation and make the school more appropriate and inviting for elementary students. Mr. Kelley also spoke with a State of NH conservationist who suggested that there may be grants that the historical society can apply for to help with such a project. He said a deadline should be given for action by June 1, 2027, and then re-access the situation. Amy Poirier stated the murals are not appropriate, and she's heard from many people who think they are inappropriate for an elementary school, and we have to do something about it. We want the school to be inviting. Mark Evans stated that the superintendent's report was interrupted, that this discussion was not on the agenda, and that it should not go any further. If more discussion is needed, it should be added to the next agenda.

**School Opening:** Buildings are looking fabulous, and Superintendent Fauteux thanked the custodians. Deb Foss thanked Jason Annis and his crew for all of their help with the painting project. Day one of school is also the day of the school board meeting.

**Board emails:** Board emails are on the website. We may be changing the email format so people who share a first initial and last name are not confused. Autie Hamilton suggested that the board have an extension using the 6500 number where residents could call. Superintendent and IT Director will work on updating Board email addresses and getting them phone extensions where constituents can leave voice messages for them.

## **Comments from the public:**

Renney Morneau, 185 Howard St., Berlin - Mr. Morneau wanted the board to know that the historical society is willing and looking forward to working with the board on the mural project.

Jen Buteau: Hasn't heard anything negative from children. She expressed that their questions could be used as learning opportunities.

## **New Business/Member Comments:**

Deb Foss would like an update on the lower parking lot lighting from Andy Rancloes at the next meeting.

**Nonpublic Session:** On a motion made by Mark Evans and seconded by Amy Poirier to enter non-public session under Section a & b, on a roll-call vote, all voted in favor. The Board entered a non-public session at 7:45 pm.

A motion was made by Mark Evans, seconded by Amy Poirier, to exit the non-public session at 8:04 pm. Roll call, all in favor; motion carried.

**Staffing:**

No staffing to approve.

**Staffing that was reviewed (previously approved):**

Aimee Lavoie - Paraprofessional

Elizabeth Youtt - Grade 6 Math Teacher

Jacqueline Young - Title I Paraprofessional

Christine Lemoine - Middle School School Counselor

**Nominations/renominations (not needing approval):**

Cassandra Lacasse - Middle School Cross Country Coach

Travis Houle Head Coach- Boys Varsity Soccer

Jon Lam First Assistant/JV Coach-Boys Soccer

Robert Lord Boys & Girls Varsity Cross Country

Nicole Arguin, Head Coach- Varsity Field Hockey

Paul Arguin First Assistant/JV Coach- Field Hockey

Peter Peare Head Coach- Girls Varsity Soccer

Kaylee Lamontange, First Assistant/JV Coach-Girls Soccer

Ryan Goulet Head Coach-Esports

A Motion was made by Mark Evans and seconded by Eamon Kelley to adjourn the meeting at 8:05 pm. All in favor; motion carried.

Respectfully submitted,



Deb Foss

Secretary, Berlin Board of Education



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### Berlin Board of Education Meeting Minutes Nonpublic Session

August 13, 2026

Berlin Middle High School Library  
550 Willard Street  
Berlin, NH

**Board Members Present:** Matthew Buteau, Chair; Eamon Kelley, Vice Chair; Mark Evans; Deb Foss, Secretary; Amy Poirier

**Board Members Absent:**

**Administration:** Tammy Fauteux, Superintendent; Evan Arsenault, Business Administrator

#### Nonpublic

On a motion made by Mark Evans and seconded by Amy Poirier to enter non-public session under Section a & b, on a roll-call vote, all voted in favor. The Board entered a non-public session at 7:45 pm.

- A former staff member's concerns about social media posts was discussed
- Staffing was discussed

A motion was made by Mark Evans, seconded by Eamon Kelley, to exit the non-public session at 8:04 pm. Roll call, all in favor; motion carried.

Respectfully submitted,

Deb Foss

Secretary, Berlin Board of Education

(a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. (b) The hiring of any person as a public employee. (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.



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### Facilities Subcommittee Meeting Minutes

August 13, 2026

Berlin Middle High School Library  
550 Willard Street  
Berlin, NH

**Board Members Present:** Matthew Buteau, Board Chair; Eamon Kelley, Vice Chair; Deb Foss, Secretary; Amy Poirier

**Board Members Absent:** All Present.

**Administration:** Tammy Fauteux, Superintendent; Evan Arsenault, Business Administrator; Michele Lamphere, HR Advocate; Autie Hamilton, IT Director; Jason Annis, Building & Grounds Director

**Guests:** Kirk Parent; William Glover; Michael Poulin, Peter Higbee

#### 1. Call to Order

The meeting was called to order at 5:34 PM by Amy Poirier, Committee Chair

Superintendent Tammy Fauteux introduced BHS Physical Education teacher Michael Poulin as part of the building committee.

#### 2. Building Priorities:

The committee discussed the condition of the school facilities. Eamon Kelley asked what the biggest priority was. Jason Annis, Building & Grounds Director, stated that we need a new elementary school and hopes that administration will take steps towards that. Superintendent Fauteux discussed the building assessment and will share the packet with the board. Eamon Kelley asked Jason Annis if the elementary school roof was an immediate need. Jason Annis said there are many immediate needs; everything is very old, and the building was not meant to be an elementary school. Superintendent Fauteux stated the last amount noted on the CIP was \$ 1.8 million. The discussion continued on the urgency of the needs. Jason Annis noted that quotes are not good for very long. Kirk Parent, a Berlin resident, is a licensed contractor and offered to help obtain quotes and with any building work.

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**3. Capital Improvements:** Superintendent Fauteux stated that capital improvements can not be put on hold any longer. The request is due in November-December, and she will add this topic to the next sub-committee meeting agenda. Eamon Kelley suggested that people tour the buildings in the evening, as it would be a good way for people to understand and see the issues re: bathrooms, classrooms, and other issues. Superintendent Fauteux suggested a walk-through before the November subcommittee meeting. William Glover asked if residents would be allowed to participate. Superintendent Fauteux said she will look into it and share information once tour dates are chosen.

**4. Other:** Eamon Kelly brought forward a concern from residents living around the High Street gym entrance to BES. He said that when athletic events are held in the winter, individuals park in front of residents' driveways, which is problematic. He is discussing this with the city to see if signage would help, as well as snow removal.

### **5. Adjournment**

The Policy Subcommittee adjourned at 5:58 pm.

A handwritten signature in black ink, appearing to read "Deb Foss". The signature is stylized with a large, looped "D" and a cursive "Foss".

Deb Foss, Secretary