



**APPROVED: 5-27-26 (as amended)**

**BROOKLINE SCHOOL BOARD  
APRIL 22, 2026  
MEETING MINUTES**

A regular meeting of the Brookline School Board was conducted on Wednesday, April 22, 2026, at 6:00 p.m. at the Richard Maghakian Memorial School.

Alyson Manion, Chairperson, presided:

Members of the Board Present:

Tracy Perry, Vice Chairperson  
Lynn Powers, Secretary  
Heather Reardon  
Johanna Shriver-Halligan

Members of the Board Absent:

Also in Attendance:

Gina Bergskaug, Superintendent  
Lauren DiGennaro, Asst. Superintendent of Student Services  
Dorothy Flaherty, Asst. Superintendent of Curriculum & Instruction  
Charles Miller, Principal, Captain Samuel Douglass Academy  
Daniel Molinari, Principal, Richard Maghakian Memorial School

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**AGENDA ADJUSTMENTS** - None

**CORRESPONDENCE**

The following communications were read into the record:

*Received March 30, 2026*

“Dear Members of the Brookline School Board,

I wanted to follow up regarding the letter read at your recent meeting and to thank you for your recognition and support shown to the Brookline Fire Department. It means a great deal to our members to know their work is valued by the school board and the community we serve.

The response to the RMMS incident was a strong example of dedication and professionalism across all groups involved. Our Assistant Chiefs and staff acted quickly including requesting additional resources

through our mutual aid system as an abundance of caution. That system exists to ensure we always have the staffing and coverage needed to protect both the incident scene and the rest of the community. In this case, it worked exactly as intended.

I would also like to clarify, for accuracy, that Assistant Chief Barry Doyle served as the incident commander on this call with Assistant Chief Joki and other officers supporting operations on scene. Their leadership and decision-making were key to bringing the incident to a safe and effective conclusion.

At the time, I was at the town meeting carrying out my administrative responsibilities as Fire Chief. I was fortunate to be in the presence of our Emergency Management Director as well as two members of the school board and was able to provide real time updates as I monitored the incident on my radio and listened to ongoing fire ground communications.

Our department is structured so that multiple qualified chief officers are always available to assume command ensuring seamless operations regardless of where I am physically located.

As part of our town follow-up, Principal Molinari and I confirmed there were zero readings of harmful gas within the building the day after the incident. These readings were taken using gas meters that had been calibrated that same morning, thus ensuring accuracy and safety for students and staff returning to the building.

We are fortunate in Brookline to have two strong mutual aid partnerships. More often than not we are the ones responding to our sister and neighboring communities and it speaks to the strength of those relationships that they are there for us when needed.

Thank you again for your continued support and appreciation of our department. If you ever have any questions or would like additional context on an incident, I am always available.

Respectfully,

Meaghan Fricke, Fire Chief”

*Received April 21, 2026*

“Dear Members of the Brookline School Board,

I would request this email communication be read aloud to the Board members at your next School Board meeting, for the record.

I am writing to share concerns and request public accountability about student safety at CSDA surrounding the incident as communicated by way of a ParentSquare email at 2:57 p.m. on April 20, 2026, where a student brought a weapon into the school.

I want to be clear that I understand the situation was ultimately contained. That said, the way it was handled and communicated to families does not sit right and I do not think I am alone in feeling that way after hearing from many families over the past day.

The district’s response, as described in official communications, raised serious concerns about the adherence of established safety protocols, decision making under risk, and transparency with families. According to

information provided a weapon identified as an unloaded pellet gun was brought into the school. The situation was handled administratively and the law enforcement was contacted.

No lockdown or formal emergency protocol was initiated. Families were notified approximately 2 hours later, shortly before dismissal. This response is inconsistent with the expectations set for students and families regarding school safety. Students are routinely trained, as a parent of a child I call this traumatized, through lockdown drills and the guise that any potential weapon threat would be met with immediate protective action. In this instance, that did not occur.

A reported weapon, regardless of its operational loaded status, represents a credible safety threat until definitively secured by trained professionals. The decision not to initiate a lockdown despite sufficient time to contact law enforcement reflects a concerning lapse in judgement and raises questions about whether established protocols were followed.

I also find it concerning that the communication used the word “gun” as if it were sarcasm or skeptical. It was in fact a weapon so I am unsure why they put those words in quotes.

I am requesting clear, documented answers to the following:

#### Emergency Protocols and Decision Making

What specific criteria does Brookline/SAU41 use to initiate a lockdown or other emergency response when a weapon is reported or suspected?

Who has the onsite authority to make that determination and what training supports that decision?

Does district or the school’s emergency operations plan (EOP) require a lockdown in the presence of a reported weapon?

#### Policy Adherence

Was the Emergency Operations Plan followed in this instance?

Was the chain of command followed for this incident? If not, who makes the decision to deviate from protocol and on what basis?

When was the most recent lockdown drill conducted at this school and is the school fully compliant with all required safety drills?

#### Law Enforcement Involvement

At what exact point in the timeline was law enforcement contacted? Who initiated that call and what guidance governs the timing of the law enforcement notification in such situations?

#### District Notification

When was the Superintendent informed of the incident relative to law enforcement involvement?

#### Communications and Transparency

Why were families notified more than two hours after the incident and only shortly before dismissal?

What are the district's standards for timely parent/guardian notification during safety related incidents?

### Reporting Accountability

What reporting requirements are triggered when a gun or weapon is brought into the school grounds or when a lockdown is initiated?

To whom are such incidents reported, e.g., State, district or other agencies, and by whom?

When does the district assure that reporting obligations are met consistently and not influenced by discretionary decisions such as whether or not to initiate a lockdown?

### Student Privacy

The communication referenced specific supports being provided to the student involved. What safeguards are in place to ensure compliance with student privacy protections when communicating incidents to the broader school community?

### Post Incident Actions

Why were families not informed in advance that students would participate in an assembly addressing see something/say something in response to the incident?

What is the district's policy regarding parental notification before discussing sensitive or potentially distressing safety topics with students?

What specific training does the staff have to talk about these topics with the students?

The communication sent today at 9:24 p.m. stated staff are available and that the Principal will maintain a visible presence throughout the school to ensure students feel safe and supported.

Given the seriousness of the subject and these concerns, I am requesting that this matter be placed on the agenda at the next public school board meeting for open discussion on April 22, 2026. This is a matter of student safety, public trust and procedural integrity and it warrants full transparency.

I'm also requesting access to the current Emergency Operations Plan or direction on how parents may review any of its public facing information. I was unable to easily locate that on the SAU website. While I understand that the EOP is non-public facing, you should be able to share with me the date of the last armed assailant drill and confirm if the EOP was followed to ensure the protocols or criteria used to determine whether a lockdown is initiated.

Safety protocols must be applied consistently and without ambiguity. When there is a disconnect between what is promised and what is actually executed in a real situation, it undermines trust and raises legitimate concerns about student safety.

As always, I appreciate everything our school community does for our students, and this situation is of course one no parent, yourselves included, wants to face so I hope you see where I am coming from. I'm coming from a place of okay now what, and I am not finger pointing. Parents, students, and staff do deserve

transparency and consistency with regard to student safety. There is no room for misalignment on expectations and if they are not black and white then we need to do better.

Candice Camel”

Superintendent Bergskaug stated the desire to take a moment to provide a little bit of an after-action summary for the Board and community.

Step one in considering this matter is; is this a crisis or a discipline situation? As we have shared already, on Monday, April 20<sup>th</sup> just before 1:00 p.m. students reported to their teacher that a student may have a gun in their backpack. The teacher called the Principal immediately. Another pathway could have been to call a clear hallway drill. That was not the path that was taken at the time.

The Principal responded by going to the classroom, removing the student from the classroom, and located and took possession of the student’s backpack. The Principal verified that the student’s backpack contained an unloaded pellet gun, and he isolated and safely stored the pellet gun. At 1:04 p.m. the Principal contacted both the Superintendent and the Brookline Police Department.

Brookline Police arrived within minutes. The Superintendent was in a meeting in Concord and notified the Assistant Superintendent of Curriculum & Instruction as well as the Assistant Superintendent of Student Services at 1:08 p.m. who immediately went to CSDA to assist. They both arrived within 30 seconds of each other at about 1:20 p.m. The Superintendent immediately left the meeting in Concord and headed straight to CSDA.

The school did not initiate a lockdown as the threat was in the hands of the Administration and Brookline Police Department.

The Principal determined it was a discipline issue and not a school-wide crisis. Parents of the student involved in the active investigation were contacted, and came to the school. The Superintendent arrived onsite at 1:50 p.m. and received all pertinent information. The communication to families was developed and reviewed by the administrative team so it could be sent out to families and staff before the end of the school day to clarify rumors and/or inaccurate information.

The investigation and support for involved students went into effect immediately with the support of the admin. team and the school counselor. That included students that were not the one removed from class but other students who had some level of awareness.

Appropriate supports were planned to be put in place for the student in question, the student’s family, the students who reported the concern, the teachers and the remainder of the student body; “all involved”. We know everyone will respond differently to an incident of this nature and we have to meet them where they are and provide necessary supports to get them through this.

Due to student privacy concerns, the statement shared all allowable and pertinent information to provide families and staff an accurate overview of a serious discipline issue that occurred that day.

Phone calls were made to parents and caregivers of students who shared information, witnessed or possessed pertinent information to the investigation. Legal counsel was notified to ensure appropriate steps were taken. An optional staff meeting with high attendance was held immediately after school following the email communication that was sent out. The admin. team began the debrief and reflection process that will continue to evolve.

On Tuesday, April 21<sup>st</sup>, a secondary debrief was held between Mr. Miller and the Superintendent. The school day started with a typical morning greeting from the typical staff present for greeting. The Superintendent was present at CSDA checking in with teachers while the Assistant Superintendents were present at the SAU office to field any phone calls or visitors of which there were none.

Right after the morning announcements, Mr. Miller engaged students in a Wolf Pack Town Hall to reinforce the core values. The Wolf Pack Town Hall is something students participate in regularly. It was a regular assembly of school. The desire was to reinforce the core values in a very age-appropriate manner; be kind, be respectful, be responsible, and be a learned learner, and to remind students that they are surrounded by trusted adults within CSDA.

Superintendent Bergskaug stated she was present for the Town Meeting. The students were very much appropriate. The staff surrounded the student body. They were attentive to what was being said and the faculty were there hearing the same message and supporting the students.

The message continued with; it's important to share concerns, feelings or information with the adults to ensure we all feel safe, supported and confident. Those adults were surrounding the students. It is not just share with Mr. Miller, it is share with any of the adults within the school as they are all trusted adults.

This remained at a general level, not focused on or mentioning the specific incident from the previous day. As was mentioned, town meetings are a regular occurrence at CSDA.

The Principal then asked grade 5 to stay a little bit longer to reinforce these same core values a bit further. The Principal moved the students into a circle to create a smaller more personal and safer environment for that in-depth conversation.

The investigation continued after town meeting and will continue for days as more information continues to be gathered, synthesized, and evaluated.

As we continue to move on with this process, an after action debrief will take place with the CSDA Safety Committee with the SAU 41 Principal Leadership Team, and the SAU 41 Community Safety Committee. It is important to note that the Community Safety Committee includes members from all of our first responders in both of our communities. That is a good opportunity to hear multiple perspectives and work together as a community.

We have policies that we will continue to evaluate. Many of them were revised as recently as 2025. We have policies EB, EBB, EBCB, EBCC. The safety drill participation is held within policy EBCB, which we just revised last fall. Previously titled fire drills, it is now emergency response drills. The New Hampshire Department of Safety requires each school to conduct 6 evacuation drills. CSDA completed drills on September 3<sup>rd</sup>, September 23<sup>rd</sup>, October 16<sup>th</sup>, November 13<sup>th</sup>, December 19, and there is another scheduled. Four all hazard drills were conducted on December 18<sup>th</sup>, January 29<sup>th</sup>, February 17<sup>th</sup>, and March 19<sup>th</sup>. At least one of the all-hazard drills (December 18<sup>th</sup>) was the avoid, deny, defend drill; must test emergency response to an armed assailant.

Per Board policy, any staff member has the authority to initiate a lockdown or any of the other emergency responses. Staff members are trained annually by both the School Safety Committee and the School Administration. A few years prior we instituted another approach to school safety, which was putting the school in a different situation; removing the Principal, removing the senior secretary, calling them to a meeting at the SAU and having a group of members of the SAU Administrative team come in and identify a

potential issue to see how the school responds when it is not the Principal or the safety team leader making the call because that is when you really can debrief and figure out what happens in an everyday situation when your typical responders aren't there. Then we debrief, share lessons learned, share strengths and some ideas for new protocols.

The EOP is not something that can be discussed or posted publicly. It is submitted to the State. It is signed by the Board Chair every year. It is completed. The drafts are revised over the summer. It is one of the first things we do at the start of the new year, and upload that to the State. It is not something we can disclose publicly. Our policies identify that we do in fact have those documents and that they are in fact required to be uploaded to the State.

Reviewing the EOP is part of our after-action review, we met all of our requirements in this instance as both the Superintendent and local law enforcement officers were notified immediately, and the timeline for communication was followed appropriately.

Brookline does not have a School Resource Officer (SRO). Hollis has a Community Resource Officer (CRO), and the COOP has an SRO. We do not. To gain familiarity of our schools by the Police Department, something started last year was asking them to come in, have lunch with the kids, walk around the building, and really start to develop that good relationship. That was put back into place last week just by chance and we will continue that practice. We have asked for this to occur weekly. We know that the police officers are very busy, but it is just such a great opportunity for those who are working during the day to get a better feel for the building and the students.

We will also continue to debrief, reflect, and learn as that is what we do as educators.

Asked if there is a reason Brookline does not have an SRO or a CRO, Superintendent Bergskaug responded it would have to be a budgeted item. A few years ago, the School Board asked about that possibility. At the time, our prior police chief was not interested in supporting an SRO. There might be a shift in the desire, but it is a pretty expensive member of the staff.

She added that they responded right away. The only difference was a call versus a radio.

Vice Chair Perry stated she was unable to stay for the remainder of the meeting, but wished to make a statement.

“Regarding the incident at CSDA on April 20, I want to begin by thanking Superintendent Bergskaug, Principal Miller, and all the staff for their swift response upon learning of a weapon on school grounds, and for their timely communication with the community. We are all extremely grateful that everyone is safe.

This incident, thankfully, did not result in harm, and serves as an unfortunate opportunity to ensure that we do everything possible to prevent something similar from happening in the future. That begins with a thoughtful and thorough review of our policies and procedures related to school safety and any act of violence on school grounds. We must approach this work with care, clarity, and openness to take a critical look at our policies and procedure in a commitment to continuous improvement.

Moments like this also call for reflection. Brookline is not insulated from the challenges faced by communities across the country. We were incredibly fortunate in this instance, and that good fortune should lead to action. We have an opportunity to engage in a meaningful and constructive conversation about school safety and how we, as a district, respond to evolving risks.

To my fellow Board members, I would also like to acknowledge the responsibility we carry. While we are responsible for policies, fiscal management, and superintendent review, our code of ethics states that we must “make all decisions and take all actions holding the well-being of students as our fundamental guiding principle.” That responsibility should guide not only our decisions, but also our willingness to engage openly, ask questions, and advocate on behalf of our students and families about any and all issues that affect students and public education.

The families in this community place their trust in our public schools and in this Board. They expect us to take that responsibility seriously and to act in the best interest of all students. By addressing situations like this with transparency, focus, and a shared commitment to student well-being, we can reinforce that trust.

I remain committed to using my role to support our students, our families, and the strength of our public schools.”

Member Shriver-Halligan stated a request has already been made that many of these policies be put on the next agenda for the Policy Committee.

***Member Perry departed.***

Member Powers spoke of having been surprised to have received the notification. It was very concerning. She appreciates the quick response. She personally does not disagree with the initial statement from the resident and her surprise the school was not locked down. She does not know the procedures as she is not supposed to. It did appear to her that until you know what the threat is that we ensure the safety of our students. She reiterated she is not well versed in emergency management, but it does seem that is what we train for. She is very thankful everyone is okay and that it was not as significant as it could have been. Having a child at that school it affects her on a more personal level.

In reviewing the policies and procedures, that will likely be taken into consideration. She spoke of Principal Miller having walked into the classroom and dealt with the threat immediately without knowing what he was facing. That should be commended. She is thankful we are all sitting here having this conversation.

Superintendent Bergskaug noted posted at the entrance of every classroom are the eight responses. We have moved away from lockdown. A clear hallway would have been the most appropriate one; it basically pauses the day. The hallways are clear and everyone goes to their classroom, instruction continues and no one is let into or out of the building. Often times it might be used if there is an ambulance that needs to transport an individual. That is typically what you might give a clear hallways for. There are a lot of different responses.

When you identify this, what is the appropriate response? Different people have different opinions but based on what we practice; avoid, deny, defend is a response, but that is when you might flee the building or you might go into what you may have thought of as lockdown, but that would not have been the most appropriate. That is certainly the question that keeps coming up. At our most recent Principals’ meeting we were evaluating a safety situation that occurred recently in another State and what we would have done. That is what we do as an admin. team is evaluate different situations and how to respond. That is how we grow and learn. Hindsight is 20/20 and that is what we said a few weeks ago.

We have to make the best decision we can make in the moment when we have all the information. We learn and grow, and yes you are right Mr. Miller was brave, acted swiftly and everyone was safe. Thank goodness. But then you start debriefing and reflecting on how we could have acted differently, what if we had done this or that. That is part of what we do all the time as an admin. team. and safety committee.

Chair Manion thanked the administration for keeping everyone safe. She spoke of having been emotional when receiving the notice as she is certain others were. Although she knows the Wolf Pack meeting was already scheduled, she suggested it was likely the topic had changed.

Principal Miller responded his thoughts on that were that it was going to be a beginning of a conversation, not the end. This is that time of reflection now. There needs to be something done right then and so it was on his mind what are the next steps for the first thing in the morning when the kids come back in. It seemed seamless that see something/say something would have been there. Then really tying it into our core values so that they know it is not this separate thing and not talking about the specific incident but keeping it broad because he would never want the student to think oh in this instance I see something say/something but rather broadly.

It was really about putting that together with the core values and talking with them about the avenues they have. He also wanted to do something that wasn't an unfamiliar conversation. He has talked with them about core values all year and how these are the people you have when you're feeling sad or confused, upset or frustrated. It tied everything in rather than isolating it.

Chair Manion remarked she would say in a practice of reflection that if we ever experience an emergency and have something scheduled following, letting parents know that you will weave it in is really important. She battled with whether or not to talk to her daughter about it because she didn't know. They ultimately made the decision to talk to her because they also know they are at an age where the kids are going to talk and she didn't want her to be caught off guard. It took a bit of discussion of how to even approach the conversation. She was really grateful they did because of the following Wolf Pack meeting. Had they made the decision not to discuss it, she would not be feeling so good as a parent that it then got addressed, and she didn't get to address it first.

As a school community you should talk about it, she would just ask that in the future it is okay to over communicate. There could be families who would have made the decision to keep their child home the next day knowing that the conversation would occur and having the desire to deal with it privately. She suggested the perception may be that we took that choice away from families.

She reiterated she is grateful for the response the administration took. She was speaking purely from the point of reflection.

Principal Miller stated appreciation for the feedback. The process he is in personally and professionally is the reflection and really listening to the community and his colleagues. That type of reflection is the type of thing that resonates as we start now looking ahead.

Superintendent Bergskaug remarked we have already identified that is something we will work on. We have plenty of options for communications at the ready for other situations. Those are based on what has been learned year after year. Reviewing and revising them to be more applicable to all situations we face as the years go on is absolutely part of the reflection process.

The primary focus is ensuring the safety of students and staff. Once that is under control we are asking questions and doing an investigation. There are multiple people involved. Everyone at this table was actively engaged. Then we started a communication. You also have to say am I communicating appropriate information, over communicating or under communicating, and then if you receive this how do you respond? There is the need to get that communication out as soon as possible. We were already aware of the urgency of the need to communicate while also ensuring we were not violating anyone's rights by communicating

and providing enough information so that everyone understood that everyone was safe, CSDA is a really safe place, and we were ready to be open to learn the next day.

Chair Manion commented on concern around the length of time from incident to home communications, but that makes a lot of sense. You need to make certain we are safe and then as the communication is going out ensuring it is accurate and appropriate. She spoke of appreciation for the thoughtfulness that goes into that.

Member Shriver-Halligan stated appreciation for the information provided on the timeline. That will help parents understand. Some of the feedback she received was adding an apology for the late communication and an explanation of the need to first ensure the situation was under control and students were safe. She believes they felt blindsided by it.

Superintendent Bergskaug stated the investigation is ongoing. This has consumed the week and involves a good number of people and coordination. She can appreciate it felt it took a long time to get the communication out, but there was absolutely no way there was enough information so that they could have put together a communication without creating panic.

Member Shriver-Halligan stated another piece of feedback that probably needs to be considered is the possibility we need to adjust the policy around wearing smart watches. A lot of parents were freaked out and sent their kids to school with smart watches the next day. Kids were telling their parents that they felt better with smart watches on and that they wanted to have that contact. We may need to look at that.

Superintendent Bergskaug remarked that requires a change in the law. That is beyond our control.

Member Shrive-Halligan asked if the law addresses all electronic devices, and was told it does.

Member Shriver-Halligan suggested being creative; if the kids need that lifeline, even for a little bit, that they have it. That is a valid concern she is hearing.

Superintendent Bergskaug reiterated it is not just a policy matter; it is a State law.

Member Shriver-Halligan commented if an incident such as this were to occur again she would suggest we be a little bit lenient for the following week or a few days.

Superintendent Bergskaug responded she was not really going to endorse breaking the law, however, what she thinks she is hearing is the need for additional communication. As was said, potentially hearing from the Principal the day before an assembly. She commented she should have advised him to do that. He communicated after the meeting, which was great, and perhaps an additional communication the day would have helped. There were a handful of parents who communicated concerns and those who communicated and spoke directly with Mr. Miller or her. Taking that and then saying I should probably grant that to everybody would have been the next step.

Assistant Superintendent Flaherty commented where we can have flexibility is in the fact that the guidance counselors have phones, there is a phone in the classroom, and the Principal's office. If someone is feeling nervous they can be permitted to go and call their parent or if a parent is really feeling anxious and wants to talk with their child, they can call in.

Member Shriver-Halligan suggested letting parents know that is an option. Assistant Superintendent Flaherty responded it is good to reiterate that, but it is already in place. If a child is feeling really anxious tomorrow and wants to call their parents they can go to the office and make that call.

Superintendent Bergskaug spoke of Principal Miller's message to the students in the Wolf Pack Town Hall. She was very impressed with how the conversation was handled by Principal Miller and the students. It was not about Monday, it was about whenever you feel uncomfortable, something is bothering you, if you are angry, etc., all of these adults are here for you, and whatever it is, if you are anxious because you want to talk to your mom, you reach out to a trusted adult and they will make that happen for you right away. She cannot say enough about the very appropriate Town Hall that took place.

Member Reardon spoke of the discussion being very helpful. She spoke of uncertainty of what the policy should be. We have progressed into new processes for these types of situations. Being proactive and reaching out to the kids to ensure if they are not feeling heard, if they are sad or worried or what may provoke something like this to happen. You are dependent on a child speaking up. If that child doesn't speak up and something still comes to school how are you supposed to be proactive unless we have metal detectors? In our policies we are holding our administrators and teachers accountable. Do our policies also, in some way, hold the community responsible to play their part in protecting our schools?

Superintendent Bergskaug responded that is a really complex question. A policy does not hold our community responsible, however, when we say that we put supports in place, some of those supports are community education and family education, looking at if a family needs support we are there. Also, because we know that a 10- or 12-year-old are in a home, they can rely on us during the day but what happens when we are not there? We go beyond the school day to support families when in need.

Assistant Superintendent DiGennaro added we try to have resources available both in person and on our websites. We try to keep the conversation going any time it is appropriate.

Member Reardon commented she had not realized how far we go into the community. She believes with any type of weapon there are State laws and State guidelines to ensure we are holding you accountable to follow those policies and procedures and ensuring the community is holding up their end. In our policies and in a situation such as this, would someone be held accountable?

Assistant Superintendent Doherty suggested it may be helpful if there were messages at the start of the year to note the importance of and encourage parents to read the policies provided and go over them with their student(s).

Superintendent Bergskaug spoke of the question around reporting requirements stating an additional reporting requirement the district has is reporting certain incidents to the State. Certainly, those reporting requirements will be met. They are required to be met at the end of the school year.

Member Shriver-Halligan commented on not being aware of what traumas families may have experienced around this if moving into our district from another. She stated appreciation for the conversation taking place.

Member Powers spoke of this being an opportunity to say you can train all you want but to actually experience it in the moment is a different situation. She commented on everything that went very right; you acted very quickly. That, above all else, is a wonderful thing. There are many incidents nationwide where we can point to delay of response as being a critical failure point. The fact that you literally stopped in your tracks and dealt with the issue immediately ended the situation. If it had been a more dramatic threat, you could have saved lives. It is a fantastic thing that it happened that way. There is a really great opportunity for us to reflect on what went wrong, what we could have done differently, as well as the things that were done correctly. She spoke of being really proud of Principal Miller and all who were involved.

Member Powers commented it shows that the training works. We can think of how we would react in a particular scenario, but until it is actually experienced you cannot know.

Member Shriver-Halligan commented it is easier to focus on what you feel did not go right but pointing out what did go right is helpful.

Member Reardon commented she wished to be careful or sensitive stating she did not hear that anything went wrong. She did hear that we could have cleared the hallway. To her it does not sound as though there were any missteps but that there was one additional call that could have been made. It sounds as though the process went appropriately. Because there are multiple ways in which these situations can be handled it makes it more complex, and it adds some subjectivity. That is what we are discussing now with the debrief and the investigation that is still happening.

Superintendent Bergskaug remarked the Principals are the incident commander in the building until the next person arrives. Mr. Miller made a decision that worked out. He didn't misstep. He could have gone a different route. The teacher could have gone a different route, but there was no misstep. The reports happened, everyone acted swiftly. Thank you for pointing that out. If I said it in a different way I apologize. Every experience we have is a learning opportunity, but she could not be more supportive of how Mr. Miller handled the day and continues to handle this very long week.

**CONSENT AGENDA**

A copy of the Consent Agenda is attached.

**MOTION BY MEMBER REARDON TO APPROVE THE CONSENT AGENDA AS PRESENTED  
MOTION SECONDED BY MEMBER MANION  
MOTION CARRIED  
3-0-0**

**APPROVAL OF MINUTES**

Brookline School Board – **Organizational Meeting** . . . . . March 25, 2026

*The following amendments were offered:*

Page 3, Line 21; replace “become” with “becoming”  
Page 10, Line 38; replace “and” with “an”

**MOTION BY MEMBER SHRIVER-HALLIGAN TO ACCEPT, AS AMENDED  
MOTION SECONDED BY MEMBER MANION  
MOTION CARRIED  
4-0-0**

Brookline School Board – **Non-Public** . . . . . March 25, 2026

**MOTION BY MEMBER REARDON TO ACCEPT, AS PRESENTED  
MOTION SECONDED BY MEMBER SHRIVER-HALLIGAN  
MOTION CARRIED  
4-0-0**

## **PRINCIPALS' REPORT**

Daniel Molinari, Principal, Richard Maghakian Memorial School (RMMS), and Charles Miller, Principal, Captain Samuel Douglass Academy (CSDA), highlighted items included in the [report](#) provided as part of the agenda packet.

Enrollment has not changed since last reported; 564; 310 at RMMS and 254 at CSDA. Also identified in the enrollment report is the number of sections per grade level and corresponding class sizes.

Discussed recent and upcoming events including preparations for NHSAS testing; looking at data and filling in gaps where we will bolster knowledge before starting. The Spring Festival was a huge success. Principal Miller spoke of being so pleased with how both schools come together for such events. He spoke of the amazing job done by the PTO.

Principal Molinari spoke of the events occurring throughout the month. All kindergarten classes have had the opportunity to go to the library. The second-grade class recently had a field trip to Beaver Brook. The third-grade concert took place the previous evening.

Principal Molinari spoke of the Legacy Project. He wishes to find a way to bring former students and staff back so that everyone feels they have a sense of belonging to the school and feel honored for having an impact on the school. The third grade just started making blue jays with handprints on the main lobby wall. All staff have done their handprints on the trees. He will put a post out to the families about the project. It is just a way to have anyone that has been a part of or supported our school to come out and connect us together. A sign-up sheet will be put out this spring for families to come over during the summer.

Members of the Board spoke about being pleased with the events and the sense of community they foster.

## **PUBLIC INPUT**

Noted was that the intent of the public comment period is for the Board to receive input from the public. It is not to be a back-and-forth discussion. The Board will consider the input provided during the deliberations portion of the agenda.

*Chair Manion declared the period for public input open at 7:09 p.m.*

## **DISCUSSION**

- Committee Appointments

Chair Manion provided the following appointments:

Facilities Committee	Lynn Powers/Tracy Perry
Brookline Policy Committee	Johanna Shriver-Halligan/Lynn Powers
SAU41 Budget Sub-Committee	Alyson Manion/Johanna Shriver-Halligan
Curriculum Review Committee (when established)	Heather Reardon/Tracy Perry
Superintendent Performance Evaluation Cmte. (SPEC)	Alyson Manion
NHSBA Delegate	Tracy Perry/Heather Reardon
Teacher Luncheon	Johanna Shriver-Halligan

- General Assurances

Superintendent Bergskaug noted each year the Board is asked to authorize the Board Chair to sign the General Assurances. Without a signature we are ineligible for any Federal funds. The document identifies everything we are held to. The Superintendent also signs the document stating that all required laws, policies and procedures will be followed when expending Federal funds.

- FY26 Revenue and Expense Report

As of the report dated 4-13-26, on the expense side of the ledger, identified is a negative balance of (\$32,384) and on the revenue side a positive balance of \$103,785. The result is a Projected Fund Balance of \$71,401.

For expenses related to regular education, the balance is \$221,088, which is due to unfilled positions. Special education has a negative balance of (\$408,227) as a result of contracted staffing (school psychologist). That is why this line is over budget where the other is under budget.

There are small, expected overages in the area of instructional staff support, and balance in legal services. We hired a new administrator at a salary that was over what had been budgeted.

With the new propane boiler at CSDA, the result was a savings as propane is less expensive than oil. That savings was offset in the overage in snow removal. Because we have unfilled positions, there remains a balance in the area of benefits. We are achieving higher interest on the new lease; have the funds and can earn interest on them until expended.

At this time, based on the Petition Warrant Article that passed, we are no longer able to retain funds as we typically do at the close of the books. The \$71,401 does not include last year's Retained Fund Balance (RFB) of \$185,192. If we do nothing with it, it would be legally required to be returned to the tax base.

- Business Office Memorandum

Given the projected fund balance of \$71,401 (expected to increase by year end) and the RFB of \$185,192 from FY25, recommended is the use of available funds for the following:

1. RMMS Milford Street Roof & Trim Repair	\$100,000
2. RMMS Parking Lot Repairs, Paving & Sealcoating	150,000
3. Nurse's Office Privacy Curtain	2,500
4. Interactive Flat Panel Purchase (4 RMMS/3 CSDA)	<u>27,300</u>
	<b>\$279,800</b>

Should the Board approve the concept of utilizing the RFB, a Public Hearing will be scheduled for the May meeting.

Superintendent Bergskaug stated this to be a mechanism by which we could continue to protect RMMS facilities and the parking lot that needs to be not just seal coated but completely repaired.

Chair Manion spoke of being comfortable with the items identified as they were included in the proposed operating budget as items that require addressing. Given the UFB was always our contingency/emergency fund will we ask to establish some kind of trust for next year so that we can retain emergency funds in some manner for known and unanticipated expenditures?

Superintendent Bergskaug stated the district has a Maintenance Trust Fund. No funding request was put forth this year because of focus on the two contract proposals.

For FY26, we had proposed the transfer of up to \$360,000 into the Maintenance Trust to address a number of items, the Milford Street roof being one. At the Deliberative Session, it was amended down to \$300,000 and the funding source was shifted to new taxation which was great because it ensured that we had the \$300,000, but that meant we could not do the Milford Street roof at that time, which is why it was again before the voters for this past budget cycle.

We also have a Special Education Trust that we have not yet had to utilize. We have not proposed allocating funds to that recently because it is funded at a level that we feel comfortable with. If we were not able to exhaust all of the factors we look to first and there was a costly special education issue, we do have about \$280,000 for unexpected special education costs. That would also require a public hearing in order to expend those funds.

In addition, as a Board, you can decide to put in a warrant article to be able to retain funds as we have for many years. Nothing stops the Board from making such a request.

Chair Manion requested a rundown of all accounts be provided quarterly. Superintendent Bergskaug stated the revenue and expense reports are provided quarterly up until the fourth quarter at which point they are provided monthly. Chair Manion requested the information include the balances in the trust accounts. She asked that the information be provided once a year (during budget preparation).

Superintendent Bergskaug spoke of the work of the Facilities Committee including identifying needs in the outyears and a plan for allocating funds to the Maintenance Trust to address anticipated large expenses.

Chair Manion spoke of having heard feedback during previous deliberative sessions around planning for known future expenses.

Member Shriver-Halligan stated support of the proposal for the use of the RFB. The proposed expenses are necessary and it is fiscally appropriate for us to look to save the taxpayers from having to spend a larger amount at a future date.

Asked for clarification, Superintendent Bergskaug stated the \$185,192 were FY25 funds. This Board voted in August to retain those funds. We cannot hang on to any FY26 funds that remain at year end (if not expended).

Superintendent Bergskaug stated the desire to move forward with signing a contract to do the roof if our end of year balance exceeds \$71,401 and allows for the roof repair. She questioned if the Board would be in favor of a motion to approve the expenditure of up to \$280,000, which would start with the year-end fund balance and hold a public hearing in the next month to use the RFB. The use of the year-end fund balance just requires a simple Board vote. Doing so would allow her to move forward with the \$100,000 quote for the roof work before that quote/price expires.

Member Shriver-Halligan asked for clarification, currently the estimated year end fund balance is \$71,401. It may increase, and that balance is what would be used to fund the roof.

Superintendent Bergskaug stated when a motion is made to expend up to \$280,000, if she only has \$5 that is all she can spend. As part of next month's meeting, there would be a public hearing to add to that balance by using the RFB for the items identified.

- Cooperative Study Committee Update

The committee was charged with studying the potential impact of Brookline independently dissolving and joining the Hollis Brookline Cooperative School District.

After reviewing enrollment trends, financial obligations, collective bargaining agreements, capital needs, governance structures, and SAU operations, the committee determined that a Brookline-only expansion would not provide meaningful cost savings, substantial structural efficiencies, or significant student programming benefits.

Limited operational adjustments would be possible, but pretty much everything would remain unchanged if Brookline were the only component to do this. However, in its review, the committee identified that the greatest opportunity for long-term efficiency and structural improvement appears to be in reducing the number of independent districts within SAU41. A joint consolidation effort involving both Brookline and Hollis could potentially achieve those efficiencies. That was beyond the scope of the study.

The committee recommends that the Brookline School Board initiate discussions with the Hollis School Board to determine whether there is mutual interest in studying a joint consolidation into the Hollis-Brookline Cooperative School District.

Asked if a warrant at next year's annual meeting would be required to initiate such discussions, Superintendent Bergskaug explained it would not. Brookline chose to approach this study that way. If an additional study were to be conducted and the resulting recommendation were to move forward and dissolve, there are quite a few legal steps that would be involved. The COOP is organized by Articles of Agreement (AoA). That can only be amended via a special annual meeting. There would need to be language expanding the grades for the COOP district. That would have to be voted on by those in attendance at a special meeting, and if passing, the COOP district would be available to accept Hollis and Brookline students. Following that, the Hollis and Brookline school districts, independently, would have to dissolve. It is a multi-year process.

Member Powers spoke of her participation on the study committee. She commented on how informed the Superintendent is and on the information she was able to convey. Having little knowledge of the process at the start, she gained an understanding through and about the process as well as how the school districts operate.

From what she has learned, combining all of the school districts into a single COOP seems a very smart option in reducing costs, administrative hours, and providing some continuity for students. A good many potential benefits were discussed. Brookline alone joining the COOP district did not result in a huge benefit for the effort that would be required.

She believes it to be in the best interest of the schools and community to pursue this at a higher level with the Hollis School Board.

Superintendent Bergskaug spoke of the level of participation on the committee and the interesting perspectives that were shared throughout the process.

Member Reardon remarked for clarification we are talking about more from an administrative perspective; having one COOP where Hollis, Brookline, and the middle and high schools would all be under one entity. We would be able to leverage administrative efficiencies.

Superintendent Bergskaug stated we currently have the Brookline School District, Hollis School District, COOP School District, and the SAU. There are four different legal entities, the administration is servicing four different budgets, 6 different collective bargaining agreements (CBA), which would be reduced to two, and have four different policy manuals. Everything would be reduced.

The example of personnel was used; if having a Speech Pathologist hired by Brookline to fill a part-time need, if Hollis also has a need to fill, in the existing scenario, she can send Brookline's employee over to Hollis, however, that generates paperwork to bill Hollis for the services of a Brookline employee. There are many of these scenarios currently as it is financially beneficial to have the employee rather than contract out. Another similar example is if having a class size that was smaller in 3<sup>rd</sup> grade at RMMS while also having a bubble at HPS, she could move a teacher without having to fire someone and hire someone. It could simply be a transfer. There are quite a few different efficiencies that would be created. Also mentioned were the legal fees incurred with negotiations for 6 CBAs.

Member Powers spoke of a situation mentioned where if a teacher wished to move from Brookline to Hollis, they would lose their longevity, accumulated years of service, sick time, etc.

Asked about next steps, Superintendent Bergskaug stated the committee recommended that the School Board initiate discussions with the Hollis School Board to determine whether or not there is mutual interest. The Board can accept the committee's report and the recommendations as recommendations and can choose to direct the Chair to engage in a conversation with the Chair of the Hollis School Board to determine if there is any interest there. She would suggest the discussion occur with all chairs as the other question is whether the COOP has an interest.

Member Powers asked if that is something that could be put on the SAU Governing Board agenda for discussion. Superintendent Bergskaug suggested the appropriate forum to be at a meeting of the school board chairs.

Member Shriver-Halligan spoke of appreciation of the hard work completed by the committee. She is in favor of accepting the recommendations. She was not supportive of doing the study when it first came around. This hasn't really changed her mind. There are other issues that she sees with joining the COOP, e.g., AoA can be really difficult to negotiate, concern with the current makeup of the COOP School Board; Hollis has more seats than Brookline, etc. She understands those things could change but that is not coming up in the conversation.

Superintendent Bergskaug noted all of that would be part of the AoA, which is not a negotiation. A committee meets and makes recommendations followed by a special meeting where residents vote on them. Just as with any other special meeting, the AoA can be amended on the floor.

It is important to understand that the makeup of the board, when certain seats are up, etc., is all part of the AoA that everyone would have to agree to including what happens with debt from elementary districts if they were to enter the COOP, e.g., is everyone equally responsible for that? There are many factors that could not be part of the conversation of the study committee with the limited scope.

Member Shriver-Halligan responded having heard feedback from voters, she is uncertain there is an appetite in Brookline to join the COOP. She personally would not ask the Chair to start negotiations with Hollis.

Member Reardon stated the desire to know more, to have the questions answered. She would like the conversation to occur. If, at the end of that, the feeling is it is too complex or some of the questions cannot

be answered that makes sense, but she thinks it worth pursuing if only for the efficiencies discussed. She believes it to be beneficial to the community to at least do our due diligence.

Superintendent Bergskaug clarified the recommendation is to have the Chair discuss with the Hollis School Board whether or not there is interest in completing a study. Just as this was a study to gather information and try to get answers that would be to initiate obtaining more of the answers that were not there.

Member Shriver-Halligan stated understanding of wanting to have the conversation, and does not necessarily think that is a bad thing. She is concerned that there is a little bit too much focus on efficiency and overlooking some of the bigger issues. She does not think Brookline has the appetite to agree to this. She has personal concerns.

Member Reardon stated the desire to understand what the bigger issues are.

Chair Manion stated appreciation of the work of the committee. The recommendation is what she had anticipated may be the result. She is happy to have the conversation with the chairs. She spoke of having attended all of the annual meetings including Hollis. It provided her a different perspective on the make-up of the communities and how the meetings go. She remembers thinking she is uncertain if joining is actually right. On paper and in concept yes, but the towns are quite different in terms of community makeup and even appetite for spending and how they manage that. Seeing that actually made her take a step back. She thinks, like everything else, it is for us to get all of the facts and present them to the community for the community to decide if there is an appetite or not.

She stated her support of the recommendation of the committee to engage in the discussion.

Member Powers stated her belief there is an appetite for people to understand what it looks like. The Town voted for this study to be done, which she believes indicates an interest in learning more.

Superintendent Bergskaug noted the study was completed under budget.

Member Powers spoke of the discussions that occurred during committee meetings having included many aspects outside of finances. There was discussion of the communities, how it would impact students and teachers, apportionment, etc. We bring up financials because it is a very clear definable thing. It is very hard to indicate what the qualitative impact on students is necessarily or what the feelings of a community are, in the absence of data. She is supportive of continuing the conversation. It is our duty, as a Board, to explore options that could help taxpayers as well as our students and teachers.

Chair Manion stated her 100% support.

*The Public Input period was declared closed at 7:49 p.m.*

## **DELIBERATIONS**

- To see what action the Board will take regarding the Committee Appointments

**MOTION BY MEMBER SHRIVER-HALLIGAN TO APPROVE THE APPOINTMENTS OF THE CHAIR, AS PRESENTED**

**MOTION SECONDED BY MEMBER POWERS**

**MOTION CARRIED**

**3-0-0**

*Member Reardon was out of the room at the time of the vote.*

- To see what action the Board will take regarding The General Assurances

**MOTION BY MEMBER MANION TO AUTHORIZE THE BOARD CHAIRMAN TO REPRESENT THE SCHOOL BOARD, AND ACKNOWLEDGE THAT THE SUPERINTENDENT HAS CONSULTED WITH ALL MEMBERS OF THE SCHOOL BOARD, IN FURTHERANCE OF THE SCHOOL BOARD'S OBLIGATIONS, INCLUDING THOSE ENUMERATED IN [RSA 189:1-A](#), AND PURSUANT TO THE SCHOOL BOARD'S OVERSIGHT OF FEDERAL FUNDS THE DISTRICT WILL BE RECEIVING AND OF THE GENERAL ASSURANCES, REQUIREMENTS AND DEFINITIONS FOR PARTICIPATION IN SAID FEDERAL PROGRAMS**

**MOTION SECONDED BY MEMBER SHRIVER-HALLIGAN**

**MOTION CARRIED**

**3-0-0**

*Member Reardon was out of the room at the time of the vote.*

- To see what action the Board will take regarding the Business Office Memo

**MOTION BY MEMBER SHRIVER-HALLIGAN TO APPROVE THE RECOMMENDATIONS OF THE BUSINESS ADMINISTRATOR, AS PRESENTED**

**MOTION SECONDED BY MEMBER POWERS**

**MOTION CARRIED**

**3-0-0**

*Member Reardon was out of the room at the time of the vote.*

*There being no objection, the agenda was amended to include a deliberative item addressing the recommendations of the Cooperative Study Committee.*

- To see what action the Board will take regarding the recommendations of the Cooperative Study Committee

**MOTION BY MEMBER MANION TO ACCEPT THE RECOMMENDATIONS OF THE COOPERATIVE STUDY COMMITTEE TO HAVE THE BROOKLINE SCHOOL BOARD CHAIR ENGAGE IN CONVERSATION WITH THE BOARD CHAIRS FROM THE HOLLIS AND HOLLIS BROOKLINE COOPERATIVE SCHOOL BOARDS REGARDING THE FINDINGS OF THE COMMITTEE**

**MOTION SECONDED BY MEMBER REARDON**

**MOTION CARRIED**

**4-0-0**

- To see what action the Board will take regarding the proposed policy memo

**MOTION BY MEMBER MANION APPROVE THE RECOMMENDATIONS OF THE BROOKLINE POLICY COMMITTEE AS PER THE MEMORANDUM PROVIDED AS PART OF THE AGENDA PACKET**

**MOTION SECONDED BY MEMBER SHRIVER-HALLIGAN**

ON THE QUESTION

**Recommendation: Second Reading, Waive Third, and Adopt (no changes)**

**Policy BEDB – Agenda Preparation and Dissemination**

- 1<sup>st</sup> Reading: March 25, 2026 (as amended)

*Given its second reading;*

There are some proposals to change the body of the language around the agenda. However, the desire is to adopt this, at this time, to include the consent agenda language. The policy will go back before the Policy Committee for additional review.

**Policy IJND – Video and Audio Recording in School Classrooms (New to District)**

- 1<sup>st</sup> Reading: 3-25-26

*Given its second reading;*

**Policy EEAA – Video and Audio Recordings on School Property (New to District)**

- 1<sup>st</sup> Reading: 3-25-26

*Given its second reading;*

**EEAA-R – Use of Video and Audio Systems Administrative Procedure (New to District)**

- 1<sup>st</sup> Reading: 3-25-26

*Given its second reading;*

**Policy JCA – Change of School Assignment – Best Interest and Manifest Hardship**

- 1<sup>st</sup> Reading: 12-17-25 (as amended)

*Given its second reading;*

**Recommendation: Second Reading (major changes)**

**Policy JICK – Pupil Safety and Violence Prevention - Bullying**

- 1<sup>st</sup> Reading: 12-17-25 (as amended)

*Given its second reading;*

The proposed changes stem from input provided by legal counsel on changes in the law.

**Recommendation: Third Reading (minor changes)**

**Policy GBEBB – Employee-Student Relations**

- 1<sup>st</sup> Reading: 12-17-25 (as amended)
- 2<sup>nd</sup> Reading: 1-15-26 (as amended)

*Given its third reading;*

**Recommendation: First Reading, waive subsequent readings and adopt**

**EHB-R - Local Records Retention Schedule**

The list was provided by the H.R. Director. This will update the amount of time we need to keep records. Some are being reduced from 50 to 20 years as a result of a change in law.

**Recommendation: Rescind**

Policy BEAA - Meeting Preparation

**MOTION CARRIED**

**4-0-0**

**NON-PUBLIC SESSION**

**MOTION BY MEMBER MANION THAT THE BOARD, BY ROLL CALL, GO INTO NON-PUBLIC SESSION PURSUANT TO RSA 91-A:3, II (a) THE DISMISSAL, PROMOTION OR COMPENSATION OF ANY PUBLIC EMPLOYEE AND RSA 91-A:3, II (c) TO DISCUSS A MATTER, WHICH IF DISCUSSED IN PUBLIC, WOULD LIKELY AFFECT ADVERSELY THE REPUTATION OF A PERSON, OTHER THAN A MEMBER OF THE BODY OR AGENCY ITSELF**

**MOTION SECONDED BY MEMBER SHRIVER-HANNIGAN**

*A Viva Voce Roll Call was conducted, which resulted as follows:*

Yea: Alyson Manion, Heather Reardon, Lynn Powers, Johanna Shriver-Halligan

4

Nay:

0

**MOTION CARRIED**

*The Board went into non-public session at 7:59 p.m.*

*The Board came out of non-public session at 8:52 p.m.*

**ADJOURNMENT**

**MOTION BY MEMBER SHRIVER-HALLIGAN TO ADJOURN**

**SECONDED BY MEMBER POWERS**

**MOTION CARRIED**

**4-0-0**

*The April 22, 2026, meeting of the Brookline School Board was adjourned at 8:53 p.m.*

Submitted by: Dawn MacMillan, Recording Secretary



# School Administrative Unit #41

Hollis, Brookline & Hollis Brookline Cooperative School Districts

603 324 5999

4 Lund Lane, Hollis, NH 03049

April 2026  
Nominations

Name	Position	Location	Lane/Step	Salary	Degree/Credentials

Resignations/Retirements

Name	Position	Location	Reason	Notes
Hanna Furbush	Grade 6	CSDA	Resignation	



**MOTION BY MEMBER MANION TO ALLOW THE MEN’S SEASON TO BE COMPLETED AT THE CAPTAIN SAMUEL DOUGLASS ACADEMY  
MOTION SECONDED BY MEMBER SHRIVER-HALLIGAN**

*A Viva Voce Roll Call Vote was conducted, which resulted as follows:*

Yea: 0  
Nay: Tracy Perry, Lynn Powers, Heather Reardon, Johanna Shriver-Halligan Alyson Manion 5

**MOTION FAILED**

The Board engaged in a discussion of the incident that occurred at the Captain Samuel Douglass Academy involving a student bringing a pellet gun to school.

**MOTION BY MEMBER MANION THAT THE BOARD COME OUT OF NON-PUBLIC SESSION AND RETURN TO THE REGULAR MEETING OF THE BROOKLINE SCHOOL BOARD  
MOTION SECONDED BY MEMBER SHRIVER-HALLIGAN**

*A Viva Voce Roll Call Vote was conducted, which resulted as follows:*

Yea: Tracy Perry, Lynn Powers, Heather Reardon, Johanna Shriver-Halligan Alyson Manion 5  
Nay: 0

**MOTION CARRIED**

*The Board came out of non-public session at 8:52 p.m.*

Submitted by: Lynn Powers, Board Secretary