

TTA Local #4796
A Union of Professionals



Timberlane

AFT-NH, AFL-CIO

TSSU Local #6530
A Union of Professionals



Educators Serving Your Community

Timberlane Teachers' Association ~ Timberlane Support Staff Union

2018 VOTER'S GUIDE ~ TIMBERLANE REGIONAL SCHOOL BOARD

The Timberlane Teachers' Association and Timberlane Support Staff Union submitted pertinent questions to all registered candidates for the Timberlane Regional School Board for our first annual public voter's guide. This guide is not an endorsement or recommendation of any one candidate, but an effort to assist residents in making an informed decision at the polls on **Tuesday, March 13, 2018**.

The following questionnaire was sent electronically to every registered candidate. If a candidate chose not to answer or did not email his/her answers by the deadline given, we informed them that this would be noted on the guide. We asked candidates to limit answers to a paragraph. **Answers are submitted as they were received from each candidate.** Thank you, candidates, for your willingness to serve the communities of Timberlane!

~ EACH TOWN WILL VOTE FOR NOT MORE THAN ONE ~

<u>Town</u>	<u>Term</u>
Atkinson	3-year term expiring 2021
Plaistow	3-year term expiring 2021
Sandown	3-year term expiring 2021

Tuesday, March 13, 2018 RESIDENTS MAY REGISTER AT THE POLLS

<u>Town</u>	<u>Poll Location</u>	<u>Hours</u>
Atkinson	Atkinson Community Center: 4 Main Street, Atkinson, NH	7:00 am – 8:00 pm
Danville	Danville Community Center: 169 Main Street, Danville, NH	8:00 am – 7:00 pm
Plaistow	Pollard School Gymnasium: 120 Main Street, Plaistow, NH	7:00 am – 8:00 pm
Sandown	Sandown Town Hall: 320 Main Street, Sandown, NH	8:00 am – 8:00 pm

ATKINSON

1. Please briefly tell us about yourself and your background. If elected, what experience would you bring to the Timberlane Regional School Board?

Jack Sapia	Jennifer Silva
<p>I am a fourth-generation tradesman. I have worked with some of the largest construction contractors in the world. My experience in the construction industry both as a tradesman and a contractor would be a unique asset for the district. I was involved in the construction of large industrial projects including the renovation and or construction of new schools and high school. I also served in the capacity of a consultant to architects and contractors.</p> <p>For the last twenty years I have held a position for various fortune 100 companies in the paper industry. My responsibilities included; logistical planning, forecasting and sales.</p> <p>I have served our community in many different capacities such as, Little League Coach, President of AYBS, and Tornado’s Coach. I have donated much time & personal resources as a volunteer to the improvement of facilities that have had a direct impact on our students. I have sat as Selectman where I served as the liaison of the planning board for three years and BOS rep on the budget committee. As a member of the School Board, I drove the first “Drug Taskforce Round Table” and sat on the Sandown Withdrawal Committee. I was on the Athletic advisory committee and Policy committee. I sat as chair of the facilities committee. As a member of the CIP committee I was able to contribute with my construction background as well as my understanding as to the long-neglected needs of the athletic dept. I drove the wellness center project until the end of my term. My focus has been and always will be, what is in the best interest of the students balanced with the impact of our residents. I took the opportunity to address many issues that had been kicked down the road for years regardless of political correctness.</p> <p>Most importantly, I have two children that have graduated and are products of the Timberlane educational system. This means not</p>	<p>Candidate did not respond to the survey.</p>

<p>only do I understand their successes and their struggles within the system, but as a coach and involved parent I have had a working relation not only with my children but with their friends as well. This gives me an honest and true perspective of many of the students.</p>	
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2. Why are you running for the Timberlane Regional School Board?

Jack Sapia	Jennifer Silva
<p>Simply put it's about being a contributor. With my three years of experience as a SB member I am prepared and ready to start making a difference on day one. I fully understand the dynamics of the current state of the board. I am looking forward to working with the members of the SB in a positive and productive fashion.</p> <p>I was fortunate to grow up in a town where a number of parents and coaches went above and beyond the call of duty. My dad did many things for our community. He donated his time. He organized & volunteered in the construction of the Methuen Senior Center. He was recognized for many youth projects in town. He also sat on the committee for the new Methuen High School. My parent's door was always open for those students struggling with issues. Now it is my turn. Someday, hopefully my children will step up due to the example set by me, my dad, their coaches and teachers that have given of themselves and went the extra yard. Whatever I have to offer that will have a positive and direct impact on the students is theirs. It's about giving back!</p>	<p>Candidate did not respond to the survey.</p>

3. What do you consider to be the most important issues facing our students, schools, and the Timberlane Regional School Board?

Jack Sapia	Jennifer Silva
<p>Focus – With so many challenges and requirements it is hard to keep their eye on the ball. It takes a constant visual of parents, school and community to make sure our students get to the next level and beyond. With so many diversions any student that slips through the cracks is one too many. I feel with a clean and healthy environment, communal effort and mutual respect for each other we can achieve a lot! However, we need to lead by example. How can we expect our students to have pride in our system if we don't</p>	<p>Candidate did not respond to the survey.</p>

lead by setting the bar high? This goes beyond any financial consideration. We also need to address the climate of personal discourse. I would be fully committed to this effort!

4. What do you perceive as the strengths of the Timberlane Regional School District?

Jack Sapia	Jennifer Silva
<p>Simply put “dedication!” My experience as parent and SB member is the dedication of everyone. Teachers staying every night for three hours to help students and going on field trips on their own time. I have seen compassion and caring for students struggling with issues both academically and beyond. Quite frankly I was not prepared for the level of caring that I experienced. The Special Ed. Department is something special! Because most residents don’t ever get to see this side of our district they don’t realize it exists. It is something one wouldn’t self- promote but it is there!</p>	<p>Candidate did not respond to the survey.</p>

5. What areas in the Timberlane Regional School District do you perceive as in need of improvement?

Jack Sapia	Jennifer Silva
<p>Of course, our facilities need an overhaul. Also, the proper resources at different levels that will drive specific academics. I am confident there are additional ways to drive efficiencies into the system that will drive out of the operating budget. The way we approach the budget needs to change. This is no reflection on all the good volunteers that have given so much of their time. I believe we need a cultural change as to how we approach the budget. I would suggest more meetings for all involved and an earlier start on those issues that can be addressed sooner. Up or down, it should be a “needs based” budget. Not based on a goal with any data!</p>	<p>Candidate did not respond to the survey.</p>

6. How do you feel about the current direction of the district? How will you build consensus and support in the community around the work of the school district?

Jack Sapia	Jennifer Silva
<p>A bunch of arrows pointing in different direction right now. In many cases students get lost in it all. Clearly there have been improvements academically. We should strive to be first in the state in that area! Politics need to be taken out of the process. More trust in our educators with accountability. The solution is hard</p>	<p>Candidate did not respond to the survey.</p>

<p>work! It has been my experience that if and when the community sees a true sincere effort by all, you can gain consensus. I do believe that most of us do want the same thing even if we don't agree on how to get there. I also think a retreat with an effort on how to mutually promote goals in a civil fashion would bear fruit. Quite frankly, I am embarrassed at the level of discourse that currently exists and I am concerned at the example it has set!</p>	
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7. Our district has seen a number of talented and valuable employees leave the district in the last few years. What will you do to attract and retain exceptional talent to the Timberlane Regional School District?

Jack Sapia	Jennifer Silva
<p>As a former School Board rep. I was disheartened to see some of them leave. They leave for a host of reasons. These are good people that the district could ill afford to lose. My reaction is it is more of a loss for the students than anyone else. I think this needs to be a collaborative effort to keep talent in the district. As a former employer, I understand you have to fight to keep talent. For a whole host of reasons losing productive people, not only has negative effect on the students but it also has a negative effect economically (retraining, productivity, student relations, etc.)</p>	<p>Candidate did not respond to the survey.</p>

8. What steps are you prepared to take to encourage transparency by the Timberlane Regional School Board?

Jack Sapia	Jennifer Silva
<p>Full transparency isn't something you encourage it should be the standard. Common sense, an obligation to the communities to always do the right thing. In many cases this may mean standing alone. As School Board rep. my door is and will always be open. There are times you are required to go into non-publics for various reasons and certain events that required by law to remain confidential, but outside of that everything is open to the public. The residents felt secure coming to me with their concerns. I will be honest and fight for what they request.</p>	<p>Candidate did not respond to the survey.</p>

9. What are the district's greatest capital needs right now? How do you think those needs should be addressed?

Jack Sapia	Jennifer Silva
<p>As you all know this is a passion of mine. I do not want to throw away a single dime. But I think a better and easier question would be where don't we have a capitol need? We do need a dedicated strategic plan. This will take time. Right now, in the first three years of the strategic planning committee we only have developed a mission statement. I do believe that in the last year progress has been made. The reality is this could take eight to ten years or maybe not at all. That will be up to the voters. This could mean students in the fifth grade not realizing any part of a successful plan. Hopefully not, but this is the reality! Until that plan comes in we need to continue to maintain what we have in a cost-effective manner moving the district forward in the best interest of the students. We sometimes will need to think outside the box to mitigate cost. Due to my experience in this area I have seen really good strategies and some that didn't work so well costing towns millions. Having experience in this area will be invaluable to the district. As a sitting SB member, I was able to assist the district in a number of projects, preventing mistakes before they were made. I also brought in consultants gratis in an attempt to increase productivities and reduce cost. This area will really need to be a collaborative effort by the entire community!</p>	<p>Candidate did not respond to the survey.</p>

10. Much focus is made on ensuring graduates are prepared as they head to college. What can Timberlane schools do better to prepare those students who enter the workforce right out of high school?

Jack Sapia	Jennifer Silva
<p>Clearly educating and promoting the trades would be productive for some student. The perceptions of non-college bound students come with an unfair stigma. That needs to be overcome! A culture of working hard and developing a strong work ethic, to be the best at what you do is a better approach! Job fairs and internships with corporations in the area following various career paths will build esteem and create a pathway for many students. A true partnership with Chambers of commerce, Trade unions and businesses will serve our student well!</p>	<p>Candidate did not respond to the survey.</p>

PLAISTOW

1. Please briefly tell us about yourself and your background. If elected, what experience would you bring to the Timberlane Regional School Board?

Maxann (Max) Dobson	Sarah Macheimer
Candidate did not respond to the survey.	I grew up in Plaistow, and am an 1992 graduate of Timberlane. I have 4 children, 2 have since graduated and moved on to college (Theresa is a Jr. at MIT) and a career (Rebekah works at Twitter in Cambridge), my sons Zakk and Ian are in 11 th and 9 th grade respectively. I have followed the district goings-on closely over the last 2.5-3 years and have spoken up when I see something going on that I felt needed to be addressed or wasn't in the best interest of the schools/student body. I was an active advocate for the kindergarten program when that came to Warrant and fought to have Sweeney Todd reinstated. I have been an active advocate for my own children and their education but have always done my best to do that with the goal of working with their teachers to ensure their needs were met. I believe in the power of working together toward a common goal. Individuals can disagree but still come together and compromise. This is the mindset I have as I approach all things... what can we accomplish together? How can we help each other move toward our goals? Pushing an agenda forward without listening to the needs and concerns of others around you will not get you very far, and only frustrate those whom you are supposed to be working with.

2. Why are you running for the Timberlane Regional School Board?

Maxann (Max) Dobson	Sarah Macheimer
Candidate did not respond to the survey.	I want to give back to a community that has given my family so much. As I said before, I am an Alumni and I moved back here specifically so my own children could attend school here. I believe in a strong public education and fear that what we have may be in jeopardy. We are blessed with so many programs and opportunities for our students, I want to ensure that future students have access to the same opportunities, and hopefully even more – just as my own children have more opportunity to explore and learn new things than was available when I attended Timberlane.

We should always be moving the dial forward. We should always be looking for ways to improve. I want to be a part of that.

3. What do you consider to be the most important issues facing our students, schools, and the Timberlane Regional School Board?

Maxann (Max) Dobson	Sarah Machermer
Candidate did not respond to the survey.	Students are stressed, and a lot have over extended themselves. Time management is an important skill to have and learning how to say No to some things is important as well. It was something that I saw with my daughters and have seen it happen to my son. These kids love their teachers, many of whom are mentors and will go above and beyond for their students. And, as a result their students will do the same. Finding balance is important. I believe the schools (in terms of their individual atmosphere and community) all have their own unique personality and vibe. Sometimes the transition from one school to the next can be a challenge. But I believe a lot of work is starting to happen to better communicate between the levels, so Administrators are learning how to best meet the needs of their new batch of students. Each class has its own dynamic and can't be managed the same way. Ensuring equity between elementary schools is very important. I would want to make sure that the educational experience our students have at Pollard is equal to that Danville Elementary. We don't want students arriving at 6 th grade having holes in their core competencies. Same goes with the different teams in MS. It's important to ensure that no matter what team a student is on in 8 th grade they are all equally prepared to handle the curriculum in 9 th grade.

4. What do you perceive as the strengths of the Timberlane Regional School District?

Maxann (Max) Dobson	Sarah Machermer
Candidate did not respond to the survey.	Our dedication to provide our students with diverse educational experiences – in and out of the classroom. There are so many clubs, teams, groups, extra-curricular activities available to our students, it's amazing. From sports, to academic teams, to music and the arts... the dedication or our staff to provide these programs has always been a huge strength within our district. I don't know that any of my kids have ever been told they "can't" do something.

	<p>Rebekah worked with Mr. C to install the chalkboards around the school after she watched a Ted-Talk. Theresa worked with Mr. Pederson to create an experiment for one of her AP Science classes, which involved many beakers and science type-things and he made sure she had everything she needed to be successful. Zakk is currently working with the Music Dept to create an independent study course for his senior year. If they ask, there is always a teacher willing to help to make it happen. This has always been the case, and I hope it never changes.</p>
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5. What areas in the Timberlane Regional School District do you perceive as in need of improvement?

Maxann (Max) Dobson	Sarah Machermer
<p>Candidate did not respond to the survey.</p>	<p>The transition from 5th to 6th grade is rocky. I say this as a parent having watched 4 kids go through it. It wasn't easy for any of them for a million different reasons. Middle school is a difficult time, to be sure, but I wish they didn't mix up the teams every year, that is very difficult on students who are shy and have a hard time socially.</p> <p>Technology (as in Computer Science/Programming) Education needs to become more competitive. My husband is a java developer, and I understand that the salary for a teacher can not even come close to comparing what developers make in the private sector, but there's got to be a way to strengthen this program offering. As my husband flipped through the Program of Studies, he was baffled by some of the offerings.</p>

6. How do you feel about the current direction of the district? How will you build consensus and support in the community around the work of the school district?

Maxann (Max) Dobson	Sarah Machermer
<p>Candidate did not respond to the survey.</p>	<p>I believe we are headed in the right direction... testing results have increased, and it is great to see those results on paper, which show what so many of us already knew. I believe that establishing continuity in curriculum from elementary school through HS is the best way to ensure our students are set up for success as they transition from one building level to the next.</p> <p>There is a difference between asking questions to gain clarity and as a result walk away with a better understanding of a program and its</p>

	<p>value add – and questioning its value. Sometimes I think people lose sight of that difference. It is a fine line, but asking questions is a great way to learn things. And when conversations get heated, it is often because those involved are not truly listening. I hope to encourage people to ask questions. If you aren't sure about something, ask. I'd rather a person ask the same questions 3 times and leave a meeting with a solid understanding of what is going on, then feel they can't ask and leave a meeting confused and frustrated.</p>
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7. Our district has seen a number of talented and valuable employees leave the district in the last few years. What will you do to attract and retain exceptional talent to the Timberlane Regional School District?

Maxann (Max) Dobson	Sarah Machermer
<p>Candidate did not respond to the survey.</p>	<p>I'm not entirely sure, but I think it makes a lot of sense to continue with an open and honest dialogue between the SB and district employees. The survey that the teachers take is valuable to the continuation of this dialogue. I'd like to continue the work of those who came before me to ensure the unions and the SB are able to continue work together toward creating a contract that will be competitive to attract exceptional talent, but also be respectful of the needs of our tax payers.</p>

8. What steps are you prepared to take to encourage transparency by the Timberlane Regional School Board?

Maxann (Max) Dobson	Sarah Machermer
<p>Candidate did not respond to the survey.</p>	<p>I feel the school board has come a long way. I believe that asking for clarification during presentations, or updates is important. These may be questions that the board members themselves may already know the answer to, but the public doesn't. The public doesn't know what it doesn't know. It's important not to assume any certain amount of knowledge of any one party. Asking these questions only increases transparency and can in some instances result in offering an explanation on a specific timeline, or process in selecting one educational tool over another.</p>

9. What are the district's greatest capital needs right now? How do you think those needs should be addressed?

Maxann (Max) Dobson	Sarah Machermer
Candidate did not respond to the survey.	There are so many.... I believe the biggest project would be within the athletic facilities. The locker rooms are in dire need of repair, but it's not just the locker rooms, it's that whole wing. It will need to be a bond issue to properly fund the repairs needed. I am eager to see the results of the Strategic Plan, which I have heard is taking a very hard look at the state of our facilities and creating a plan on how to fix them. I believe the SP is really the best way, next to the CIP, to properly address our capital needs. But if we can't get the funding through a sensible Operating Budget, then the can will just keep getting kicked down the road.

10. Much focus is made on ensuring graduates are prepared as they head to college. What can Timberlane schools do better to prepare those students who enter the workforce right out of high school?

Maxann (Max) Dobson	Sarah Machermer
Candidate did not respond to the survey.	I truly wish Timberlane could offer a Vo-Tech program of its own. I understand that the state has identified specific locations for Vo-Tech programs, but we are at the mercy of whatever Pinkerton and Salem decides to offer. That aside, for kids who may enter the workforce right away (and not go through a Vo-Tech program), I would be interested to see if a series of classes that really address real life finance and pre-professional planning could be offered. Maybe even classes that would ensure they have the office and professional skills to enter an entry level office career. Being able to properly write a cover letter and resume, or even fill out an application without spelling errors, how to show up for an interview and go through the interview process; these are all important skills to have. It seems silly, but as a retail store manager I read through applications and resumes every day and am stunned by what I see.

SANDOWN

Lee Dube

Candidate declined to answer the survey.