BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

May 14, 2018 **7:00 p.m.**

1. Mayor Craig calls the meeting to order.

2. Mayor Craig calls for the Pledge of Allegiance.

Mayor Craig stated I'd ask Committee Member's Freeman and Terrio to introduce the students from Wilson Elementary School to lead us in the Pledge of Allegiance.

Committee Member Freeman stated thank you Madam Mayor. I would like to introduce Nasteha Muhidin, Meszy Mejia, Allison Raymond, Jesus Rivas, and Brittany Rivas. **Committee Member Terrio** stated and your Honor I would like to introduce Gavin McKennon.

Wilson Elementary School: Polly Golden, Principal

A moment of silence was observed.

The Clerk called the roll.

Present: Committee Members Scannell, Georges, Want, Freeman, Bergeron, Thomas, Girard, Terrio, Lehoux, Beaudry, Desrochers and Mayor Craig.

Absent: Committee Member Ambrogi, Avard and Tessier.

5. Approval of minutes from the Board of School Committee meeting on April 9, 2018 and the special meetings of May 3, 2018 and May 8, 2018, if available.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Lehoux**, it was voted to approve the minutes as amended. All were in favor and the motion passed.*

6. RECOGNITION/PRESENTATIONS

Mayor Craig recognized Enoch Kasa. She stated Enoch is a Senior at Central. He is involved in Student Council, Life of an Athlete, Soccer, and Amnesty International. He and his family came

from the Congo in 2009 for an improved life. He passed his Citizenship in September and received his Citizenship on March 15th, 2018. He will be attending Curry College next fall and I understand you are an amazing drum player as well. We wanted to congratulate you on becoming a citizen.

Mayor Craig recognized Hailey Riley. Hailey was recently highlighted on WMUR's Hometown Hero. She is a sophomore at Memorial High School. Her sport is trap. She got into shooting when she was 15 years old, she said because she likes to try new things. She is a member of the Memorial High School Trap Team and her goal is to become an All-American and go to the Olympics. So, we are routing for you.

Mayor Craig asked if Cheryl Wood come up and Kristen Conte as well. Cheryl is the Laboratory Manager for Manchester Water Works and she has organized the City of Manchester Water Fair for the last 25 years. She has dedicated her own personal time towards this initiative. Thousands of Manchester Students have benefited from your time and efforts in making this a fun, educational experience for everyone involved. We just wanted to take this opportunity to thank you and also to recognize Kristen, who has worked by Cheryl's side for the last 15 years. But we do have a special recognition for you Cheryl on your 25 years.

Cheryl Woods then helped by announcing and recognizing the following students, who won the science fair and the poster contest. She stated first we are going to start with our Third-grade poster contest. It was the 22nd year anniversary for us in doing this project with the third graders. This year we had 650 posters, from 11 participating schools, creating art work originating from our theme of "Slow the Flow, Save H2O".

a. Third grade poster contest winners --
   4th Place: Liana Ventura of Northwest School, Collage with many different ways to save water.
   3rd Place: Donavan Lemay of Weston School, Collage of pictures of reusing rainwater.
   2nd Place: Madelyn Strandson of Green Acres School, for the use of an Ecostic Poem about the Queen of Water.
   1st Place: Evelyn Gustafson of Weston School, beautifully hand drawn picture of a rain barrel and how it is used in your garden.

Cheryl Woods stated now going into our 4th grade Water Science Fair, this is the 25th Anniversary of that, we had 10 out of 14 schools that participated in this. We had approximately 700 individual projects in the Manchester School System.

b. Top three fourth grade students heading to the state science fair finals --
4th Place: Kaden Littlefield of Northwest Elementary, "Why Humans Can't Drink Salt Water"
3rd Place: Dylan Hughes of Highland Goffe's Falls School "Facts About Bubbles"
2nd Place: Rylee Donovan of Green Acres "Tap Water vs Bottled Water", also an Honorable Mention at the State of New Hampshire Water Fair.
1st Place: Elizabeth Inselman, of Gossler Park "Stalagmites & Stalactites"

Cheryl Woods stated thank you parents for letting them compete and we will do it again next year.

PUBLIC FORUM

Mayor Craig advised that the purpose of the public forum is to give the residents of Manchester the opportunity to address the board on items of concerns affecting the community; that each person will be given only one opportunity to speak; that comments shall be limited to three minutes to allow all participants the opportunity to speak and that any comments must be directed to the Chair. Any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

Chrissy Simmonds, 394 Second Street, Manchester, stated:

Good evening. I'm here tonight to talk about something positive that happened to my son. So many times, people come, and they just want to complain about things, so I wanted to come and say something positive. So, my son, there was a trip from two for the children to go to Washington D.C. and when I saw on the notice $722 dollars my eyes just kind of bulged out because as a single parent, just as well as a two-parent family, we all have our family budgets. We have a want list and a need list. And although it's for education, it was going to have to be on a watch list and it still was going to be on the bottom of that want list. But surprisingly I got a phone call from Mrs. Valenti at Parkside Middle School saying that the teachers had raised

enough money so that children could go that normally their parents won't be able to afford for them to go. My son and I were homeless due to domestic violence. And we were in a shelter called Families in Transition, an amazing organization. And he knows the struggle of living in a single parent household. And he knows we can't afford a lot of things, but it still kills me to have to tell him no we can't send him. And so, when she called she said do you want to tell him, or do you want I. And I said can you please because you guys worked so hard for this, for them to be able to go. And she said that makes it even more exciting, so that they could tell the children that they could now go. For my son to know that the teachers didn't just care if we knew algebra or writing a good book report, he saw that his teachers cared about him not having an experience of seeing the people monuments that represent our country that fought so hard for our country to have the freedom for the right to vote or Lincoln's monument or FDR, my hero Eleanor Roosevelt. It was another time he saw that his community came together and wanted to see him do something that I wouldn't to be able to send him to do. Families in Transition is run a lot by you know people donating money. He saw that the community cared if he was homeless or not, if he had food in his belly and a shelter over his head or clothes on his back. And then he got to experience seeing his teachers really come together and raise money, so he could go on an amazing trip and I'm forever grateful to the teachers at Parkside and for every other teacher that goes above and beyond to do for their students because those students will remember that and hopefully keep those memories with them and then they'll continue to do things for other people that can't normally afford things. So, thank you for opportunity to be able to speak. Thank you

Erin Kerwin, 291 Ray Street, Manchester, stated:

I'm back in the most comfortable chair in Manchester to ask the School Board Committee to please look closely at the EBD program at Webster Elementary School. I'm here representing a group of really concerned parents and I also want to thank the Board, I've sent out an e-mail to everybody and I've gotten a lot of responses and phone calls. So, thank you very much. I really appreciate that. I have been a parent of children at Webster for the past seven years and the EBD program has always had incidents here there that are a bit concerning. It's always felt a little understaffed. I remember five years ago when I was there with my daughter, I was carrying my son into the school walking into the school and I got punched in the back by a kid running down the hallway. And I know incidents like that are going to happen here or there like that, it's just

the nature of the program. But this year it seems like that's an hourly incident at the school. There is a lot of violence happening at the school this year. There was a new classroom added to Webster this year and it does not feel like the resources scaled with the needs of the children coming into the program. The new classroom went in downstairs in the old music room, they put music on a cart and put an EBD classroom there. And there's two classrooms across the hall from each other. And when an incident happens in one classroom it seems to spread like wildfire to the other classroom and there's a third classroom that's a little bit removed and there seems to be less incidents that come from that classroom, I think just from the physical proximity. I don't know where else you would put the classroom, Webster's short on space and we're building new neighborhoods that are going to feed into it which is a whole other problem. I also wanted to talk to you a little bit about the staff at Webster. We have been very impressed with both Sarah Lynch and Kristen Withee and the entire staff. I've seen them being physically assaulted and both of them have handled it calmly and they've been respectful, and it has been amazing to me when they spend, I am guessing 90 percent of their time, down with the EBD program that they've still been able to create a collaborative positive vibe in the school. So, I think that they are amazing. I feel like they are under supported in this program. We have witnessed both of the principal and the vice principal being physically assaulted on multiple occasions. I wrote in my letter about the incident. And I don't believe the Manchester City School District wants their employees assaulted. So, I thought it needs to be brought to everybody's attention. What is happening in the program is affecting the entire student body and they're witnessing violence daily and that's just not okay. So, I'd really like to invite the school board and I know some people already have reached out, to come spend a day at Webster and see what's going on. So, thank you very much.

Mike Skelton, Manchester Chamber, 54 Hanover Street, Manchester, stated:

Good evening Mayor. Members of the School Committee. Thanks for the opportunity to be here this evening, Mike Skelton, I'm the CEO of the Greater Manchester Chamber of Commerce. And I just briefly wanted to say a few words about the initiative you're going to hear a lot more about this evening, Manchester Proud. The organizing committee of Manchester Proud visited with the Chamber of Commerce's Board of Directors a little more than a month ago and we had a really robust discussion among our 27 board members and we're thoroughly impressed and

inspired by the presentation from some amazing members of our community. After the conclusion of that discussion, our board unanimously voted to endorse the Manchester Proud initiative and the message they want to relay from our board today and on behalf of the business community is that we're very excited by what the organizing committee for this initiative has done. The opportunity that they're bringing forward to you in the city. The business community understands and strongly believes that a vibrant public education system is essential to our business climate. And part of my job is to wake up every day and try and figure out how to attract businesses and jobs to our city. And we know that public education is a huge component of that. And I think the opportunity that Manchester Proud is bringing before you and the city to partner and work collaboratively on a new vision and strategic plan for our school district is so critical to our future. There are so many great things happening in our community and many great things happening in our schools. There's also a lot of challenges that we know of. And I think through a collaborative process that Manchester Proud is suggesting we can solve a lot of them and not only help improve our schools but improve our community overall. Thank you

Will Littlefield, 714 Beech Street, Manchester, stated:

I am a student at Parkside. Parkside is one of the best schools I have ever been to because they have plenty of programs that allow students to have a better learning experience, such as the Autism Support Program and the STAY program. However, there are some issues that I'm going to discuss. First issue I'm going to discuss is the poor condition of the school's textbooks. Some textbooks on the school date back to 2003. They look like a good group of hyperactive monkeys who hate books got ahold of them. The city should work towards giving adequate funding for new textbooks. Another thing is that many teachers are given online homework assignments. This could be because of the lack of text books that I just discussed, but it presents a problem for students who don't have access to computers or internet at home. What more could we do for these students? My final concern is the lack of working computers in the Autism Support room. One day I even had to work on a test in a crowded library because of this issue. It was loud and distracting. Please consider funding for more computers for the Autism program. In conclusion Parkside is a great school, but there are some issues I hope you'll address that have a major impact on students and teachers. Thank you for listening.

Travis York, 138 Shaw Street, Manchester, stated:

I'm a Manchester resident and business owner and entrepreneur in town. I am also here to speak on behalf of Manchester Proud. The individuals in charge of it had been embarrassingly chasing me down for a few months and I kept avoiding them because many times people are simply looking for a handout or they're looking for some free marketing services or things along those lines. But I was blown away when they met with me last week at my office and really struck something that I thought was very entrepreneurial and very innovative and very unique, which you'll be hearing about later. As somebody who grew up in the area, attended West High School, these mills and this downtown was always very depressed. New Hampshire frankly had a low self-esteem. Manchester still has a lack of confidence and you're seeing in the business community and in the culture here that changing. I have a thriving business here that plays all over the country. I employ people that are highly talented and very creative, and we are consistently seeing people produced here in New Hampshire, going through the school systems in New Hampshire, staying working and playing in New Hampshire. And so, the idea that the business community could take some of those people and those innovative skills and the resources that we have and not only collaborate, but potentially help fund and bring minds to the table, to help solve a very challenging problem, I think brings Manchester to a unique place. With the fact that we live in New Hampshire where it's live free or die, we all get a chance to rally together in a way that is unusual because of the relative size of our city and our state and ultimately, we can change the education system in a way that's really innovative and top class and will ultimately help the community continue its rise and the momentum that it has. So, I know it's a bit unorthodox of an approach, but I would say as a business leader in the community that the number of people who have been engaged and shown support for it in such a short period of time is unsurpassed. I've never seen anything like it. So, look forward to seeing the presentation today and would just ask you all to have an open mind and think about how this collaboration between the innovative and creative economy here can collaborate with city government and the school board to really create a winning solution. Thank you

Maureen Beauregard, 122 Mark Street, Manchester, stated:

Good evening Mayor. Good evening Board Members. I'm here to represent Families in Transition, New Horizons, and speaking on behalf of the board staff and those we serve. I'm here to support Manchester Proud. I've been working in this field for 27 years and there is no doubt in my mind that education is the secret sauce that really lifts people up and out of poverty and we find that times are trickier, families are more complicated and there's no doubt that a vision and a strategy needs to be put forward so that every child, no matter which district you're from or which school you're from, has the same opportunity. So, I'm hoping that tonight that we can all come together and support Manchester Proud. Thank you.

Brendan McCafferty, Hillside Principal, stated:

I'm the proud principal of Hillside Middle School and the president of the Association of Manchester Principals. I'm here tonight to welcome, applaud and support the efforts and intentions of Manchester Proud. This group of Manchester's business, education and nonprofit leaders are fully invested in bringing our community together to realize the correlation between a thriving school district and a thriving city. Tonight, you'll learn about their interest in funding a planning team ensuring a community-based approach in leading us all of the champion aspirational outcomes for the district, the city and for all the kids. Manchester Proud is looking to leverage our incredible assets and create a robust and achievable plan for the city. If I understand this correctly, this is the Calvary that we've long needed in Manchester to bring everyone together. We should all rush to embrace this opportunity imagine once and for all the city's stakeholders contributing to the success and vibrancy of our school district and city. This kind of organizational effort does not come around often. Please let's embrace their embracing of us and together let's all take Manchester to a higher level. Thank you very much.

Bill Krantz, McLaughlin Principal, stated:

Good evening Your Honor and Members of the Board. My name is William Krantz and I am the Principal at McLaughlin Middle School and probably my proudest professional moment right now this evening. We have been dreaming about something like this. We had a great

conversation with the Mayor. I know that Dr. Vargas when he first came in this was something that we talked about and I am highly motivated, super dedicated to this. I sincerely hope that you listen very attentively to the presentation that these folks are going to give. It's exactly what we need. It's what's best for kids. It's what's best for this city. I was kind of in a little bit of a trough with the with the morale, but upon hearing of this I am just I'm ready to go. And I will do everything in my power to support this wonderful initiative. It makes me very proud to have gone through the school system here. We have a great legacy. And I think it's critical that we reflect back on that legacy and let's push this thing forward. We have a lot of really talented students, very talented staff, you are all talented. I'm humble enough to know that I don't know everything and that I'd love to have a different set of eyes to look at some of the challenges that we're facing and to come up with some unique ways to maybe solve the problems that we're up against. But certainly, together we have a really solid shot of turning this thing around and let's make Manchester the example for the rest of the State on how to get this fixed. Thank you very much.

Greg Georgio, 727 Hayward Street, stated:

Good evening Mayor and Members of the School Board, and Members of the public. I'm a middle school teacher, Executive Board Member and most importantly a voter in Ward 7. I would like to address the elephant in the room, the school budget or lack of funds available. The children of Manchester deserve better. I do agree with Dr. Vargas, when he says that our students are the best opportunities that children from other districts have. They deserve the best schools, supplies and technology. They deserve educators who are highly educated and trained and compensated fairly. An educator in our district that has to work two jobs to survive, cannot give their best, which every student deserves. We also deserve a School Board that has the student's interests at heart. Not one of us are trying to use their position to advance themselves personally. We have all heard before that educators are not in it to be rich. It's so much more than a paycheck. However, the public has a right to know the decisions of this board and the superintendent that have been made that affect their children each and every day. What would voters of the city say if they really understood that some of you were in Concord champing for SB 193, taking half a million dollars out of their budget next year? The students, their families, your employees and this community deserve leaders that are looking out for their best interests.

For far too long educators have been marginalized on the building level and district level for any number of reasons, from people not understanding the contract, to people not liking the contract, to not understanding how to do the job of a classroom educator or specialist. This was clear last year at this time when multisensory educators spoke before this body and explained what they did for students in dire need of reading support. The majority of the board has no idea what your employees do for the benefit of your students. The public has a right to know how the school district is spending their money or rather how foolishly they're spending their money. They know that the superintendent is taking away money that should be going to the benefit of students this district. At a time, the teachers are paying for supplies for the classroom, the superintends is not helping supply classrooms. Students do not have the necessary daily needs to be successful, such as paper, pencils, ink or current books. But as the local media mouthpieces reported Dr. Vargas's raise painted the lines in a school parking lot. The MEA President has spent more of her own money in her classroom in the first two months of schools, which directly impact student learning. Please tell the public how the lines in a parking lot help student growth. There are numerous times, even more than that board is aware but certainly not more than the public that this district has not followed our legally binding contract. Ask you to go back and search the legal fees and start to ask questions. There are still grievances outstanding from 2017 and you, on behalf of fiscal responsibility, should be asking why. The contract, the superintendent has 10 days to respond to a level 2 grievance in writing. This is not being followed. If Dr. Vargas will not follow the contract, our members are asking why not. Don't we all have an obligation to follow legal binding contract? I wonder if we started to take out legal fees directly from his paycheck, would decisions to be made in a respectful and timely manner? Maybe the board should look at item 8 on the contract. Should the board be paying for recertification fees if he is not fulfilling his job. The District continues to be lax in responding to the ADA violations going on in the district. I wonder who'd be held liable if our members were looking towards private counsel because their rights are being infringed on? Are you as a board comfortable with covering the legal fees?

Mayor Craig stated Mr. Georgio, times up, I'm sorry.

Mr. Georgio continued by saying you got it, the only way to fix this conversation is to tough conversations where we all have an input. There continues to be a divide between this administration, the board and the educators. The children's the one it impacts. Thank you.

Sue Hannan, Derry, stated:

Good evening Mayor Craig, Board a School Committee. I live in Derry. I teach at Hillside and I'm President of the Manchester Education Association. The community is very supportive of the schools in Manchester. They are taking it upon themselves to work together in the spirit of community to develop Manchester Proud. This group has presented their basic vision to me and to other union presidents, in an effort to keep us informed and invite us to take part in what Manchester Proud offers. In representing the MEA, I was very pleased with the thought of the process of Manchester Proud. Moving Manchester's public education system forward, looking at strategies that are innovative, and bringing all stakeholders into the fold has been a vision for Manchester that was never actually able to take an action step. Now the action step is here, and it is my hope that we take it together. We appreciate Manchester Proud including the educators of Manchester. We look forward to attending meetings with this group and taking an active part in the developing of this strategic plan. This completes some major components of ESA. So, I would suggest that we listen, we take part and we see the fruits of this incredible labor of the community of Manchester. Thank you.

Eric Jackson, 555 Canal Street, Manchester, stated:

My name is Reverend Eric Jackson. Thank you, Mayor Craig for giving me the opportunity to address you all tonight. I sit here today as the President of the Manchester Branch of the NAACP, which is a multiracial human rights organization that exists here in the city of Manchester and throughout the United States. And today we would like to offer our enthusiastic support for Manchester Proud. We have a school district that is rich with diversity, but we also have a school district that faces many challenges and in order to bring about the change needed to have a healthy and thriving school system. I believe we need the voices of as many stakeholders at the table as possible and Manchester Proud's mission to offer up this opportunity

through a collaborative strategic planning and visioning process I believe offers us the opportunity to have as many stakeholders at the table as possible. So as long as Manchester Proud continues to, in that spirit of inclusion and of bringing as many stakeholders to the table as possible, I believe Manchester Proud offers us a golden opportunity to improve our school system for the better and to give all of our children the education that they so rightly deserve. Thank you

Chief Nick Willard, Manchester Police Department, stated:

Good evening Your Honor, esteemed Members of the Board, I am the police chief at Manchester Police Department. I'm here in support of Manchester Proud as well. I was with Mike Skelton when the presentation was given, and I immediately asked for a form to sign on to be a partner in this endeavor. The Manchester Police Department has a very robust presence in the school system. We have nine school resource officers. So, we are very much invested into what happens within the schools and to see business leaders come forward looking to leverage all the stakeholders that we have in a city, to include the police department is as timely as it could possibly be when we have 300 children being born in the City of Manchester that are addicted to opioids. You know five years from now they're going to potentially be taxing our Special Education programs. Are we preparing for that? So, when you take something like Manchester Proud and you bring all the stakeholders together and you have a police chief who's concerned about these children who are being born today and where will they be when they come into our school system. I'm going to take advantage of these people. I'm going to leverage all the questions that I have. I'm going to use somebody like an Arthur Sullivan and say we have challenges around West High School and some of the blight within that neighborhood. What can you do as a real estate mogul? Hope it's ok to call you a mogul? To better that environment, right? So, I want to look at it from a holistic how do we help our children who have yet to enter our school system and are going to be to a degree damaged? And then how can the stakeholders such as Mr. Sullivan help us improve that neighborhood? You know these are the things that I see. These are the apartment buildings that have absentee landlords that aren't willing to cooperate with law enforcement. Can the business community help us kind of lean on some of these people, so they also invest in the community? So, I think this is an amazing opportunity. I hope we open our minds to something different, something innovative and not just exclude it

because it's something new and something different. I'm excited. And the Manchester Police Department is proud to be a partner with Manchester Proud. Thank you

Adol Mashut, 70 Beech Hill Drive, Manchester, stated:

I know that it is on your agenda tonight to appoint a committee to find a way to integrate High School reps into the Board of School Committee. As you know the Youth of Young Organizers United and GSOP have been hoping for this for the past year. Thank you guys for the first steps. I truly believe that student voice will make our Manchester schools stronger.

Loretta Brady, 92 Park Avenue, Manchester, stated:

Good evening. I am the mother of four children in the Manchester public schools currently and I come here tonight not because my children have been suspended, but because I've heard stories recently involving suspension and as a clinical psychologist, as a researcher on risk and resilience, as someone who spent a lot of time helping this community develop programs for those impacted by trauma, drug addiction, homelessness, I am very concerned about what I've heard and how those disciplinary actions were taken and I'm hoping that this body can hear the call for restorative justice to be applied throughout this district. It is really unfathomable to me how a child as young as fourth or fifth grade could be asked to leave their learning environment because they weren't able to control their emotions or their words. That is something children can't do, which is why we rely on the grownups around them and the structures that we put in place to help support their development of emotion regulation. Restorative justice approaches develop a school community where that emotion regulation is modeled is reinforced and is practiced. That practice comes in the form of peer support mediation teams. So, our children who maybe weren't going to ever be suspended, develop skills and how to be a helpful peer resource. It also applies in how situations are resolved where those children who might be the most vulnerable, who might be on their way out the school door quite literally are engaged in the process of solving the problem that got them to that moment. There are scads of research available. There are lots of different ways to implement this and I don't understand how in 2018 we as a district haven't already been utilizing this approach given the number of challenges my predecessors here tonight have already outlined. I'm happy to share any resources I can on this,

but in the past week I heard of two students, one at upper elementary school student, another a young sixth grader at Hillside, being suspended and their actions were certainly warranted of that approach, but that approach is ineffective. That approach is going to continue to widen the achievement gaps that we know exist in our district and those approaches are going to not help in the retention that we need to see to get kids to the 12th grade finish line. So, I would just encourage each of you tonight to really look into restorative justice and see how we can bring that to our district.

Clerk Carey stated there are no further speakers signed up your honor.

Jim O'Connell, 265 Prospect Street, Manchester, stated:

Good evening Mayor, Members of the Board. I'm very happy that we've had the support we've seen here tonight. I'm very proud of Manchester Proud and our community that is stepping up and stepping forward and I'm hoping that it is everything that all of us would wish it to be. We should recognize that we did have a strategic planning exercise that we went through a number of times in the past, the most recent one was from 2013 to 2018. We have reached none of the five goals. We got close on one and so it's important, I think, that people realize the level of you can have a strategic plan that doesn't have real steps. It was clear let's say in 2015 that we weren't meeting certain metrics. So what action was going to be taken then. It was very obvious by 2017 that we weren't meeting the strategic goals and we still carried on as a body. You and the Boards that were before you just put that document out there it sat there and by the way there was two years of work went into it, which was put everything in abeyance for two years while we all discuss what we might do with the schools. Secondly, this is a seven-year lag. So, my strongest admonished or encouragement tonight, I am very encouraged by this. I recognize a Chamber of Commerce in the last days of Comstock's role there was to recognize that there was a problem with this and there was a survey done of the business community in Manchester through the Chamber of Commerce. The number one issue identified by businesses in Manchester's, six or seven years ago, was the problem with public education and that something needed to be done about public education. So I'm delighted we're all here and it's great we have a much stronger voice here tonight and I'm encouraged by all the people involved, but I would I would ask people to create short term goals in part with this plan and when they're not being met and when

somebody on this board suggests for instance in the face of things like reducing resources in a certain area where we're already not meeting the targets, it's just unconscionable. The fact that we had for instance SRO Officers proposed in the budget to be reduced in our schools, while people in this city knew there were significant, but not widely known issues in our schools. That was put forward. We've put forward proposals. We've reduced numbers of teachers. We've reduced programs in the face of knowing that we've missed targets, but that never comes up during budget time or during discussions, so I'm sure we'll all have to give a little bit. I just wish we have real targets that are embedded in the strategic plan over time so that we don't wait till the end of the period of the plan, let's say five years to decide, oh we missed all our targets. I don't want to finish on a negative note because I would just say I think this is great. I'm very excited and I wish everybody well and I'm fully in support of it. Thank you.

Mayor Craig asked Is there anyone else wishing to speak?

*There being no one else present wishing to speak, on motion of **Committee Member Beaudry**, duly seconded by **Committee Member Terrio**, it was voted to take all comments under advisement and further to receive and file any written documentation presented. All were in favor and the motion passed.*

9. ACTION AGENDA

10. Manchester Proud Presentation

Mayor Craig stated next is our action agenda and I'd like to invite Manchester Proud to come forward and present please.

Barry Bresinger stated good evening and thank you very much for the opportunity to join you tonight. We have been looking forward to this for quite some time. I will tell you as I sat here in the public session listening to that young mother, I was reminded of why we formed Manchester Proud in the first place. A parent wishing the very best for her child, a young child with a promising future and teachers who stepped up to make a difference. I'm Barry Bresinger. I've been a Manchester resident for nearly 40 years. I'm the co-founder of the Valley Bresinger Architects, proudly headquartered right here in our Mill yard.

Arthur Sullivan stated my name is Arthur Sullivan. I'm a part of the Brady Sullivan properties here in Manchester. I was born and raised in Manchester. I currently live here and I'm a product of a local school system. As a matter of fact, I am going to tell you a little secret tonight. I had perfect attendance at Central High School, class of 76. And yes, I loved school and I enjoyed learning. Now I dream for our kids today to have that same experience.

Patty Lynoff stated Hi and I'm Patti Lynoff. I am the campus present at SNHU and I have been a proud citizen of Manchester for 11 years.

Mr. Bresinger stated we, along with our fellow Manchester Proud founders and the dozens of business and organizational leaders, teachers, parents, students behind us, represent Manchester Proud. We are seeking your partnership in a promising new initiative to raise our public schools to new levels of excellence for all of our students, our teachers and in fact for all of us who call Manchester home. We ask that you please hold your questions until the conclusion of our presentation, at which time we will certainly welcome them.

Mr. Sullivan stated just about a year ago we began as an ad hoc group from businesses and organizations across the city. We were drawn together by our shared interest and better understanding of the current state of our schools, the challenges they faced, the achievements they have earned and how we might help all of our students realize a greater potential. We are Manchester Proud. As a local businessman it is clear to me that our country and most importantly our community is facing a critical shortage of appropriately skilled workers. I hear about it daily in my business. As a substantial property owner, my tenants are telling me that in order for them to stay and grow in Manchester, they need a thriving community supported public school system, one that will enable them to attract and retain new talent. As a matter of fact, during a recent renewal process one of my very largest tenants in the Mill yard, to my surprise, they were seriously considering relocating to Massachusetts or Connecticut. The reason, they were having a hard time finding employees and when they did the prospects came up to investigate the area including researching local school systems. At that point, many passed on the opportunity to work for them. What kind of negative statement would this have for the future of our Mill yard and city. If tenants like this were to vacate? So, when we learned from Dr. Vargas a few months ago that the district's strategic plan is about to expire, the compelling purpose

needed to catalyze our initiative became very clear. Vision. Plan. Achieve. Three very simple words that capture the essence of our mission. Manchester Proud is a community-based movement committed to bringing Manchester together to create a shared vision of what the public schools can be. Creating an innovative, comprehensive strategic plan to guide us to our vision and ensuring that our plan, to enable all of our students achieve greater success, is fully realized. And finally, some people have these kinds of dreams for educational reform they sigh and say it can't be done. I don't believe it. I hope you don't believe it either. Thank you.

Mrs. Lynoff stated so in an increasingly competitive world, our public schools are the key to Manchester's future success. Certainly, those families with school age children want opportunities for their kids to excel. Consider also that our schools impact all of our lives in so many ways, they are essential to a vibrant community. Among the benefits of living in a community with great schools are good jobs are available because quality companies choose to locate and grow in Manchester, property values are enhanced by the excellent reputation of our schools, and residents take pride in civic engagement eagerly and respectfully participating in matters of importance to our community. Students who are supported by their families, schools and community who are academically challenged and offered rich opportunities to build their knowledge are less likely to drop out of school, less likely to experience substance abuse disorders, less likely to commit crimes in our neighborhoods, and far more likely to become welcome and needed contributors to our community. So now is the time for us to act. We really believe that Manchester stands at a crossroad. Our downtown is becoming more vibrant every day. Our Mill yard has become a tech hub, rekindling the inventive spirit of our city. Our colleges and universities infuse the energy and ideas of thousands of students and Manchester is teaming with highly impactful, well run nonprofits. If we do not strive together to ensure that our public schools are exceptional, truly delivering for every student in every neighborhood, we will have missed an extraordinary opportunity to build on Manchester's greatest assets and unique promise. Manchester Proud has no affiliations, political or otherwise. And I just want to repeat that. Manchester Proud has no affiliations, political or otherwise. We are empowered by our fundamental belief in the strength of working together equitably, inclusively and collaboratively. Our soul agenda is to build a stronger Manchester through the excellence of our public schools.

Mr. Bresinger stated let me tell you a bit more specifics about our organization. We have chosen to organize Manchester Proud in the spirit of a community movement. As implied by this diagram. Our board will be modest in size and will exist primarily to create the legal authority necessary to contract with Manchester Proud consultants. The real work of Manchester Proud will be undertaken by work groups. These groups will be of various sizes and durations formed to address specific tasks such as strategic planning initiatives, communications and community engagement. And they will be populated by a diversity of parents, students, teachers, administrators, school board members, business and organization leaders, and other representatives from across our city, ensuring that this initiative is truly by and for the people of Manchester. Our proposal, Manchester Proud will partner with the Manchester School District, its Board, administration, principals, teachers, staff and students in the exploration and development of a clear, comprehensive, aspirational strategic plan for the future of our schools. Coupled with countless volunteer hours, we will fully, privately fund the proposed planning process, including the professional services of skilled project managers, community engagement facilitators, world class innovative, educational planners selected in part based on their past successes working with communities like Manchester, and communications coordinators for which we will rely heavily upon the talents of local professionals like the team at Silvertech that has volunteered it's time to create our website, manchesterproud.org, which went live today. We expect the proposed community engagement planning process to last approximately 12 to 14 months, following which Manchester Proud will remain engaged, continuing our partnership with the district to ensure plan implementation. I want to emphasize that we are here to propose the undertaking of an open, inclusive, objective planning process, believing that this process will bring us together to ask and discover new answers to critical questions surrounding our schools. Our presentation tonight includes no expected outcomes, as Patty did a moment ago, I'm going to repeat that. Our presentation includes no expected outcomes. And that is just as it should be. Just as we would not prejudge the path of a child, presupposing what he or she might someday become, let's not prejudge the potentials of our schools. Our planning process is founded upon five essential principles. ***Visioning***, to develop a collective sense of our values and aspirations for our schools and our community. The extraordinary businesses in our Mill yard are driven to excellence by company cultures, shared visions and values that enable everyone to work together productively toward a common purpose. We must achieve a similar collective vision for our

schools. ***Community Engagement***, we will achieve the shared vision I noted and common purpose through a year-long process of community engagement with deep canvassing of all neighborhoods and all manner of focus groups, workshops, gatherings and celebrations to enable all voices to be heard, to foster understanding and support, and to ensure that the resultant plan is by and for Manchester. ***Definitive goals***, the plan as presented to this board in our community in about a year from now, must have clearly articulated goals. I'm recalling the comments of the gentleman during the public planning session. Clearly articulated goals that are measurable and for which someone within the district or community is responsible. In other words, we must work together to ensure that the implementation of our plan progresses towards full realization. ***Leveraging existing resources***, Manchester is resource rich. Patty acknowledged our inventive tech hub in the Mill yard, our colleges and universities and impactful nonprofits. We need a vision and plan that integrates all of these invaluable assets to our collective greatest benefit. ***Balancing aspirations and practicality***, finally our plan must also be both inspiring and achievable. Just as it must lift us to new heights it must also be realized within attainable resources. The response to Manchester Proud, from our community has been truly overwhelming. Every single business and organization we have met with has said this makes sense. It's about time. What can we do? We must succeed. Our original intent was to present it to you tonight with a list of 10 or 12 community leaders as a demonstration of support. Well, here's where we stand so far and we're just getting started. *(On the screen scrolled many names.)* Imagine a Manchester where the wellness and success of all residents are lifted by our exceptional public schools. Where young families choose to move to, not from. This vision can be realized but only if we, as a united community, choose to make it happen. Manchester Proud and our growing list of supporters requests your acceptance of our proposal for strategic planning. We ask that you join us on this quest to realize a Manchester where wellness and success of all of our students, all of our residents are lifted by the excellence of our schools. A city we are all proud to call home. Thank you.

Mayor Craig stated so I'd just like to thank you so much for all that you've done to get to this point. I know that you have all logged so many hours and just want to voice my appreciation and I'm thrilled to have you here and to have all of the support that you have here in this room, it's a tremendous opportunity for not only our students but for our city and moving forward. I'd like to see if there are any questions?

Committee Member Desrochers stated I actually don't have a question, I just wanted to thank you. When I met with Mary Heath about this, I think it was a few months ago, I felt like she had given me a gift, because sometimes you operate on the board and you're sort of in a vacuum you don't know, you have your ward and you support them and you know that people are out there, but for her to come to me with this idea, it made my day. It was amazing, and I am so thankful that you all are going to partner with us.

Committee Member Beaudry stated thank you Madam Chairman. I just want to echo the comments that both you and Committee Member Desrochers had stated. I also met with Mrs. Cook and Mrs. Heath and they have high expectations and I support the expectations and what was presented here tonight. It's great to see that you're not only getting businesses but getting families and the community involved.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Desrochers**, it was moved that the Manchester School District join in a partnership with the Manchester Proud to develop a comprehensive strategic plan for the Manchester School District.*

Committee Member Scannell stated thank you Mayor. I am incredibly supportive of all of the efforts. I just want to make one observation and that is I am particularly gratified to see a number of individuals who due to their age and experience, I want to be as nice as possible, could be elsewhere tonight, I'm not just talking about Mayor Baines. But have made sustained commitments to the Manchester School District beyond the times that their children are in the district and I could name any number of them, the Reisch's, Lubelczyk's, the O'Connor's, all of the people who are here, the Kanteres', Mary Heath. I could go on and on. Who are incredibly committed to this community and have the means, age, ability, whatever to be on a beach somewhere at this point in time. But they are here and that is really something wonderful. So, I very much appreciate that. Thank you.

Committee Member Bergeron stated I have a lot of notes and a lot of questions, here; but, I'll try to just kind of narrow it down to a couple. There's a couple of statements in here in your presentation that really kind of caught my eye. And one of them I really liked was "our city is at

a unique moment with pathbreaking business ventures, launching new industries, major investments from institutions of learning, revitalizing downtown. I am in the community a lot, a lot of us actually are and I've been to events with several people in this room recently and I'm going to be honest that wasn't the Manchester I've heard described a few times in those rooms. And so that's why I'm so thankful that that's here because that's what I see. And I know that's what a lot of alumni see. I'm thinking back to a story that Alderman Baines had said at a recent event about some of your classmates and now that they have kids and some of them were contemplating moving out for example just because of things they really hear. And I just looked at a home on Zillow for example and if you look at the ratings on Zillow on this home in my neighborhood, it gets really low scores because I get smarter balanced tests in there and of course it's more reflective than that. But if you look at the actual user ratings, the parent ratings, it's like a seven to eight out of 10. So, it's really varied, and I feel like it's somewhat subjective. So, I know what I see. And I think that's Nick Soggu and Jeremy Hitchcock, I know that's kind of what prompted them to begin with for STEAM Ahead New Hampshire. So, I just feel like this is coming not quite full circle yet, but I really kind of like what I see. And I guess in the interest of time one question I have here and the one question I always have, I guess before I ask that one and I'll say when I saw you Dr. Lynoff, at SNHU, I mean when you heard I was on the school board your first question was my staffing can be affected by the school district, which I hear a lot. And of course, I met with you after to say oftentimes, and shame on us you don't know what you don't know but describing really what's going on and a lot of the schools. And I know that message is something that is going to be helpful here, actually it's just getting the message out. We know what we know, but shame on us for not doing a better job of sharing that. So, I'm looking forward to that. My only follow up question is student involvement. And I don't know if it's too early to ask that, but you know I saw businesses and I just wanted to know how student voices, because of course we want them buying in now because they're going to be the future ones doing this. The earlier they're engaged and they're loving that they're here right now. But I was just kind of curious what the plan was for that or is it early on and you know you're going to do it.

Mr. Bresinger stated probably the latter. We are still in our formative stages. We have been at this for just a few months now. But rest assured we share your recognition that students need to be engaged in this process and we will ensure that that takes place.

Committee Member Georges stated thank you, your Honor. I just want to say thank you for your presentation and for the work you started doing because this will help develop equality that everybody can come in the same way. And you allow everyone to come in the same way, and that shows that sympathy is the greatness of Love. And that love will bring together change. And I know the true change will come when everybody comes together. And that is going to be the change, it will start in Manchester, in the School District, and is already in our city. I love Manchester, I always say this is my home, and that I want to Manchester to be like it was before, because it makes me stay in this City, because I know it was a better City. And this is really the start and I thank you very much for the program.

Committee Member Girard stated thank you Your Honor and I too would like to echo what everyone has said and thank the members of the community that have come forward to start this effort. That said I'd like to sound, what I consider to be a cautionary note, and that is, and I've heard the presenters and I've read their materials and they've said a couple of things I think I'd like to address briefly. It is an increasingly competitive world. And one of the areas that have become increasingly competitive is education. And whether people like it or not, there are choices for students and parents today. And one of the things I hope you will do is make a concerted effort to reach out to people who send their kids to charter schools or to private schools or who home school to find out why. Because there are a number of children, about 1,400 to be exact, in this community, who are either being homeschooled or who are attending charter schools. And if you really want to bring everybody together and you want to find out why that's being done and I'm saying this, and we've spoken so it's not going to be news to you, but I am uncomfortable because I don't see in your steering committee and I don't believe in the organization that you've selected to do your community outreach that you have people who understand those movements, who understand or know who to talk to. And in many cases frankly are simply hostile to them. And if the school system is to accomplish the goals that we all hope it does. Then those communities are going to have to be specifically reached out to and included and not discounted as they so often are when they come before this board or speak in other places. There were some folks today who were critical of those of us who supported Senate Bill 193 for example. There's a reason for that, it is because we believe the district can compete and it's an opportunity. So, I just hope that as you proceed you recognize that there are differing point of views on how to improve public schools and you're not tone deaf or blind to those who

hold them and that you will specifically try to reach out to them because if you don't, whatever you come up with, if you miss that, the problems whatever you come up with in my opinion will continue. So, I thank you for your efforts. I appreciate your undertaking. My concerns have been somewhat abated by what I've seen tonight and in the conversations that we've had, and I appreciate that. But for the desire to not have a pre-determined outcome, if you're not careful about the filters that you use to solicit and relay information, you'll get one. And I've seen that many times in many places. Thank you.

Dr. Vargas stated thank you your Honor. I just want to say thank you to each one of you. I think we all should be proud of Manchester and initiative and the effort that you are about to take on. There's no doubt in my mind that we will succeed. I'm probably one of the youngest members of the Manchester Community and the potential here is enormous. There's one thing in here that was missing that I think you are going to provide to us and that is bringing all stakeholders together for the education of our children. And I am so proud, I know Mr. Baines, I got an invitation from you after being here only for six weeks. I would tell you that I was so encouraged by your passion and commitment and the commitment of this group. Also, Southern University of New Hampshire, an incredible partner. I can't tell you enough about your talent. It is just unbelievable. I want to conclude by saying that some of you have heard the saying "Never Doubt" by Margaret Mead. What a small group of determined people can do. I will rephrase that. Never doubt what a city can do. And by a city, I mean all of us, can do for the education of our children. And I look forward to, you can count 100% on the support of the district. I want to thank the Mayor because she has embraced that. And I know that you have both City Hall and Administration, and I'm not speaking for you, but I do know that you do have a 100% commitment to the success of this program, so do I. And all of us are hide behind you. So best wishes. I look forward to the next stage. I can't wait 12 months from now when we say the final product and then move on into the work that need to occur here. Thank you.

Mayor Craig stated Committee Member Lehoux has a question and then we're going to take the motion up.

Committee Member Lehoux stated I just wanted to make a quick statement. I enjoyed meeting you the other night as well. I'm excited to be on the board at this time. I think this is a direction

the city's needed for a long time and I'm glad that I'll be here to be a part of this endeavor. A couple of things that when I got onto the board it always struck me and I heard campaigning or whatnot, was that Manchester has a habit of following the shiny object. So, we're always changing directions, we're always looking for the new thing, regardless of… we don't give things time to work and to play out. And secondly, when I met with Mayor Baines, we had some candid discussions and one of those was when did we think Manchester kind of started going downhill. He had his opinions, I had mine, and one of mine was in the climate or political climate that we are in nowadays, Manchester really became a bunch of tribes pulling in different directions and having its own agenda. So, to me we forgot how to be a city. So, hopefully this this movement or this endeavor will bring no matter where you're from, what age you are at, what color you are, from the south end, to the north end, to the west, to the east, and it'll bring the city together, so I'm looking forward to working with you. Thank you.

Mayor Craig stated can you reread your motion for the record.

Committee Member Beaudry stated Thank you Madam Chairman for clarification I'll read the motion again. It is that the Manchester School District join in a partnership with the Manchester Proud to develop a comprehensive strategic plan for the Manchester School District.

Mayor Craig stated it was seconded by Committee Member Desrochers.

All were in favor and the motion passed.

The meeting recessed from 8:24 p.m. to 8:31 p.m.

Mayor Craig called the meeting back to order.

11. Legal Settlement

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Desrochers,** it was moved that we utilize the fiscal year 2018 supplemental appropriation of $1,500,000 to settle all claims stemming from an incident that occurred on September 30th, 2015, at West High School, with the settlement contingent upon and subject to all required court approvals. All were in favor and the motion passed.*

12. Ratify and confirm the phone poll conducted on April 23, 2018 to accept the approval of Spring Coaches, John Faggiano – West Boys Assistant Track Coach; and, Meredith Doyle, Memorial Girls JV Softball Coach.

*On motion of **Committee Member Terrio,** duly seconded by **Committee Member Desrochers,** it was moved to ratify and confirm the phone poll conducted on April 23, 2018, and to accept the approval of the Spring Coaches John Faggiano, West Boys Assistant Track Coach, and Meredith Doyle, Memorial Girls JV Softball Coach. All were in favor and the motion passed.*

13. CONSENT AGENDA (ITEMS 13-21)

Mayor Craig asked would anyone like to remove any items?

Committee Member Girard stated thank your honor, item 20 P as in Paul.

Committee Member Want stated yes 20 L, as in Leslie, or Lisa.

Mayor Craig stated I'd like to remove 15 c. And 20 a. Would someone like to move on the balance?

The Balance of the Consent agenda consisted of:

15. Report(s) of the Committee of Coordination/Administration, approval of the following policy changes:

a) Earning High School Credits - Middle School Students and VLACs
(Note: This item was approved at the 3/12/2018 Curriculum and Instruction meeting and was approved on April 10, 2018 by the Coordination Committee.)

b) Approval of the contract for the Assistant Superintendent for Curriculum and Instruction

d) Governor's STEM Scholarship Program

16. Report(s) of the Committee of Curriculum and Instruction, if available.

17. Report(s) of the Committee of Building and Sites, if available.

18. Report(s) of the Committee of Athletics, if available.

19. Report(s) of the Committee of Finance, from the April 10, 2018 Meeting.

a) Financial Reports:
   i. Financial Update by Karen DeFrancis
   ii. Operating Statements for FY18 by Karen DeFrancis
   iii. Treasurer's Report by Freda Hawkinson

e) City Services Billing by Karen DeFrancis ($801,689.54)
f) Manifest of Authorized Expenditures ($17,569,423.92)

g) Professional Leaves by Sherri Nichols ($7,819.05)

h) Grant Report by Sherri Nichols ($117,350.00)

20. Report(s) of the Committee of Finance, from the May 8, 2018 Meeting.

b) City Services Billing by Karen DeFrancis ($198,179.06)

c) Manifest of Authorized Expenditures ($14,535,765.42)

d) Professional Leaves by Sherri Nichols ($6,353.14)

e) Grant Report by Sherri Nichols ($5,000.00)

f) School Food Meal Price Increase by Jim Connors

g) Endowment Fund Spending Request for Patricia Stips Scholarship
by Karen DeFrancis
Note: The enclosed letter from the City Finance Department details the amounts available for annual scholarships funded through trusts; the Finance Committee approves the expenditure, not the recipients.

h) 2018-2019 Fall, Winter and Spring Supplies and Equipment RFP
(Note: This item was approved by the Athletics Committee on 4/9/2018 and approved by the Finance Committee on 5/8/2018.)

Approved 5/29/2018

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i) Weston Library Renovation Project by Assistant Principal, Richard Chretien
(Note: This item was approved by the Building and Sites Committee on 4/17/18 and approved by the Finance Committee on 5/8/18.)

j) RFP-Elevator and Chair Lift Maintenance & Inspection Services by Karen DeFrancis
(Note: This item was approved by the Building and Sites Committee on 4/17/18 and approved by the Finance Committee on 5/8/18.)

k) RFP-Art and Music Supplies by Assistant Superintendent, Amy Allen

m) RFP-Office Supplies by Karen DeFrancis

n) RFP-School Supplies by Karen DeFrancis

o) Renewal of Parker Varney Food Service Management Contract with Café Services by Karen DeFrancis

21. Report(s) of the Committee of Student Conduct, if available.

*Having DULY read the consent agenda, on motion of **Committee Member Terrio**, duly seconded by **Committee Member Beaudry**, it was voted that the consent agenda be approved. Committee Member Beaudry requested to be recorded as opposed to 20-o. The motion passed.*

15- c) STS Contract

Mayor Craig stated that 15-c is the STS Contract. It is my understanding that this will be $300,000 more to our district budget and I know that in Superintendent Vargas' presentation to the Board of Mayor and Alderman, he asked for that in additional funding. And I just wanted to hear from him if, for whatever reason they don't provide the additional funding, where that funding will come from?

Mrs. DeFrancis stated once we receive the final appropriation from the Alderman we will be bringing back a recommendation to the Board a School Committee, so we would have to find

that $300,000 within our other line items. For instance, there was I think a balance of a $121,000 that we were going to apply toward the redistricting that might be an area that we looked at first.

Mayor Craig asked and the balance?

Mrs. DeFrancis stated the balance we would have to determine what line item that would come from.

Mayor Craig asked can you give me an idea of where that would come from.

Dr. Vargas stated is there a strategy that you could use depending on the situation, like if they were to give us 0 additional dollars. We would have to reassess the need. In the past, even in the current year, we have been going through a difficult situation, but one strategy, and I have worked with the Principals that have collaborated on this, there are positions that might not be urgently needed, and you might delay the hiring for a couple of weeks. If you have enough in those positions, you still fill the position, but you delay it strategically basically on the time line you can achieve some dollars through that.

Mayor Craig stated I know that this is necessary. We have a shortage in bus drivers. And this is a contract that came forward. It's just the way that it was presented to the Alderman was outside of the existing budget and now we're approving it. So, it's part of that budget committeemen.

Committee Member Girard stated thank you Madam Chair. The upshot is we really don't have a choice, when this thing got put out to bid a couple of years ago, the only response we got was from last to us. So, I sympathize in wanting to know where the money might come from, but we don't have any alternatives which is not a good place to be. My personal hope in dealing with these Special Ed cost issues over the last three years on the Finance Committee is that the Administration will get a handle on what's driving these costs, which include IEP teams sometimes mistakenly saying all transportation is required here, where it's not. So, hopefully the demand side of the curve will be bent, and we'll be able to make these amounts up within the line items rather than having to continue to cannibalize other areas of the budget.

Committee Member Terrio stated thank you your Honor. I wasn't there in person the last time that this issue came up is that under our new budget, under the tax cap, a lot of the money has not been accounted for yet, at least as far as contracts and things and that this money was going to come out of the increase in the tax cap. Is that incorrect?

Mayor Craig stated the budget that was presented to the Alderman, the additional two million dollars that the school district is requesting this was part of it. But if we approve this tonight this is part of our existing budget. We don't know what's happening from the Alderman yet. So, I just want this board to understand that we approve this and its part of the money that's allocated to the district.

Committee Member Terrio stated but just to clarify if we get the tax cap increase, without busting the tax cap, some of that money is not accounted for and that money could come out of that increase, is that incorrect?

Mayor Craig stated like Mrs. DeFrancis mentioned, it's about $121,000 right now that is not allocated. It's decreased.

Committee Member Freeman stated thank you Your Honor. I want to point out and ask Dr. Vargas actually, we have that third-party administrator that is now monitoring our Medicaid payments to the district. Any money that is realized with that would you be using that towards a Special Education transportation?

Dr. Vargas stated yes, for various needs, as you know, and the Special Education area will multiple needs. That's the challenges that we're facing here and that we have competing needs that are essential. So like Mr. Girard says, it's not like we have a choice in here about bus driver and the extra expenditure, so to answer your question I wouldn't say to one thing, but we're monitoring our reality basically weekly in the current budget and as we go forward I think that the needs to examine all of our line items to best meet the needs of the students are necessary. I can't just say I will do this for one thing because they are things that are coming up to us that we were not expecting, for example we just got new students here from Puerto Rico that are relocating. That was an additional expenditure because we have to provide them with an education that we were not expecting. And some of the English language learners. The good

news is that we learned recently, in the last two days, that the federal government is going to compensate us for some of that expenditure and I will be giving you a report probably in the Board letter about that. So, there are so many moving targets in a complex budget like this that it is hard to say, yes this is what I'm going to do next week. Thank you.

On motion of Committee Member Girard, duly seconded by Committee Member Terrio, it was moved to approve the STS Contract renewal with Easter Seals New Hampshire, Inc., as negotiated for the period of 7/1/18-6/30/21, as amended and forwarded from the Coordination Committee and Finance Committee. All were in favor and the motion passed.

20 – a) Financial Reports:

i. Financial Update by Karen DeFrancis
ii. Operating Statements for FY18 by Karen DeFrancis
iii. Treasurer's Report by Freda Hawkinson

Mayor Craig stated 20, a, just picking up what Committeeman Girard mentioned, we are seeing an increase in spending on Special Ed and in just comparing the two financial documents that were in our packet, we went from 8.8 million expected in March, to 9.5 in April, that's a $700,000 increase just over one month. And I really think we do need to do a comprehensive review on our Special Education spending, but also programs to ensure that what we are providing is the most effective to the students in our district. And I was just wondering if there's a plan to do such a comprehensive review and what the timing is?

Dr. Vargas stated yes, as you know we just had a new director, the first step which is going to be reported tonight, was to make sure that we came out of the corrective action that we've been in it for five years. Part of the expenditure that you're seeing is trying to meet those needs, immediately because there's a time line required, so that was a big undertaking. For example, I used to hear from the State Education Department directly, even from the Commissioner because parents would be calling their office directly. We're seeing a reduction in that. We're seeing a little help in the legal fees for Special Ed, that means that we are at least staying in compliance, so that we don't have to litigate a challenge with parents. But we have been talking about taking a look at what are the drivers for the increased costs and we hope to have that for you by the end of

the summer. And I think your question is an excellent question. One is what is driving this? And the other question is I think, that you are getting at student achievement, I was succeeding then and that would take a more in-depth analysis, which perhaps we can work in collaborative with the Manchester Proud that would be part of the overarching plan that the districts need to put in place in my view.

Mayor Craig stated so end of summer you think?

Dr. Vargas stated what is driving the cost?

Mayor Craig stated great.

Dr. Vargas stated that component.

Committee Member Scannell stated thank you Mayor. I agree we should be doing everything we possibly can to contain costs. But I think the inconvenient truth maybe that the cost of providing Special Education is an expensive undertaking and in order to meet the students where they're at and provide them the services that they need we are going to constantly face this. I think everyone makes their best efforts to contain costs. But this is the reality of educating students in 2018 and as our budget priorities are assembled on an annual basis. I think it goes back to what Dr. Vargas talks about when he talks about a structural deficit. We are going to have to find other ways. I don't have a great solution, but sometimes I worry that Special Education is sort of the convenient whipping boy and we have legal obligations and they are expensive.

Mayor Craig stated thank you and I think by doing a comprehensive review we'll get a sense as to what the drivers are and then that will provide us with information, so we can go to the state and federal level to advocate for more funding.

Committee Member Girard stated thank you Madam Chair. To Committee Member Scannell's point, having had the opportunity to study the Special Ed thing from the finance committee for the last two and a half years now, there are some things that I think we should all keep in mind. First of all is Parker Varney. I'm bringing up Parker Varney because one of the

things that the way they are now teaching children has led to, is a reduction by more than a third of the number of kids referred for Special Ed services and also a number of children who have been tested out of Special Ed. So, it's not so simple as to say well these expenses have to be paid. Fundamentally we need to take a look at, why are kids being coded in the first place and I've spoken with several members of the Administration over that period of time, who have believed that the district has been however unintentionally over-identifying students for services or not picking up on what the child needs. For example, you could have a child with a reading problem that doesn't require an IEP but requires perhaps the intervention of a multisensory specialist. Because phonemic awareness is a challenge that the child has and once that challenge has been overcome there's no reason for them to be coded. But an IEP may not go in that direction. So, it's not just so simple as to say we have to bear these expenses because… we have to take a fundamental look at how children are being identified and what interventions are being used and at what point, before we do that. The ELO population has got an awful large overlap with Special Education. Why is that? There are many other factors at work here than just having to sort of sit back and say well their expenses were legally obligated to bear.

Committee Member Beaudry stated thank you Madam Chair. I agree. I have mentioned this several years ago that we should have an audit of our Special Ed and it seemed to go on deaf ears. I'm hoping that the Special Ed Committee can work with the Superintendent and get an audit done and then I think once we do that I would like to invite our Congressional Delegation in and talk to them about the needs of this city. And the Federal Government was supposed to be paying 40% of the Special Ed. I think we receive about 14 to 17%. It doesn't seem like that's ever going up. So, I don't know if we will ever get any additional dollars from the Federal Government, but I think our delegation should know the situation that Manchester is in, so they can bring that back to Congress and maybe push it along a little bit. Thank you.

Committee Member Lehoux stated I just want to reiterate, I think we should go even beyond Special Ed. I think we should have a comprehensive look at all our programs. It just seems with Manchester Proud this may be a good time. It just seems like we add, and add, and add, and add without re-evaluating what we might have done 10 years ago. Maybe that's not working, but we're still paying for something that we're not aware of. I don’t know what kind of motion or

whatever has to be made, but whether we form a committee and work with the admin or C&I to take a look at all our programs and see if it's working for us.

Committee Member Bergeron stated thank you Your Honor. I guess at this point I'm going to have to agree with some of the statements here. But I also feel like because that's the situation, the busing situation with Special Ed, I don't know whether it's hard to find resources and so we have to pay for them. Basically, it's a specialty market. I'm not sure, but there's always one thing that I'm just wondering, now that we have sort of a Special Ed person here that has a sort of a peripheral view of maybe the entire state. Is there any… do you mind if I actually ask her a question or? Do you want to step up here? It's not like extremely convoluted one but my question arrives from talking to parents and talking to Special Ed parents and I was curious if we conduct any kind of exit interviews with either parents, outgoing parents that have been district for many years, in our Special Ed programs, do we ever solicit feedback from them? Because I'm just curious, it just seems like they've been here so long and seen things and I know a couple of parents that have given me a lot of feedback and in turn given it to Superintendents, but that's only on certain topics when. But I don't think they've ever had a so what do you think, do you have any ideas, type of thing. And we always say what are other districts doing? Well maybe it's an opportunity for us do things and perhaps think outside the box and maybe create special things and maybe we'll get interesting authorizations for them just because it seems like things are expensive and I'm sure it's just not us.

Mrs. Ready stated that's a good question. So, on Friday of this past week we sent out over 3000 surveys to our Parents of Children need Special Education for that exact reason. Those are usually done every single year. We decided to do it slightly differently this year and instead of sending the surveys to the schools and the schools be responsible for getting them, the district office made sure all of them went out this year. So, those go directly back to the State of New Hampshire, they don't come to us. Where they will then give us the results of the survey. So, on Friday that happened. I have recently in the last few months been joining the South Central Special Education Directors, in a monthly conversation about what's happening in the other schools in the southern part of the state. And we're not alone in our difficulties and cost containment and delivering specialized instruction. We're having that conversation of what is

specialized instruction and how do we measure that the most effective way possible, so those couple of things are happening.

Committee Member Bergeron stated so I guess to answer my question we're not necessarily speaking with parents as they're outgoing, if they've been in this system for a while like their child's graduating.

Mrs. Ready stated yes, that survey is done. We're not personally doing that, but that survey is done by the State Department of Ed.

Committee Member Bergeron stated we don't get the direct feedback.

Mrs. Ready stated I think that's a great suggestion.

Mayor Craig stated when a child is on an IEP and they come off the IEP, the team is all there and there's an opportunity for feedback as well.

Mrs. Ready stated Yeah. And when kids are leaving, there's a transition plan developed where there's feedback there that it speaks about. And every single year when we do an annual IEP there's a part portion of it that is dedicated parents concern.

Committee Member Bergeron stated I've been through that meeting and it's seems like there's not much time for that kind of feedback. But I understand.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Beaudry**, it was moved to approve the Financial Report as submitted from the May 8, 2018 meeting of the Finance Committee. All were in favor and the motion passed.*

20 – l) RFP-Copy/Printer Paper by Karen DeFrancis

Committee Member Want stated thank you Your Honor. I just wanted to ask the Committee a question of why did they go with Central Paper instead of W.B. Mason for the paper contract? Because we could have saved ourselves $6,908 if we'd gone with W.B. Mason, which was the

recommendation of the administration. So, when looking at this I'm just wondering, why did we leave almost seven thousand dollars on the table, so we can go with Central Paper with that?

Committee Member Girard stated thank you Madam Chair. The committee was made aware of problems that the low bidder was presenting in delivering paper, supplies to the schools and because the issues had been raised, it was the feeling of the committee that the price differential didn't warrant the hassles that our schools were going through to get their paper supplies from the low bidder.

Committee Member Beaudry stated ditto what Committeeman Girard said.

Committee Member Want stated thank you, that answered my question.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Beaudry**, it was moved to accept the recommendation of the Finance Committee and approve Central Paper for the Copy/Printer Paper for Fiscal Year 2019. All were in favor and the motion passed.*

20 – p) Discussion regarding the recommendation that the Superintendent elevate the Athletic Directors position to full-time status in fiscal year 19 and include looking at the entire athletic department.

Mayor Craig stated Committeeman Girard 20 p.

Committee Member Girard stated thank you Your Honor. This was a motion that I asked the Finance Committee to make at its last meeting after listening to some information that we got from the athletic director about the athletic bids and since the Finance Committee now makes budget recommendations I thought it was worth this board discussing sooner than later and certainly before final recommendations or final budget decisions were made that we elevate... I don't know that I used the word elevate, but maybe I did, but that we make the part-time athletic director full-time for the next budget season. And I understand that money is tight, and I understand the situation that we're in fiscally. However, we have something in the order of 3,000 plus athletes in the city. And it's clear that our athletic programs need leadership. I think Director Telge is doing a terrific job. And I think given her background, if she were full time not only

would she be able to work with the Athletic Coordinators to fix what we all know needs to be fixed but would potentially, again referencing her background, be able to develop sources of revenue for the athletic program that currently cannot be developed because there is not somebody with the time to do it. And it's not just having the time to do it, but she also has the expertise to do it. And so, I'm not only looking at it from the expense side, but I think there's potential for revenue to be generated that would more than offset the expenses and I think making sure that our athletic programs are operating as well as they can be short money that has a tremendous impact on not just the kids who play sports, but the schools for which they play them. So. That's why that's here and that's why I asked for the discussion.

Committee Member Beaudry stated thank you Madam Chair. I don't discount what Committeeman Girard has stated, but I just want to caution the board as I cautioned the Finance Committee that evening. It's fine to talk about it, but until we get a number from the Aldermen they should only be talk because once we get that number we're going to have to make some drastic decisions because as you stated earlier this evening Madam Chairman we have $300,000 in the bussing, that's actually a $600,000 shortfall for next year that we're going to have to make up that was not included in our budget presentation to the Alderman. So, when we get a number, if we don't get the number that the superintendent is requesting. We're going to have to make some tough decisions. And this is going to have to be one of them. So, it's okay to talk about it, but I would hope that this Committee is not going to make any motions to start promoting people at this point when we don't know what staffing we're going to have in the whole district and how we're going to make up those shortfalls that we talked about this evening.

Committee Member Desrochers stated thank you your Honor. Short of banging my head against the wall, last term when we were trying to get this position as a full-time position and there wasn't much to do or much more I could do. And I know that I was not alone on the athletic committee in feeling that way. So, I suppose I'm glad to see this, but I think that we should never have made this position a part time position to begin with. And I think that the school district as a whole and their sports programs have suffered because of it.

Committee Member Girard stated thank you Madam Chair. I wouldn't disagree with what the Vice Chairman has said except that it's up to this board really to establish priorities and I think

the sooner we establish this as a priority, the sooner the administration can do what it needs to do, so that come July 1st this position is where it needs to be in order to do what it needs to do. And I wouldn't be surprised to see if it was a revenue positive to us given the background of our director and what she's been able to accomplish so far with such limited time. And at the end of the day we can be penny wise and pound foolish. And I think this might be an example of where a little bit of money spent in the right place is going to give us a whole lot of return that, to coin the Superintendent is low hanging fruit.

Mayor Craig stated I'd actually love the superintendent to weigh in on this because none of the information that I've seen him present both in terms of the budget that exists today and the money that if we were to get from the Alderman include making this position full time and if that's something he's like to do then I would love to hear him say that.

Committee Member Girard stated that's why I am raising it.

Dr. Vargas stated again, I will say to you that no one would disagree that we'd need not just a full time athletic director, but we need so much in this district. I thank the Board and our staff and the people in the district that work so hard trying to do so much with what I think… not what I think, the facts are that the Manchester Public School System has spent the least amount per pupil. So, to answer your question is just look at the current reality. If we would have had a full time Athletic Director, we would be worse off today. We are experiencing in a difficult situation here, like for example this year in my own office we saved over close to $400,000. Now I would tell you that right now we'd be saying to you that are in the red and this Board would have to go back to, and we might have to go, this year and we want to make sure that next year we don't continue in the same situation in which would continue to be experiencing short falls. That is not good practice. By the way, if I would put this in the list of priorities it would be on the top of the list, like many of the things. You just heard the student who wanted textbooks. Right now, I would caution the board, not to move forward with such a recommendation until we see our reality from the Board of Alderman. Maybe there will be good news that come our way, I don't see that, I am hoping for the city to help us. Right now, I think it's premature to even begin to discuss this thing. I could give you a list of things that I would prefer that you were discussing right now to be quite honest with you because this is one that we know. Like Committeewoman

Desrochers said that of course we need it, no one would argue, but I could give you a list of things that we need. And this is not the way to go about it. I do think that you need to have a plan at some point that tells you how you're going to move forward to meet the needs of this district in a comprehensive way.

Committee Member Scannell stated I supported this motion in Committee and I will continue to support it tonight. The fact that the word recommendation is there I think indicates that we realize Dr. Vargas that we're going to be confronted with a number of competing priorities, as the days go on. I would share what Mr. Girard had mentioned, but I would also add I think that we hired an individual with a certain set of skills and those skills are just not being used in the current position. She is spending her half time position doing what I would suggest is… certainly isn't busy work, it's work that has to be done. But that type of training that coaches need, making this an athletic program that then has benefits for the students not just on the athletic field, but in the classroom. I think that this is a critical position. I will continue to support the recommendation that we have a full time athletic director. And I think this would be a sense of the board of where it's important says Dr. Vargas, but we would of course as this process goes on confront the realities that you're going to present us with. But I do think it's important to weigh in on this.

Committee Member Lehoux stated I concur with Dr. Vargas I think, no doubt she's talented. She has many attributes that she can give this district. But I think we need some sort of action plan, maybe prior to this particular vote. If it was full time, what would that look like? How do we make it revenue neutral? We can't even afford pinnies for certain teams and we're cutting and how do we partner with other city groups, I know like Southside soccer, they're like itching to get in. How do we make them a partner with us? I'd like to see an overall picture of what her plan would be. Before I would vote on something like this. And if her plan or action plan or whatnot made it worthwhile in the end that it became revenue neutral or we use her talents, so to speak, in the fund-raising area then it would make sense; but without hearing that I agree with Dr. Vargas.

Committee Member Bergeron stated thank you Your Honor. Well I can often be quoted as saying we're always talking about where we're saving money, but we don't often have the

discussion as to how to generate money. Now I just want to let you know after the athletics meeting tonight, our athletic director probably is working more of a full-time thing because there are so many things to figure out. Like for example there's a lot of policies that need to be done, there's inconsistencies in how we do rental fees. So, there's a lot of things that are going to be coming to light as far as being consistent with our policies and our rentals. And I'm not saying that you may realize income from it, but athletics is one of those almost like if you build it they will come. And I know it's not immediate satisfaction but as a big city like this there is a lot of partnerships. And I agree with what you're talking about a plan, but I know that plan is already being discussed and that's always in our mind and I have that discussion a lot. So, there is lots of opportunity and there are partnering opportunities. So, I know that the potential is there for us to go full time and to actually yield income and revenue from that and actually put us on the map. So, if you're talking about and I was planning on having a discussion with Manchester Proud about that just to make sure that that's part of the strategic plan because you can just even Assistant Superintendent Allen and every assistant superintendent before that, it's just a program that we need to get a handle on and it has so much potential. And ask any student. We just have a lot of potential there. So, I think you're going to see some pretty exciting things to come. So, I think that position will be full time just based on the opportunities that we have, but we have to take them, if we don't take them and we don't see the potential and we don't try to think about revenue, we're never going to get there. We're just going to keep losing our athletes to other organizations or we're just not going to seem as attractive. It's just going to be another one of those things where we're going to have to catch up like we are now. Thank you.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Bergeron**, it was moved that the Board make the athletic director a full-time position for Fiscal 19 starting on July 1st and Direct her to initiate a review and make recommendations about the structure of the athletic department.*

Committee Member Terrio stated thank you your Honor. Two questions, my first question is a motion was just made and I'd like to hear what the costs would be as far as the extra salary, possibly with benefits, health care and pension. Do we know what the increase in cost is, that is my first question?

Mrs. DeFrancis stated I didn't work out the schedule, but an estimate would be that the salary would be increased by probably by about $35,000 and then we'd have to put the benefit package on top of that, which would include obviously the FICA, the retirement system and then also the person would then qualify for health insurance, so if we were to put a 50 percent benefit package which is what we run about on top of the $70,000 salary you'd be looking at adding about $70,000 dollars to next year's budget, between the salary and the benefit package.

Committee Member Terrio stated thank you. And my second question is, Mrs. Telge, have we heard from her on what her thoughts are as far as accepting a full-time position? Does she want to stay part time? Has anybody talked to her?

Dr. Vargas stated she would take a full-time position based on my conversation with her.

Committee Member Lehoux stated to address what Committeeman Bergeron said, I would hope that any program that we have in this city currently has potential and we're not just throwing programs together. The problem is we have a lot of potential but little funds. And we need to find to put those funds in the proper place. And again, I would love to hear her plan. Maybe she's got an action plan that's incredible and totally makes sense. But until then I won't support it.

Committee Member Beaudry stated Thank you Madam Chairman. I think we're kind of overstepping our bounds this evening on this. Well we presented a budget to the Alderman; this position was not part of that presentation. To start making motions to include additional cost when we don't even know if we're going to be able to make up the cost that we presented to the Alderman. The Mayor brought out this evening and there's an additional cost to it as I stated of $600,000 shortfall that we didn't present to the Alderman in their budget. We talked about it. This was supposed to be just a discussion. The superintendent knows where some of the members of the Board want to go with this, let him as our leader come back to us once we get a number with the priorities. I mean to mandate an additional $70,000 cost, when we don't even have enough money to run the programs that exist right now. I think we're being foolish by doing this. And I'm not going to support it. I supported just to discuss it. But I'm not saying that this shouldn't be a full-time position. I think Mrs. Telge is doing an awesome job. But let's let our leader come back with a recommendation on what we want to do with this district once we get a

number. I mean we start pulling this, I mean there's other things that I believe other board members would probably like to see full time also. He's been running with one assistant superintendent for a whole year because we didn't have the money to fund it. And as he stated earlier if we would have funded all these positions that board members wanted to have put in, we would be in a deficit situation right now. And I'm actually shocked that the people on the Finance Committee are recommending this when Mrs. DeFrancis, in her presentation, stated we have zero, zero left when at the end of the day. If the books were to close today, we have no money at all. And when you look at what we have to offer next year there's no contingency money left. All our funds are pretty much dried up. We have no more impact fee money. We have nowhere to go if we run into a problem next year. So, I'd be extremely cautious on expending more money before we find out what we have.

Committee Member Girard stated thank you Madam Chair. And I don't dispute the Vice Chair, but I do want to clear up a couple of things. First of all, we're not talking about adding that in this fiscal year, we're talking about the next fiscal year. The added $70,000 cost is a maybe, we have no idea whether or not Mrs. Telge is going to take health insurance or not. And that would be a quote unquote big cost. One of the things that we've also seen in the Finance Committee is a consistent decline over the last three years in revenues from ticket sales and other athletic activities. One of the things we have seen is zero fundraising. One of the things that we have seen are mounting expenses and frankly, how do we put this, issues at the building level with certain personnel. And an argument could be made here that the cat's been away, and the mice are playing, so we all know what's happening with various issues in our athletic department. And while I am as sympathetic and probably more sympathetic to the district's cost issues than many at this board, again I think this is short money at a critical time where things could either improve or go south in the next fiscal year and both in a dramatic way. I think we're trying to look at this as trying to head trouble off at the pass and try to right the ship before it goes completely under.

Committee Member Want stated Thank you Your Honor. I have to say when I saw this on the agenda I was thrilled because I have been advocating for a full time Athletic Director since it came up and I think it's an incredibly important person and we have the ideal person in that position right now. I would hate to lose her, really, really hate to lose her. But I'm afraid I won't

be able to support it tonight because of Vice Chair Beaudry and the Superintendent both have spoken against it and I feel like they have a good handle on our finances and if they're not recommending and I feel it probably is not a good idea at this time. And I am concerned that the Board of Mayor and Alderman will look at us, if we were to pass this tonight, although I think anybody would agree that it's very important position and very needed, that if we pass it tonight that we are not acting very responsibly or respecting them and the huge decision they have to make. Thank you.

Committee Member Bergeron stated Thank you. I guess I have a couple of questions but one of them, I'm not sure, do you mind if I ask Committeeman Girard, you put this on the agenda tonight? And was it ever a timing purpose? I mean, I agree with it but I'm just kind of curious because…

Committee Member Girard stated if I may your honor. We discussed it at the last Finance Committee meeting as a new business item after a presentation by the Athletic Director about the athletic bids and it was my desire to have it on this agenda because of the meeting's schedule of Finance and the Board, the likelihood that this discussion wouldn't take place until after an appropriation had been made to the Board or close enough that it wouldn't matter what our opinion was. And frankly while I certainly obviously interested in the recommendations of the Superintendent, I'm also mindful of the fact that this board is the one that establishes priorities. This isn't just a position in my opinion. This is a position that oversees a department that involves over 3000 kids and to my way of thinking this is a lot of bang for the buck when we consider the impact that it could have. And I can't think, even if at most it's $70,000, I can't think of anything else this district could do for $70,000 that would have that big an impact on that number of kids or this district as a whole.

Committee Member Bergeron stated thank you for answering that. I'm not going to disagree with you, I mean I definitely am sensitive to all that all the points here. I almost wish it would have waited a week or two because I guess my thing is if within the athletics program, if as I say, I think we often really do overlook revenue opportunities. So, if within the athletic program if that revenue is realized in some way, I'm just hoping that can stay within athletics to support a full-time position like that and not have to go toward something else because that's my fear. But

there is so much potential there. It's unbelievable. And to your comment Committeeman Lehoux, I wasn't trying to make this impression like things are thrown together, but that's kind of what it feels like right now with athletics. It's like we're just not ahead of the ball yet. We're all constantly catching up. We've got to get on that. And so that's kind of what's going on right now. So, I think you're just going to see more things to come. And so, at this point in time I understand why people aren't making that decision. I don't know if it's bad timing, but if the revenue is realized within the program I'm hoping that we can take this vote again and make it a yes.

Committee Member Scannell stated my support was contingent upon this being a recommendation. I have heard what the superintendent says, and I am not ready to mandate that he make this a priority. But I think he has heard from the members of the Board and know that this is a position that people place great importance on. But I would support a sense of the board and a recommendation but not a mandate that he expand the role of the athletic director.

Mayor Craig stated thank you. I mean Committeeman Want, you said exactly what I've been thinking. We have an amazing person in this position right now, who's done terrific work in just a short period of time. And I do believe that this position should be full time. But where we don't know what the budget is going to be for next fiscal, I'm really hesitant about committing to something when we don't know what the impact of that financially will be, so I can't support this at this time. But I do believe that you know as Committeeman Scannell said, it's loud and clear that overall, we all believe that this should be full time and if there's any way that we can do that given the funding that we have in this next fiscal year, we hope that we will. But there is a motion on the floor.

Committee Member Beaudry stated Roll Call.

Clerk Carey stated I have the motion as to make the athletic director position a full-time position for Fiscal Year 19 starting July 1st and for the Administration to review the restructuring of the athletic department.

Committee Member Girard stated just a correction it's for the athletic director to review and make recommendations about the structure of the athletic department.

Committee Member Beaudry No. Committee Member Avard is absent. Committee Member Desrochers No. Committee Member Tessier is absent. Committee Member Ambrogi is absent. Committee Member Scannell No. Committee Member Georges No. Committee Member Want No. Committee Member Freeman No. Committee Member Bergeron No. Committee Member Thomas No. Committee Member Girard Yes. Committee Member Terrio No. Committee Member Lehoux No. Mayor Craig No. Motion fails.

Committee Member Lehoux stated can I make a motion that she comes in with a game plan of how this could be a full time.

Committee Member Desrochers stated no, can we leave it to the Superintendent?

Committee Member Beaudry stated that would be up to the Administration.

Ms. Allen stated I think if the position were to become full time, it would have to be posted as full time so I'm not sure that would be appropriate for her to come in and make that pitch.

Mayor Craig stated the next item is the superintendent's communications.

Committee Member Bergeron stated I'd like to make a motion if I could. I don't know if this is possible legally wise, but I would really like to make a motion that if revenue is realized within the athletic program that it could stay in the athletic program and possibly go towards that full-time position. Because some of what you request of the evening is already in the works. So, I don't know, is that a motion that can be made structurally?

Mayor Craig stated can that happen?

Mrs. DeFrancis stated when you refer to revenues are you talking about the gate receipts that are currently in the general fund budget?

Committee Member Bergeron stated no I'm saying if within the program, once it's evaluated and things are either restructured or whatnot and there can be more revenue realized within

athletics, as I see potential, can that stay within athletics to potentially support a full-time position?

Mrs. DeFrancis stated we could look at putting the money towards Special Revenue fund, currently we have a special revenue fund for field rentals and then we utilize that money to help with different types of maintenance that happens on our fields that we don't have in our operating budget and therefore at the end of the year we can maintain a fund balance. Whereas if it's in the general fund and we don't spend it, it gets returned to the taxpayers. So, I guess if you're saying to bring in additional revenues we could possibly look at it in a special revenue fund.

Committee Member Bergeron stated yeah because I just want to secure it in athletics somehow. In other words, I want to earn this.

Mayor Craig stated can you possibly talk about it in the athletics committee?

Committee Member Bergeron stated I just want to know if I can just make a motion like that or it's not really…I just want to commit.

Mayor Craig stated it's hard to say, I'm not sure what the conversations you've had in athletics have been. So, I think, possibly if you can talk off line.

Committee Member Bergeron stated I get what you're saying. So, in other words there is sort of a way if presented properly that there's the possibility we could get support for it. Okay. Thank you.

COMMUNICATIONS

22. Superintendent's Communications.

a) Special Education Release of Corrective Action from the NH Department of Education

Dr. Vargas stated thank you so much. Just briefly I want to thank our staff and to you. For the past five years the district has been in corrective action, and as I informed you last week in my board letter that was something that we have been released. I want to thank Mary Stead and the

entire group that has been working on this very hard to make sure that we at least are meeting the compliance, meaning that we adhering to make sure that our students are getting the service that they need in a timely fashion. That is not an easy challenge for a district like this, that has been facing so many financial challenge, so I believe that our challenge right now is to make sure that we continue and to make sure that we don't go back into the same situation. So, I look forward your Honor to providing to you and the rest of the Board what are some of the drivers that are leading to the increase in expenditures in this area. I think that you heard tonight from the Chief of Police, who described for you certain reality that could lead to our children needing more services, particularly we do know that are in the middle of an opioid crisis. We don't know of the factors that are contributing. However, I will tell you that what we do know is that we are seeing students need higher and higher level or services. And with higher and higher level of services, there is an associated cost with it. And also, another challenge for the district is staying in compliance, because some of these children need highly specialized services that we need to provide to them. So, I bring that to you because I do believe that our Staff and our Teachers and Principals and Vice Principal and everybody who have been working so hard for the past 12 months to make sure that we are in compliance and that we met all the pending items that we were out of compliance. That was achieved. It is my hope that we continue to make progress particularly around the topic that you wrote about the effectiveness of the program. So, thank you again.

b) Budget Update

Dr. Vargas stated I would ask Mrs. DeFrancis to please give us an update on this year's current budget and the budget that we are working for next year. Briefly.

Mrs. DeFrancis stated thank you. As we've discussed tonight, we're very concerned about this year and utilizing all of our expendable trusts as well as any of the reserves that we have. We need to find a way to start building up these contingencies again going into next year or during next year. So, we continue to see an increase in our health insurance and our Special Education costs. Even since we presented to the Finance Committee last week, that included health insurance from the prior week. So, these past two weeks health insurance has gone up even more than we had expected. We do anticipate at this point in time needing to utilize all of our

expendable trust as we reported to the Finance Committee. We expected $600,000 towards health insurance and $650,000 toward Special Education. In order to utilize any of our expendable trusts for something different than what they're set up for, in this case health insurance, we would have to ask the Alderman to allow us to do that and that requires two third of the Aldermen Elect. We're currently working on an analysis. We continue to look at the numbers daily to come forward with a recommendation, but we just wanted to make sure that everyone was aware that we may have to go in front of the Aldermen and ask if we could utilize our Health Trust to cover some of our overages in Special Education. Looking at the fiscal year 19 budget, the Superintendents, Vice Chairman Beaudry and I presented our budget to the Aldermen last week. We advocated for an additional two million dollars above the tax cap budget, which included redistricting costs, driver retention bonuses for the MTA and STS, additional funds for city services that were over the 1.63% and some additional positions, including EL teachers and a paraprofessional for EL, Student Assistance Program Coordinator and intervention teachers and social workers at the elementary level. And we'll continue to analyze all of our line items as we talked about when we get a final number, we'll bring everything back including the newest contracts that we're aware of or any changes that we would recommend, and we'll bring that back to the Board a School Committee for a vote.

Mayor Craig asked, Karen when would you go before the Board of Mayor and Aldermen and ask for that transfer?

Mrs. DeFrancis stated well we would have to do it obviously before the year end of June 30th, so we were thinking in early June. Probably after we run another financial report into.

Committee Member Terrio stated thank you Your Honor. Mrs. DeFrancis how much is the amount of city services over the tax cut budget? And Just wondering what are the driving forces behind city services being above the tax cap?

Mrs. DeFrancis stated sure, basically we increased all city services by the 1.63. And then there were two departments that came in a little bit higher. One was the health department and I just need to look up the numbers here. It was about a $150,00. The Health Department was $152,494 and a big portion of that, about $75,000, was to cover a position that was grant funded that they lost the funding for. It's for a, I'm not sure I will get the Title right, Community School's

Coordinator. Again, that was a grant funded position, they're losing the grant funding, so they're putting it into that into our costs for next year. And then the additional amount to reach the $152,000 was just cost increases for the nurses. And the other department was the police department. There are currently nine SRO officers and crossing guard. So again, that's all salaries. So just based on the contracts they need an additional $26,200 above the 1.63%.

Committee Member Terrio stated so just to clarify so that the police department's salaries exceeded the tax cap budget and the health care for a portion for the nurses also exceeded the tax cap?

Mrs. DeFrancis stated correct and again a portion of the nurses was because of the grant position.

Committee Member Beaudry stated thank you Madam Chairman. The board may know this already, but I stated this before the Board of Mayor and Alderman, when we look at the tax cap you got to take the revenues into consideration. When the mayor gives us the budget, she's bound by the Charter. She has to take the revenues into consideration. So, 1.63% is not the tax cap for us. It was 1.1%. So, when we start looking at contracts, they're giving us 1.63%t on their expense side, but that that isn't in our budget. And that's why I'm trying to make Board Members aware and the public aware on the school's side that when you take revenues into consideration it's not 1.63% it's 1.1%. So, when we start looking at our own contracts or contracts that the city is doing, I mean it's a major impact on the school district. And you know the Aldermen have got to face that, that if they're going to pass the contracts, which I don't have a problem with, they've got to realize that contract has a consequence to the school district and they have to fund that. So, I hope, I think they are listening. I think they are definitely in a tough position on the city side and on our school's side. But when we start looking at the 1.63% that's not the number for us. Thank you.

Mayor Craig stated and just to clarify Committeeman Beaudry, the Alderman can't tell you how to appropriate the dollars they just give you the amount and then it's up to us to allocate the funds.

Committee Member Beaudry stated well, they do try to, but they cannot.

Mayor Craig stated they do not.

Committee Member Girard stated thank you Madam Chair. Are we obligated to pay for that grant funded position that the Health Department wants us to pay for since their grant ran out? Can we say no?

Mrs. DeFrancis stated I think this board has the final say as to what they are going to reimburse the health department for, whether it's nurses or grant positions. So, I think it's up to this board to decide that.

Committee Member Girard stated do you know what the position is.

Mrs. DeFrancis asked do I know what the position is?

Committee Member Girard stated yes, it was a Nurse Coordinator?

Mrs. DeFrancis stated it is a Community Schools Coordinator. It's my understanding that they have two and one is funded through their budget. One was funded through a grant. The one that was funded through the grant, that grant funding is going away. They do certain things like when we had the Beach Street renovation they were able to secure funding for the playground equipment over there. They also secured funding for the playground equipment over at Gossler that was recently done. I can't explain a lot more about what they do. I'm sure Mr. Soucy could but I know that those two things they have been involved in.

Committee Member Girard stated and so that's about half of the hundred and fifty-thousand-dollar increase.

Mrs. DeFrancis stated right.

Committee Member Girard stated I thought Parks and Rec got an anonymous donor for the playground renovations at Gossler.

Mrs. DeFrancis stated I believe they were involved in it.

Committee Member Desrochers stated that was the health department, Community Schools.

Ms. Allen stated I think it was the Disney Land grant through the Community Schools.

Mayor Craig stated we have a number of other positions within our school district that they are funding through that effort.

Committee Member Girard stated, and my other question was if that's half of their $150,000 increase, what is the other half?

Mrs. DeFrancis stated basically looking at the staff that they have that are school nurses. I believe they also have a Supervisor, an Administrative Assistant…

Committee Member Girard stated talking about pay raises? Because is there contract not expired?

Mayor Craig stated it is expired.

Committee Member Girard stated so why are we budgeting for pay raises if their contract is expired?

Mayor Craig stated I don't think that we are budgeting for pay increases, what Committeeman Beaudry brought up at the Board of Mayor and Aldermen meeting, is that their contract hasn't caught up with the changes that this board made. So, the hours based as well as the days.

Committee Member Girard stated well on that topic, so I guess I'm trying to figure out though, what is the other $75,000 or $76,000.

Mrs. DeFrancis stated Mr. Soucy did include a portion for raises. I know that there's not a contract in place, so if that does not happen I suppose that dollar amount we wouldn't have to pay it.

Committee Member Girard stated is this $150,000 in the Superintendent's recommended budget?

Mrs. DeFrancis stated it's not in the tax cap budget that the board approved. It's in the additional two million dollars that we advocated for at the Aldermen meeting last week.

Committee Member Girard stated see now that… I don't want to revisit a topic that we discussed, but if the superintendent is making recommendations to the Aldermen about what he'd do if he got another two million dollars. Those are decisions that this board should be making and I'm not sure I want to budget pay raises for nurses over an athletic director that will take care of 3000 kids. But that notwithstanding your honor there's an outstanding issue here and I don't know if now is the time to bring it up. But since the nurse's contract has been discussed, we are the end user. The school nurse contract is something that the city negotiates and sends us a bill to pay. And it bothers me as I know it bothers the Vice Chairman that we don't have a role whatsoever in the negotiation of the nurses contract and it seems wrong to me that they negotiate and we get a bill and we're in a position where we have to pay unless of course we want to deal with the threats of well then I'm just going to have to take nurses out of buildings and it's going to be a travesty for the kids.

Mayor Craig stated that was a conversation we had last week here. You know and it's not just the nurses in the health department, it's the police officers, it's Parks and Rec. So, all of these contracts like Committeeman Beaudry said have an impact on the school district. Health Director Soucy knows full well what the expectations and the needs are from this school district in terms of making the modifications based on the contract that the school side has made. The contracts are out of play though, they're not approved. So, he hasn't been able to make any changes.

Committee Member Girard stated right, but we're looking at a budget request that presumes pay raises and if that contract passes, we don't get to vote on that contract here.

Mayor Craig stated you also don't get to vote on this police contract and you don't get a vote on the Parks and Rec contract.

Committee Member Girard stated I agree with that your honor. But the nurses are unique in that 100 percent of the cost of the school nurses is borne by us. Do I think that we should have some input into the police and the Parks and Rec contracts and the other city services contracts? I think we do. But frankly I think we're the ones that should be at the table with the nurses with the Health Department negotiating the nurses contract because we are the only end user. We are the only one who pays that bill.

Mayor Craig stated just like the crossing guards.

Committee Member Girard stated school nurses aren't anywhere else.

Mayor Craig stated and the crossing guards aren't either. If the school district wants to take that over, they can. I'm sure that Mr. Soucy would gladly hand over the nurses to the school district. And I know Chief Willard wants to hand over the crossing guard, so you know if that is what we want that's what we can do. I'm the person who's on both boards and I have been in close conversations with Mr. Soucy and he knows what needs to happen when these contracts are approved.

Committee Member Girard stated Right. But ultimately what is his incentive to make it happen because no matter what happens we pay the bill. And that's just the reality.

Mayor Craig stated again if the district wants to take the nurses over.

Committee Member Girard stated I'm not interested in taking them over. I'm just interested in being in seeing this board to have representation at the negotiating table because we pay 100 percent of the freight for the nurses.

Committee Member Terrio stated thank you your Honor. Just to clarify, if we don't get the two million dollars over the tax gap that Dr. Vargas has requested that means we have to find that $150,000 for the health department, that's another cut correct?

Mayor Craig stated no.

Dr. Vargas stated not necessarily.

Mayor Craig stated there's no contract right now.

Committee Member Terrio stated just to clarify the Health Department is requesting 150000, 152-thousand-dollar increase. That is not within the tax cut budget, to confirm that is in the extra two million dollars above the tax cap, so if we don't get that 2 million dollars, that's another $152,000 that we have to cut from the school budget? If I've heard correctly.

Mayor Craig stated I haven't seen I haven't seen anything written about the grant funded position, so I can't say whether or not we have to keep that or not. I don't know what was agreed that potentially maybe you don't have to keep.

Committee Member Terrio stated so you're saying that this is negotiable, are you suggesting that we don't pay all of the $152,000?

Mayor Craig stated he mentioned that a portion of that is a grant funded position that went away.

Committee Member Terrio stated Yes.

Mayor Craig stated I don't know what the requirements of that grant funded position are. So, sometimes when you agree to a grant funded position, it's that you have to keep it on for a year or two. I'm not sure what the requirements of that are, so if we don't have to and Dr. Vargas doesn't believe that we need to keep that position, potentially you don't need to fund that.

Committee Member Terrio stated so that would bring it down to about 75,000. All right thank you.

Committee Member Bergeron stated thank you Your Honor. I just wanted to mention something, I don't know if you'll recall the award that the Robert Ward Johnson Foundation award that Manchester School District was involved in. The City of Manchester winning. Two of our principals worked for two years… Anyway, so when I sat at that award ceremony, afterwards I was at a table and I overheard Anna Thomas from the Health Department tell somebody else that asked, well you know what is it that you do for the district? and What is it that you do for the citizens here? And I was I was shocked. I had no idea the Health Department was so entrenched and involved in our families and the things that they do for this city and our kids. It just blows my mind. So, I think personally that that is something that we all should know because it certainly changed my outlook and because I think the whole relationship and the whole picture here is important, when we're discussing these, so I think basically you know maybe I'll bring her forward and ask her to brag a little bit because that totally changed my perspective.

Mayor Craig stated we talked about that at the Board of Mayor and Alderman meeting, having them come forward and talk about their community school's effort and I think it would be important to have here as well.

Committee Member Bergeron stated it's unbelievable.

Committee Member Beaudry stated thank you Madam Chairman. I just want to go back to Committeeman Terrio's questioning, Commitment that's the reason why I made the statements that I made earlier is that we're going to have to make some tough decisions when we get the number. And I don't know what we're going to get for a number but we're going to have to go through all the lines and make the necessary cuts to come up with whatever number the Alderman give us, so that's why I appreciate the vote earlier this evening and we're going to make these tough decisions sometime in June. And I know the Administration is working extremely hard to try to make things work out and I'm going to support their decisions. Thank you.

23. Board of School Committee Members' Communications.

a) Board Questions
(Note: This is informational. Follow up to see where we are in answering these questions.)

Committee Member Beaudry stated this is this is for information Madam Chairman, I want to just applaud the Clerk and whoever put this together. These are questions that have been asked at meetings and where they stand and the progress on them and I hope that we can continue updates like this on at least a monthly basis.

Mayor Craig asked can we include another column that provides a due date or estimate a due date? So, when we have items that come up, when we talked about the Special Ed that's going to be at the end of the summer, so we all know when information is coming. Does that work?

Dr. Vargas stated yeah, I would think there would be easily added to the spreadsheet.

Mayor Craig asked does anyone have any questions on the spreadsheet?

There were none.

b) Scovell Scholarship – Committee Member Ambrogi

Mayor Craig stated B is a Scovell Scholarship.

Committee Member Girard stated I do have a question about this? Your honor.

Committee Member Beaudry stated you doing that, Kate?

Committee Member Girard stated I was surprised given how well the market's done to see a $20,000 dollar decrease in the amount of scholarship money that's being handed out this year versus last. I was just wondering if anybody had an answer. We saw something similar at finance, I forget what the scholarship was, but it strikes me as kind of odd.

Mayor Craig asked Dr. Vargas, do you?

Dr. Vargas stated I don't have anything to add in terms of why that is.

Committee Member Desrochers stated thank you your Honor. This was placed on the agenda because I think there was one slot that still needed to be filled for handing out scholarships and so Committeewoman Ambrogi wanted to bring it forward, but it's my understanding that it's all set.

c) Pre-K at Memorial – Vice Chair Beaudry

Committee Member Beaudry stated thank you Madam Chairman. I'm bringing this up because I think, not that we're moving too fast, but with Dr. Vargas pushing off the whole redistricting process till September of 2019 I look I would like to see Memorial be pushed back. Right now, there's a request for 2.2 million dollars and some of that is for renovations at Memorial to bring the Pre-K. I think that's premature at this time. We've had some phenomenal response to MST and we're going to be taking over classrooms at Memorial High School to accommodate the MST program. And I believe that that's going to just continue to keep growing. And I'd like to

see how this year works out with the additional 68 students at MST and we're going to be taking over two or three classes at Memorial. And then I believe the following year could be as great.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Terrio**, it was moved to postpone the move of the Pre-K to Memorial until the fiscal year 2021 budget.*

Committee Member Want stated thank you your Honor. I have to say I'm really opposed to this. I don't want to delay redistricting another year. I think by delaying redistricting another year that means the east side will wait longer for all of the improvements that will be made on the west side starting year after next. And I'm opposed to that. And I also want to say the facilities plan definitely said that there was room at Memorial High School for the developmental pre-K and I believe there will be plenty of room there for any expansion that MST needs as well. And I say that because the VOC Ed spaces, at MST, can only support so many children anyway. And I believe that's probably about 200 kids per grade level. So, you're talking about above and beyond what we have now an additional 400 kids. There's plenty of space at MST even if we take the 600 wing for the developmental Pre-K. I also want to say that having that program there at Memorial will be an advantage to MST because they have an early childhood development program and it wouldn't benefit greatly. And I think potentially not need as much space at the current MST so creating more space in that building. So, I just think we've got more than enough space. I also want to say that the previous mayor looked for five years for another place to locate our developmental Pre-K and didn't find anything. So, until we actually know where we would change our minds to relocating it to I'm entirely and completely opposed to this. I also want to say and would encourage my colleagues on this board that we make decisions on this for and I think we need to start staying the course. When we change our minds and it makes our staff very insecure. And it makes implementation very, very difficult when they feel that they have to be constantly second guessing whether or not we're going to come in during a meeting and throw all the cards up in the air and let them fall as they may and completely changed all of the efforts that they have time and energy invested in. So, I would really strongly encourage my colleagues to not support this.

Committee Member Girard stated Thank you Madam Chair. I do have some questions for the administration. But first, I do want to correct the record. Former Mayor Gatsas came to this

board with a proposal to buy one of the buildings up at the Sununu center for a dollar. But the board didn't want to spend half a million dollars to renovate it to be a preschool. And he also came before the board with a proposal to buy and renovate the former New Hampshire Department of Employment Security Building on Hanover Street and the board shot that down and I think the renovation cost there was 1.1 million dollars, so it's not accurate that former Mayor Gatsas couldn't find anything, he did, and the board rejected it. Doctor what is the real number of freshmen going to MST this year. I've heard 192. I've heard a hundred eighty something. I've heard a 168 in recent days. What is the correct number and why do we keep getting all these different numbers?

Dr. Vargas stated the why is the processes in which the student makes a request. Then this year was the first year, its my understanding, at least in recent time, that we accepted everyone that has applied. And there were about over 180 plus. And the people who are confirmed right now is 168.

Committee Member Girard stated so it could go up.

Dr. Vargas stated right now we have closed for the planning purposes.

Committee Member Girard stated so it's 168.

Dr. Vargas stated it's 168.

Committee Member Girard stated if you're not planning on opening the preschool center at Memorial until next year, the 2019/20 school year. Why would you need to start making any changes to how Memorial operates starting this September?

Dr. Vargas stated based on my experience with construction project in this city, they move very slow. I mean the West High School is a good example. We've been back and forth. That was the driving force. Also, we have a time line that has been provided to us by the architect that suggests that we need to give ourselves enough time in order to be ready for September 2019.

Committee Member Girard stated So are you saying that the planning of the construction at Memorial can't be done without displacing Staff in that building starting this fall.

Dr. Vargas stated you have to separate this space as you know there is a design aspect to this whole process in place. I think that West could inform you that what we did, we guarded that space, I'm basically recommended that we do this thing for the Memorial this year. Again, this is based on the recommendation of the people at the building department that have been helping us with this.

Committee Member Girard stated Madam Chair it's no secret that I did not support the redistricting plan and among the reasons I did not were because I was vehemently opposed to converting Memorial to Preschool use. That said, I have to agree with Committee Member Want. The board made a decision. I did not support that decision. But, it seems to me that if the board made a decision the board ought to stand by that decision because if we can go back and start cherry picking certain things out of Board actions that we don't like and try to undo them we are we are never going to communicate clearly a set of priorities or instill in the public, our staff, or anybody else any sense of confidence that when we make a decision we have made a decision. And for as much as I would like to be a bit mischievous here and vote to at least temporarily block the use of Memorial for these preschool purposes I think it would be counterproductive to the board and its standing and the Superintendent's ability to move forward with a project that this board approved. And therefore, I will not support the motion.

Committee Member Desrochers stated thank you your honor. So, Committee Member Girard basically said what I am going to say in that I have been given the public's trust to represent the board and I voted to do the redistricting as was proposed by Dr. Vargas and I don't think that going back on that and starting to chip away at what we what we voted in is at all good. It's a terrible idea to me because one of the goals for the preschool center was to reduce class sizes. And that was a very big issue for a lot of people. And it's going to take a year to even get to that. But if we keep putting it off, then you know why did we even go forward with all of this work in doing redistricting. We end up looking like we have for the past however many years that we've been trying to do redistricting and not doing it. So, I urge my colleagues to not support this motion. Thank you.

Committee Member Beaudry stated thank you Madam Chairman. First and foremost, I have the most respect for Dr. Vargas and this motion this evening is not to eliminate his plan. The plan

is still moving forward. We're going to still implement the west side; the east side was phase two. What I'm doing is just pushing the preschool off for another year to see how MST works out at Memorial High School. I'm a little perplexed when they say the six hundred wing because all the discussions under the prior administration when they tried to get classrooms for MST was the 600 wing. It has its own door. It would be the most accessible for MST students to come in and go into their own door they can segregate that section of the building off. So that was a little perplexing to me when they're saying that they're going to put the preschool there. One of the diagrams I saw. And maybe I misinterpreted the diagram, that the preschool was going to be, if you went down to the back parking lot by the football field. The preschool was going to be down and, in the back, where the marketing classes are and the EL classes. That was my understanding of where the preschool was going to be. And then all of a sudden, it came to the six hundred wing. But, I'll leave that to the people that are going to be moving this project forward in the future. But it did come to my attention that the original plan was supposed to be for 14 classrooms. Now it's my understanding that it's 17 classrooms, plus OT, plus PT. I just want to make sure that we have the accommodations for the students with MST. I think we've made a commitment to MST. So that we don't have to build a 5.8-million-dollar addition to let them use Memorial. Let's see how that works out after a year. We can still move the fifth graders, this project even if we don't put the Pre-K in next year, the fifth graders on the east side can still move. That's not going to stop that part of the plan. I think it is better to slow that portion down to see if we can truly accommodate both MST and the preschool. Thank you.

Committee Member Lehoux stated I concur with what the Committeewoman said, but it was my recollection when we were taking that vote that you could remove that portion of it because there wasn't anybody on the planet that thought that was a good idea at this time. But the way the motion was structured we had to in order to advance redistricting. That's what we had to do. I personally don't see anything wrong with, there's so many moving parts to this, this whole redistricting, I still support the redistricting. But I think, I mean I even heard with Hallsville once all the moving parts start moving is like 200 kids at Hallsville. So, there's tons of room there. I think we just have to slow down. Nobody's saying stop. But I think if we're going to make such a move in… And I also want to say that with MST and I've said this before a hundred times, there is such a move right now for workforce development and for trades and promotions of all this stuff. Hopefully we're bringing something from Parkside up here shortly. That's going to

promote MST and promote West. I think it's just going to continue to grow. And we're still getting calls on people that want to go to MST. So, like I said I think had we made the motion correctly the first time as you requested, I think this wouldn't be an issue. But I will support this aspect, not to stop it but I think with all the moving parts I think we have to slow this down. And again, out of all the redistricting issues this was the main the main issue that I haven't seen anybody agree with yet. So, I just want to make that point.

Committee Member Bergeron stated I remember Dr. Livingston's redistricting plan and one of them was to build probably some kind of center for all the kids together and I just recall making a comment to the Mayor at the time, saying perhaps we could partner with a business and they would be more than happy to build something put their name on it and I was literally laughed, like who the heck would want to do that, was the comment. And look at we are today. Look our presentation tonight. We have a whole community backing us. So, I guess what I'm saying is if you look at the timeline of Manchester Proud and I'm not saying that they're going to be the savior of everything but you're going to have our community now engaged in these things. I'm definitely not going to support stopping this, but it may change somehow. Someone may have a great idea for it and I'm sure that we'll roll with the punches if it's an improvement. But I just feel strongly that we may have to conform to a few things and probably a few good things and maybe that will be one of them.

Committee Member Georges stated thank you, your Honor. My point just is going to affect the Redistricting plan because last month we are the community forum, Tim and I, with our constituents in Ward 3. There were couples that came over there that were just so happy to ask a question about the change that's going to be in the schools because they want to buy their house over in Ward 3. And they were so happy because they want their children, they have young kids to be in school. If this is going to affect it, the redistricting like Leslie said, on the East Side, I would ask you to review your plan again. What can we do with the Pre-K, because we already voted on that position the way we did. That's going to be good. I already promised my constituents that they are going to see some changes again in schools, that won't be good for us. Thank you.

Committee Member Want stated thank you Your Honor. So, Dr. Vargas from the facilities plan it says that we will gain 19 classrooms by opening up the Developmental Pre-K at Memorial High School or wherever, it opens up 19 classrooms. My question to you is are those 19 classrooms necessary in order for the redistricting to happen on the east side?

Dr. Vargas stated that's one approach and that's the approach that I recommended to you that were necessary. And that was based on the analysis of the space available there, but like someone mentioned tonight that there are multiple ways in which you can, for example you can go back and say you're going to invest the 5 million that you had it to begin with to create a stand-alone preschool. I'm just throwing that out as an example. So, it will impact it, but it also doesn't necessarily mean that you could declare the plan dead and that it cannot move forward. There could be other alternatives that we can look into it. I happen to believe that you have a problem here and that is that you have surplus space, in several buildings at the high school level. And it is extremely important that the board takes that into consideration. That's why I didn't recommend for you to look for space elsewhere. One of the tasks that you gave me was the repurposed space. And that's what you got from me. So, if you want to revisit that, I understand that some of you and it is a legitimate reason that you believe and there are reasons to believe that perhaps if you give us much space to MST, that at some point that might be good for four both schools because you will retain the population. So that's the argument that I hear here.

Committee Member Want stated Your Honor follow-up? So, then the question becomes, how many students can MST, the VOC Ed portion, over at the current facility. How many students can that support? I mean because those spaces are specialized, and you can only fit so many kids into those specialized spaces.

Dr. Vargas stated well that's a good question that you have, but as you freed up space for general classes, like let's say Phys Ed or Health, or English, that you then would have more available space for those specialized classes and that's the theory right now that you will move the general classes into Memorial.

Committee Member Want stated aren't those classrooms at the current MST facility in the portables, English, social studies, those classes, aren't they there? So, which of the VOC Ed specialties would you put into the portables?

Dr. Vargas stated the portables is another story, first of all they are very comfortable there. That is part of their space. However, the board is not comfortable with people having portables. So, you have that tension, and as you know we did a survey and they asked this board to allow them to continue to use their portable. But the bottom line at the end of the day is that you have to find space to free up space for the elementary school and in order to do that there are two ways that I suggested to you, which you approve. One was to relocate the preschool program and two was to move the fifth graders into the middle school.

Committee Member Want stated and my understanding is from the way I've looked at it is that we cannot do the redistricting on the east side unless we have those additional 19 classrooms freed up from the Pre-K, moving to wherever they're going to move to.

Dr. Vargas stated yes, you do need to find classroom for the Pre-K. And as you know what you adopted was that we were going to utilize this space a Memorial for that purpose.

Committee Member Want stated so if we don't do this… I mean if we're postponing it for a year, then we are postponing all of the improvements that the west side is seeing another full year on the east side, so not one additional year, but two additional years.

Dr. Vargas stated it would delay it, but there is an elephant in the room and that is the finance for this project.

Committee Member Want stated It's always the elephant.

Dr. Vargas stated so I just wanted to put that out there. But the project actually would not be able to move forward unless we get the ongoing financial support for the project.

Mayor Craig asked can we clarify the timeline though? I was under the understanding that the west side would be redistricted in fiscal year 20. Correct?

Dr. Vargas stated correct.

Mayor Craig stated and East Side fiscal year 21.

Dr. Vargas stated that is correct. But idea of what I'm saying for Memorial, just hear me, is because we move so slow when projects like this, case in point, we are revisiting. At least in my experience we were revisiting West. This is one more time that I do believe that and that's ok to slow down a project if that is the desire of the Board. I just put forward for you what I thought, given finance for example, moving the preschool. Let's say in September of next year, we might be able to do that and free up some space in some of the schools. And if the financial support were there we could be going immediately to take action for the class sizes, which is what I heard from this Board, and I heard from the Board of Alderman that you wanted this to happen. Actually, I am reacting to what I heard from this Board and what I heard from the Board of Alderman. Actually, some people were questioning me on whether we were going to do the east side. And I was clear that this is a city-wide plan from day one.

Committee Member Girard stated thank you Your Honor. I wonder why we're actually discussing the merits of the redistricting plan that Superintendent Vargas presented and that this board approved. These are all great questions. They are all great concerns. People who voted for this redistricting plan didn't seem to express them with any certainty at the time. But even if they did, they nonetheless voted for it and I'll finish my comments by saying this, not too long ago, in this meeting, I asked the board to establish a priority. And that priority was to make the Athletic Director full time in the next fiscal year. That is a discussion the board had not had up until that point. It was a priority or a decision that had not been discussed and had not been decided. And during that discussion, Members who are proposing that this motion pass said well Dr. Vargas is our leader and we should wait to see his recommendations. While Dr. Vargas presented his recommendations to this board on redistricting. This board voted in favor of the superintendent's recommendations. And now Members that voted for this redistricting want to slow it down, they want to apparently look at the design plans for where in the building it's going to go, how many classrooms it's going to be. A discussion frankly that should have been had to the detail we're having it tonight, when the recommendations came forward. Again, I did not support this plan, but I don't think it is wise for this board to do this. And I guess maybe I'll end by saying we should listen to our leader. Our leader who said he needs to start the project this fall, so it can be ready to go when the board approved for its implementation which is the next school year. Right?

Mayor Craig stated fiscal year 21, he just said it.

Committee Member Girard stated fiscal year 21 for the preschool?

Dr. Vargas stated that is to complete the project. But the project has many faces your Honor and that is we need to get this space ready. And also, the sooner the better, when it comes to. I guess that's what I heard from the Board of Alderman, that there is a sense of urgency here that they didn't want to, actually someone use my phrase, children are only children once, meaning that and I concur with that, I have been saying that there's a sense of urgency here. That's what I heard from this Board about the east side. I heard it from the Board of Alderman as well. I do pay attention to what my Board's say. I came with a recommendation to move that in that direction. If you ever had any doubt, here it is before you.

Committee Member Girard stated our leader your Honor, presented this Board a plan, the board approved it. He's saying it needs to be implemented this way because and frankly I think it's incumbent on those who supported his recommendations and voted to adopt his plan, to now follow the recommendations that not an hour ago were so worth its weight in gold we couldn't take the step of establishing a priority before he made a recommendation.

Committee Member Lehoux stated again with all due respect, we asked when the motion was made, which you made, and it was quite clear unless you got your 2007 plan that you weren't going to do anything. And I think everyone here asked you can we please remove the Pre-K and then okay, minus one, and it was a no. So, the vote was that. And so, w rolled the dice and I still support the move. But I just think there's too many moving parts on this particular one and I said it that particular night that I wasn't happy about the whole Pre-K because we do have other options. And it amazes me that we have MST at Memorial, Memorials taking a great sacrifice. We have West who's taking the Superintendent. We never talk about Central taking anything. Central is like the golden child. I don't know but we could close a building at Central. We could close a building in Central. So, the room is there, there is room. So, we do have other options that I think we just need to slow the bus down and we need to make this move the right move because I think MST has got some good things happening for him. And I would just hate to be five years from now say, "oh boy now we can't do anything," because there are no other options in that area of town. So, I'll leave it at that. Thank you.

Committee Member Beaudry stated thank you. I just want to reiterate as far as this is not shutting the plan down, the west side is going to move forward in the timeframe that the superintendent said. He pushed that off a whole year. So, pushing off Memorial for a whole year. Why would we want to start moving preschool, we can move the fifth graders? This is not going to stop the fifth graders from moving on the east side. Am I correct in that Dr. Vargas?

Dr. Vargas stated you are correct. You could move the fifth grade, it wouldn't completely free up enough space.

Committee Member Beaudry stated I understand that, my question is it was a three-phase approach. So, phase two we can start moving fifth graders on the east side and then we can move the preschool to Memorial, Central or any other place that we were looking at. We're not stopping it. That is my comment and I would hope that the board supports this because actually Dr. Vargas, you wanted people to weigh in. People have weighed in after we made our decisions. And I want to play your card that you listened to people and I did. So, I'd like to move this so that it's in the fiscal year 2021, which would be 20.

Mayor Craig stated you're going to put it in fiscal year 20?

Committee Member Beaudry stated no, fiscal year 20 would be starting next year, July of 19.

Mayor Craig stated no fiscal year 19 is next year. So, 20 is what you want to put it in.

Committee Member Beaudry stated well fiscal year 21 would start July of 20. So, the kids would go in September of 20.

Mayor Craig stated but you need to do their renovations the year before.

Committee Member Beaudry stated I'll take that, I just wanted to make sure we had enough time that the kids were going to go in September of I believe. Right?

Mayor Craig stated 21.

Committee Member Beaudry stated September 21. Okay. So, if they're going to move in September 21 then I would be correct, we would work on the budget in July of…

Dr. Vargas stated actually the preschool... Again, the desire would be, I have it, and again these are choices that we would be have available to us if we had the space ready, because next year there might be a different reality financial and otherwise. We are no fiscal independent here. We've had to take that into consideration. So, ideally if I had this space begin in let's say, this summer beginning to do all the work, the design and everything, ideally the space would be ready for September 2019. What I hear you saying is that you, and again beginning to move if finances and other condition are available, which I have said that about the plan. What I hear you saying is that if you want to delay it one more year, which is that we don't begin to move staff or deal with this space, but if you wanted a year later that would be the summer of 2019 rather than the current summer of 2018.

Mayor Craig stated Dr. Vargas just something that you said though, you have been incorporated the funding that you would need because we've talked about this, if we're going to open up classrooms we're going to need more teachers.

Dr. Vargas stated correct.

Mayor Craig stated And so that would be between one and two more million dollars, has that been included…

Dr. Vargas stated if you look at the lay out, the plan that I gave you, it has this stage by stage and the class size in the budget there is for money to be appropriated for the east side of the city for the 2020. September 2020.

Committee Member Beaudry stated the whole plan, I believe, correct me if I am wrong, was seven million dollars for the three-year phasing.

Mayor Craig stated yeah, 2.2.

Committee Member Beaudry stated so if my dates are wrong Madam Chairman I will change but I was looking at implementing it so if we want to move the students in September of 20.

Dr. Vargas stated why don't you put that renovation be completed by September 2020.

Committee Member Beaudry stated September of 2020? Okay.

Dr. Vargas stated be completed, be ready and that is two years from today.

Committee Member Girard stated point of information your honor. Looking at the agenda of where this plan was presented and approved on page 144 of the agenda, create preschool center at Memorial High School by September 2019. That was the superintendent proposal.

Dr. Vargas stated yeah, I'm giving all the information that is very clear in there.

Committee Member Girard stated that's what the board approved.

Mayor Craig stated I guess I just have to say in terms of what we've got here, have you made a request from the Board of Mayor an Alderman for additional funds for teachers if we put the preschool students in Memorial High School.

Dr. Vargas stated that would be fiscal year 2020. That's when we'll put it in.

Mayor Craig stated so given that information, I see no issue with postponing the construction because we're not going to be making the changes of adding staff until the next fiscal year. So, if we can give ourselves a year, where we're staying within the budget and the timeframe. I would be for that.

Dr. Vargas stated it is the prerogative of the board to alter… it's your plan I mean.

Mayor Craig stated this is the one thing that I consistently am getting calls on as well and I was pretty clear when I did vote against the redistricting plan it was because of Memorial High School. So, if we can put off the construction for a year without impacting the plan, which it seems as though we can have based on the information I have in front of me, then I will support that.

Dr. Vargas stated all I say for the purpose of clarity, so that you could say that construction for space is projecting unless you come up with another it will send me back to the drawing board that we begin construction this summer of 2019 rather than the summer of 2018.

Mayor Craig stated I'm fine with that.

Committee Member Beaudry stated oaky, if that's the case Madam Chairman, I will amend my motion that construction of Pre-K will be implemented by September of 2020.

Committee Member Girard stated roll call.

Committee Member Beaudry stated You can ask for it?

Committee Member Girard stated I'll ask for it.

Mayor Craig stated discussion.

Committee Member Want stated yeah, I just want to say that I'm looking at the Superintendent's slide presentation or PowerPoint and it says here that the Preschool is supposed to be 2020. So, we're all kind of saying the same thing. Right. So as long it is starting 2020 was there something that you needed to happen sooner that you need to get going, that Committeeman Beaudry was not happy with. I'm trying to understand what is happening?

Dr. Vargas stated that's a great question. As I said in my opening, projects and things here move very slow. So, lesson learned. I will begin to move very aggressively because I heard from people saying I don't know if you are you going to do this. People from the east side, they want their class sizes for their student and for us to attend to that problem and we did take that stand given what we experienced, for example, we other projects, that they do move very slow. But that is up to you. I've been told that this is doable if you give yourself a year. But to give yourself a year, you've got to make sure that you're give yourself a year, don't do to me what you did with West, that the plan was voted on and people told me that there was no such thing as a vote cast. Just what you're seeing is the superintendent who has learned from you and I went back, and I said let's give ourselves a little bit more time.

Committee Member Want stated so Dr. Vargas, do I understand that what you want to do is you want to start clearing that space out?

Dr. Vargas stated correct.

Committee Member Want stated so that the design team, the architect can go in and…

Dr. Vargas stated all the work that needs to be done, pretty much like we did with West.

Committee Member Want stated okay and obviously the staff at Memorial would start getting used to whatever spaces are going to be in this new MST, Memorial, Pre-K, high school, as well. So, you're just trying to give the entire staff in the whole process more time to make it all work well.

Dr. Vargas stated correct.

Committee Member Want stated and you want to start that when?

Dr. Vargas stated **t**he original that you have before you that generated the discussion, I wanted to separate that space that has been earmarked, if you will, for the purpose of redistricting. So, I wanted to do it this summer. I understand that the Board doesn't want that to happen and that you want me to wait another year before I begin to take possession of that space if you will for the purpose of the preschool.

Mayor Craig stated Committeeman Gerard and then we are taking a vote.

Committee Member Girard stated yeah, I just have a question. If this motion passes are we binding a future board? Because that this work won't take place, next year is an election year. This work won't take place until a prior board and if we haven't appropriated any money and we haven't started the process as this board that made the decision, a board can come in after us and undo the whole thing. So, my question is if we take this vote. Aren't we trying to bind a future board to a course of action by saying this is going to start in 2020.

Mayor Craig stated that's what the whole redistricting plan is, he has a four-year redistricting plan. You can say the same thing about that.

Committee Member Girard stated no because I just read page 144 of the agenda, right, have Memorial ready for preschool by 2019.

Mayor Craig stated and then Committeewoman Want reads 2020.

Committee Member Girard stated I don't know what she's reading from. I read it right off the agenda and the fifth grade on the west side are supposed to go in 2019. So, you know what, if this passes Redistricting is not getting done. It's not going to happen. And this is exactly why it hasn't been done in 17 years.

Committee Member Beaudry stated we're not stopping the plan.

Mayor Craig stated a roll call was requested by Committeeman Girard I believe. Did you request a roll call?

Committee Member Girard stated I did. I did request the roll call.

Clerk Carey stated the motion as amended was to postpone the move of the Pre-K to Memorial to be implemented September of 2020.

Mayor Craig stated that the construction to begin…

Dr. Vargas stated September 2019 will begin. To be completed to be ready for September 2020. It takes a whole year to complete the project, according to what we heard said. It's a year that we need.

Roll Call:

Committee Member Girard stated no. Committee Member Terrio stated yes. Committee Member Lehoux stated yes. Committee Member Beaudry stated yes. Committee Member Avard is absent. Committee Member Desrochers stated no. Committee Member Tessier is absent. Committee Member Ambrogi is absent. Committee Member Scannell stated yes.

Committee Member Georges stated yes. Committee Member Want stated no. Committee Member Freeman stated yes. Committee Member Bergeron stated no. Committee Member Thomas stated yes. Mayor Craig stated yes. Motion passes.

d) Student Involvement – Naming of Committee Members – Vice Chair Beaudry

Committee Member Beaudry stated thank you Madam Chairman. I want to thank the board members that went to the School Boards Association, they had a meeting on student involvement. I thought it was very well run and gave us a lot of good ideas that not only could do we have to put a student on the board, but we can do a lot of things with our students as far as having them as a subcommittee. There's a lot of issues other than just putting them on the board. So, I applaud the people that were there. I thought it was well done. This is going to be a big committee because I did not want to ignore anybody that volunteered to be on the committee. So, I will start with the Co-Chairs, it's going to be Committeewoman George's and Assistant Superintendent Allen. Committee Members Ambrogi, Scannell, Bergeron, Want, Terrio and Desrochers will be the school board members. We are going to have students Kim Nguyen, from Central; Memorial, Ashley Woods; West High School, Tiffanie Cheng; and, Manchester School of Technology Alissa Ashby and Principal Arthur Adamakos. That will be the committee. And I wish you well.

Committee Member Scannell stated I just wanted to thank the Vice Chairman, I look forward to being on the Committee and I look forward to it. Great. When's our first meeting?

e) Student Membership on the Manchester Board of School Committee – Mayor Craig

Mayor Craig stated I have included a memorandum from City Solicitor Rice. Basically, saying that the Manchester School Committee can add a non-voting student member to the board. And it is to be referred to the Committee that is taking this action up.

f) Substitutes – Letter – Committee Member Lehoux

Mayor Craig stated item F is about substitutes, a letter Committeeman Lehoux submitted. Do you want to talk to it?

Committee Member Scannell stated it was just a letter that I received, that was it.

Mayor Craig stated okay. Dr. Vargas do you want to give an update, when we were going through the agenda Committeeman Beaudry, I, and you spoke a little bit about substitutes, I think we're probably getting calls on them. So, if you want to give a quick update on what the plan is.

Dr. Vargas stated yeah. As I mentioned to you in that conversation, we are working to look at what are some of the root cause of the situation that we face, and Ms. Allen has been working very hard with Southern New Hampshire University to see if we can secure a partnership that might alleviate the substitutes challenges that we're facing. So, I wonder if you wanted to mention where we are with that.

Ms. Allen stated sure. We have another meeting May 23rd and we actually came to Finance to talk about what our relationship with Southern New Hampshire University could be in terms of they have a fifth-year program that will get a Master's in General Special Ed and Elementary Ed or Early Childhood Ed and Early Childhood Special Ed. So, through this partnership for every intern we had placed we would get 56 sub days out of that person a year. So, it's a new partnership in terms of student teaching and learning. We engage in a professional development school model with them and really looking at this partnership to kind of bring us forward and look at our existing needs. We are looking to create an MOU, which will come back to committee in terms of some language that we need to have clarified.

Committee Member Girard stated thank you Madam Chair and I just wanted to add that the negotiations committee and the Manchester Education Association have had some very constructive discussions over the topic of substitutes and related issues. And so, I just wanted, the board and the public to be aware that the union is constructively engaging those conversations with us.

Mayor Craig stated thank you.

Committee Member Beaudry stated just a quick question on subs. Thank you Madam Chairman. It was brought to my attention a little while ago and I guess I'll make it public, I have talked to Dr. Vargas about it, but it seems like and this has been an ongoing saga that Committeewoman Langton and I used to complain about, how some subs get hired and I'm not talking about teaching subs, but other subs for other positions get hired and it is depending on who you are it seems or if you work with the district you get paid a higher salary than somebody… It was brought to my attention we have secretaries out there working for more than ten dollars an hour that secretaries are supposed to be getting. And it's causing quite a ruckus out there because the word gets around that some people are getting paid more than others. And I know for a fact where there were secretaries that have been denied work for five days a week or even four days a week and they were getting paid ten dollars an hour. So, I wonder why there's a disparity as far as who's taken this position on and why is this happening. If the sub for a secretary is ten dollars, it shouldn't matter whether you work for the district or not work for the district, it should be ten dollars an hour.

Ms. Allen stated the rate for the secretary is higher than a teacher sub. So maybe that's where the error was and the miscommunication. So, the secretary will get a higher one.

Committee Member Beaudry stated I want to get a breakdown then of what the sub pays out because my understanding from talking to some of the subs that sub for secretaries they are told they only get 10 dollars an hour. But there are some that are getting 15 dollars and cents an hour. So, I'd like to know why there's a discrepancy there.

Dr. Vargas stated we couldn't get that information to you around your concern.

Committee Member Beaudry stated I think all the all the staff should be up. But if you're going to pay the secretary fifteen dollars an hour, that's more than a sub that's teaching our kids. So, I just question what the pay is.

Dr. Vargas stated we will look into it and get back to you.

Mayor Craig stated they will look into it.

g) Comcast and City Year – For work at McDonough School, planting gardens and painting murals, and many other things - Committee Member Want

Committee Member Want stated Oh thank you. I just want to say I was walking by McDonough Elementary School the first Saturday of April vacation and I was astounded at the number of people that were at the building on the first day of vacation. So, I walked up and went in and I found out that it was Comcast volunteers and the entire City Year compliment, all of them, there on the first Saturday and they were doing things like planting the gardens and. Painting murals and cleaning out sheds and all number of other things. They were just doing an amazing job on that school. I just want to express my appreciation to them for the work they did and particularly to have a beautiful Saturday morning the first day of vacation. And I know for a fact that the gentleman from Comcast who does it, has been doing this for like 15 years, for a long time. He donates his time every year and coordinates things. And I just think as we saw earlier tonight with the Manchester Proud we have some extraordinary people here in Manchester who care deeply about our schools. And I just want to make sure that I said thank you to Comcast particularly on behalf of McDonough School.

Committee Member Freeman stated thank you Madam Chair I'd like to comment on what Committee Member Want said and make a request that maybe we could find out who that gentleman is who has been organizing it and maybe issue him a citation. Additionally, do we have a mechanism to alert the school board when activities like this are happening? Because I hold a real mean paintbrush.

Committee Member Scannell stated so on Thursday the 31st, I think in your next board and superintendent communications you are going to get notice of this, at 6:00 p.m. in the chamber, it's going to be the ceremony recognizing that students are going into the armed services. And Lauren has worked on it and Andrea Craig Alley has worked on it, so I believe it's 6 p.m.

Mayor Craig stated I believe so. We'll let everyone know.

Committee Member Want stated thank you. I was going to put this in the end of my other one, but I also want to say I'm wearing my shirt for a Walk Against Hunger for New Horizons.

Mayor Craig stated I'm sorry. Can we take care of this under new business? We still have to go through personnel.

Committee Member Want stated okay, sure that's fine. I did that to you before, didn't I. I'm going to learn one of these days.

24. Personnel Report.

Mayor Craig stated Item 24 is a personnel report. Ladies and gentlemen what's your pleasure?

Mrs. Hogan stated we are pulling number one off. You do not need to vote on number one.

Mayor Craig stated great.

Committee Member Girard stated I'd like to pull number 19 and 35.

Mayor Craig stated you would like to what?

Committee Member Girard stated I would like to pull numbers 19 and 35. So we can discuss them in non-public.

Committee Member Scannell stated without mentioning the name, there's one person on here who has 50 years of service. I know that we recognize people with certificates. I'm hoping that there's more than a certificate coming for this person.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Freeman,** it was moved to approve the personnel report with regrets. All were in favor and the motion passed.*

Personnel Report

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Phyllis Schlichter	Teacher - Reading Supervisor	McDonough	$82,323
Loreen Brigham	Teacher - Special Needs	Hillside	$67,423
Carol Hendries	Teacher - Elementary	Bakersville	$67,423
Susan Keleher	Teacher - Health	Webster	$66,305
Kristi Suter	Teacher - Elementary	Webster	$58,110
Kaley Briden	Teacher - Music	Memorial	$46,190
Alexander Simo	Teacher - Health	Wilson/Northwest	$41,720

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Paula Greenspan	Networking Manager	Administration	$48.78
Helen Camire	Administrative Assistant III	Gossler	$27.13
Maryann Baillargeon	Administrative Assistant III - DHH	McLaughlin	$24.80
Janice Burns	Accounting Technician	Administration	$23.46
Fay Howland	Paraprofessional - Special Needs	McLaughlin	$18.72
Marie Kidd	Paraprofessional - Special Needs	Highland-Goffe's Falls	$18.72
Nancy Leavitt	Paraprofessional - Special Needs	McLaughlin	$15.71
Marina Nickerson	Certified Instructor	Parker-Varney	$15.50
Elizabeth Penn	Paraprofessional - Special Needs	Parkside	$12.03
Maria Zaens	Food Service Worker I	Southside	$11.03

LEAVES OF ABSENCE: NON-CERTIFIED STAFF

Laurie Lindsey	Paraprofessional - Special Needs	MST - CTE	$12.03
James Delani	Paraprofessional - Special Needs	Hillside	$11.91

NOMINATIONS: NON-CERTIFIED STAFF

Shayla Legendre	Paraprofessional - Special Needs	McLaughlin	$11.77

Approved 5/29/2018

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25. NEW BUSINESS

Committee Member Want stated yes, that was the main thing I wanted to just say the Walk Against Hunger is this Sunday and I'm very proud to say that we have 20 teams participating in the Manchester School District and that's the adults in the building, that doesn't even include the four middle schools that have students that walk, and I believe MST is also participating with students walking. So incredibly proud of all these people and hope that if you see a middle schooler that will offer them a donation for the Walk Against Hunger to benefit New Horizons and any staff member too I'm sure would be glad to take your money or any of us. Thank you.

Committee Member Desrochers stated thank you, your Honor. So, I'm bringing this up under new business only because my reaction time is rather slow, but with regard to the Ad Hoc Committee on Student Voice I want to point out that none of the members from Y.O.U. have been appointed to this committee and I find that to be a slap in the face to these students who have worked tirelessly to get us to hear them. So, I would implore the Vice Chairman to add at least one member from this group, so that they are participating in what they have brought to our attention that they want to see. I'm speechless.

Committee Member Scannell stated I would second that, I know I'm not seconding anything, but if there is any way to incorporate them, there are no rules and regulation, it's ad hoc. So, if this board could make that determination that they would have a seat at the table it would recognize the people who have been the driving force behind this motion. So, I'm sensing that that that's probably something that will be easy to accomplish.

Mayor Craig stated I would agree, they've worked very hard as a group. And if one person could represent them it would be nice.

Committee Member Terrio stated although they're not on the committee, I mean they're more than welcome to come to the meetings and speak. But further the New Hampshire RSA that I would point out says that the student representative is going to be one from each high school. So,

it's my understanding that Y.O.U. is predominately centered it's Central. So, the way that the Vice Chairman set up the committee is actually mirroring what the RSA is asking us to do.

Mayor Craig stated that's not mandatory from a committee perspective though.

Committee Member Terrio stated correct.

Committee Member Want stated yes, your honor these are not students who are going to actually be the student representatives, these are the ones who are going to be on the committee to decide how to put student representative voice, so that we can hear it. And I would like to appeal to this Board right now that we add a student from the Y.O.U. to that ad hoc committee. I'd like a vote on that.

Committee Member Bergeron stated I just wanted to say that one of the speakers this evening was the Y.O.U. representative at my table.

Committee Member Beaudry stated who is not a student at the City of Manchester.

Committee Member Bergeron stated the student that was at my table was a student at Central.

Committee Member Desrochers stated Adol is not a student, she is a college student and she is their advisor.

Committee Member Bergeron asked the one who spoke tonight?

Committee Member Desrochers stated yes.

Committee Member Bergeron stated the one who thanked us?

Committee Member Desrochers stated yes.

Committee Member Bergeron stated but she was at Central then? She was with a group of students that was with central though and they were all Y.O.U. I believe right? The four girls that I talked to at the end of that event. So, they were all together. One of them will probably be good... If they are indeed all Y.O.U.

Committee Member Freeman stated thank you. I would like to ask Vice Chair Beaudry how he determined, and how he picked the students that are on the committee?

Committee Member Beaudry stated what I did Committeewoman was I asked the principals of each school if they could give me a representative of their school. So, each principal gave me a name that represents their school. And that's how I did it. And then I put out a notice for any of the three, actually four principals of the school to see if any principal wanted to be on the committee. Mr. Adamakos showed interest. So, I put him on the committee. Now I think that's the fair way to go. I asked the principals for their input and I think that's a fair way of doing it. And I mean I put 13 members on because I didn't want to eliminate any school board members either. So, I'm going to keep it the way it is. I think it's an appropriate committee. And each school is being represented by a student and if the Y.O.U. group wants to come in and make their presentations to the board they can. But I can tell you honestly, I was a little put back at our coordination meeting when some of the members came in and made derogatory comments about our staff and it was unfounded. And I don't want to get into that.

Mayor Craig stated I don't either.

Committee Member Beaudry stated if you want to push me, I will get into it.

Mayor Craig stated I'm not pushing you. What I would like to do though is ask you to think about this before you make a final decision.

Committee Member Beaudry stated I've made my final decision madam Chairman.

Mayor Craig stated I appreciate how you have thought about this, but one of the comments you just made was you didn't want to eliminate any school board members. And I think that as adults we need to understand how hard this group worked to get to where we are and if we could allow them to have a seat on the board and I'm not asking to make this decision tonight. But if you could go away and consider it I would really appreciate it. As many of this the board would.

Committee Member Freeman stated I have a follow up if you don't mind. Vice Chair Beaudry did I ask to be on this committee?

Committee Member Beaudry stated did you ask to be on this committee, I think you did. But I told you were on a lot of committees and you said…

Committee Member Freeman stated actually I'm not, I'm only on two committees, but thank you. But I did ask to be on this committee and I am not on this committee. Thank you.

Committee Member Georges stated thank you. I can just ask because if there are too many people one of the School Board Members can be out of the committee, with one of the students just to finish.

Committee Member Beaudry stated say that again.

Mayor Craig stated she would replace a School Board Member with a student.

Committee Member Georges stated we can take one of the School Board Members out of the Committee to replace with one of the students.

Committee Member Girard stated thank you Your Honor. Manchester Proud came to present to us tonight they sort of made a big to do over the fact that no one's got any political affiliations or agendas and that their whole purpose in coming together was to try to pull the community together and to try to get the input from a variety of stakeholders around the city. And I think the implied message was in an objective manner. I think the way the Vice Chairman has gone about appointing the committee, respects that. I don't discount the work that Y.O.U. has done, but clearly, they have a point of view and an outcome in mind. And it's something that should be presented to a committee that's going to determine how the district best feels is going to give students additional voice rather than having somebody pushing for a pre-determined outcome from a position on the committee. So, I think if you want to get input from all stakeholders that's going to be considered in an open-minded way by members of the committee, you shouldn't have, and frankly there are members of the committee who sit on this board who have a pre-determined outcome about what they want as well. And I think that's pretty clear. But I think if we want to have anything that's objective and open minded. We should stay with the vice chairman has done.

Mayor Craig stated we wouldn't be having this discussion if the students from the Y.O.U. program didn't bring this forward on a consistent basis.

Committee Member Girard stated I don't disagree with that. That doesn't mean they should be on the committee.

Committee Member Scannell stated I would just ask my colleagues to think about something that Dr. Vargas often says and that is we would want any child in the school district to be treated as our own child. I think it sends a very bad message for students who have worked for three and four years the Y.O.U. group, full disclosure used to be in my room at Central, I have not been at Central High School for 7 years. They are doing the spade work, the difficult work, that we ask our students to do to be involved and engaged in the community and at some point, in time, yeah, we can say life is tough, you know what, that's what politics is about, you work hard, and you're not entitled to a seat at the table. I do think however if we reflect on what Dr. Vargas often says it is our adult responsibility to encourage students to do what they have done. The message that this sends is, I don't want to go into all the adjectives, but we are not fulfilling our adult responsibility if we, I will say it because the discussion has come up, if we exclude them. This is excluding them and I'm going to go on a little bit longer. In Manchester, I have a few heroes. All of those heroes are individuals whom at various points in my youth I went to and complained. Bill Burns, the Principal of Central High School; Tom Hannigan, who is the monsignor at St. Catherine's. And I complained about things that I thought were wrong. What did those men do? They didn't shut the door or push me out. They said you know what, you would be good for this. You'd be good for that. And as a result, I'm a productive citizen. I was not alienated. I didn't turn my back on the institutions of government. I'm here because those individuals took their adult responsibility seriously. That's what is on the table here.

Committee Member Bergeron stated I'll be quick. I'm going to just use a quote that one of the students said at the end of the training and that says it doesn't make any sense to do it without us and the US I think we're referring to here is Y.O.U. and it kind of sends the message that if you don't like them they can't get involved. So, we don't like you then forget it. And I do like it because I remember sitting at a at a pops meeting and that's the organization for music, and someone complained to me, like basically we never have any communication and I said well

why don't you help me with that, and that person came to be the most amazing communications person for that organization. So, I guess we can turn this around in that way. So, I wasn't at the presentation. So, but it's not the first time I get that impression. Sorry.

Committee Member Terrio stated thank you Your Honor. I wasn't going to bring this up, but I actually, still don't feel comfortable with this, but I will because of some of the information that's been going around this thing. It's my understanding, I've heard through the grapevine, that one to allude to what Committeeman Girard was saying, that I know for a fact that while he was on the umbrella auspices of the Granite State Organizing project which is a very partisan organization. But here's my concerns and I don't know this, I don't have personal knowledge of this, but I've heard this through the grapevine from people at Central, is that while Y.O.U. is extremely hyper aggressive about recruiting more minority students and there's nothing wrong with that part, although I think they go overboard in the recruitment. But here's my concern. And again, I don't have any personal knowledge, but this is why I've heard. That when a minority student doesn't agree to join the organization they are ostracized and harassed for not becoming part of this organization. So that is some of my concerns that I'd like to be addressed.

Mayor Craig stated well that's something that we should direct to Dr. Vargas and to me has nothing to do with what this conversation is right now. That's something Dr. Vargas should absolutely look into if that's accurate and should report back to us. But I asked Committeeman Beaudry to take this feedback away and please consider putting someone from that group. One person on the committee and if you can come back to us I'd appreciate it.

Committee Member Lehoux stated real quick tomorrow night at McLaughlin. There'll be a STEAM exhibition at 6 o'clock for junior high, if anyone's interested. And then also this past Saturday a group of parents and students got together at Southside and did our first Southside cleanup day, it went very well, was great, in preparation for what I believe will be an incredible Memorial Day presentation working with the VFW. We have a great plan, which after the presentation I'm sure you'll be invited, everyone will be invited but if it all works out it's going to be a pretty memorable event. So, I hope when you get the invitation you can come. So, thank you.

Committee Member Bergeron stated I think that some of the things that are taken under New Business are important and are recognitions, and I always wondered I just wanted to ask why we don't do them at the beginning of the meeting when students are here. I know we used to and I know we changed it because we put it in a new business, but it just doesn't make sense when it's 11 and there's no students here or educators. I just was wondering if we could do these things more towards, go back to the beginning of the meetings.

Mayor Craig stated you would have to change the Board rules.

Committee Member Bergeron stated well that's the way we used to do it. So maybe we should change the rules, but I guess that's for another day. But I just wanted to thank you Mayor Craig for being on the panel of the New Hampshire Institute of Art. It was it was a great panel and it more or less, I guess what I'm saying, what I get out of it was the economics of actually having art in your community. Where just to give you an example, the New Hampshire Council in the arts, which I think change their name to arts for New Hampshire I believe, their nine grants of $400,000 actually yielded I think believe 1.2 million dollars just in revenue based off that and a lot of that is our students actually. So, I just want to say that was a good meaning because our district was discussed in great length. So, I just thought that was a great thing. The breakthrough Manchester event this past week was also a great display. Basically, it was a lot of Parkside students that were there because a lot of them seemed to be in breakthrough New Hampshire which as I'm sure you all know is the Derryfield School, the school district's, SNHU and UNH, I believe. So that was “Are You Smarter Than a Breakthrough Student”. I thought that was a particularly awesome event.

Committee Member Beaudry stated a couple of things, I probably should've brought him on presentations, but I was able to attend the National Conference of State Legislators at Parker Varney school. It was a group of Legislators and people that are affiliated with education from Colorado, Connecticut, D.C., Indiana, Massachusetts, New Hampshire, Maine, Utah, Washington and they were very impressed from my understanding and maybe Assistant Superintendent Allen could elaborate because I didn't stay till the West High School event. And they had a critique. But I did go to the Parker Varney one and also to the MST. And they were very impressed in our programs, they were looking at the competency-based learning that we do

plus the multi-grade configurations at Parker Varney and I have to say I was impressed. I've been the Parker Varney many times, but this is the first time that I spent a lot of time in the classrooms and to see how the students interact with each other and the grade configurations, it was very interesting. And the kids were really, I have to say they were super excited to see us and to show us their learning ability and what they what they were learning so that's a testament to our administration and our student body and our teachers and faculty with putting this stuff together. Secondly, I was able to attend the Mass Casualty event. It was not McIntyre. Off of Cohasset Ave. But anyway, it was a Mass Casualty event and it was extremely well run. They have firefighters, EMT and public safety. They have the student body. They have them dress up as casualty. They have the Cosmetology department puts fake makeup on them and fake injuries on the students and then the firefighters go in, they have a small fire, they put the fire out and they have the EMS people go in and vet out the injured and it's a great event. And I have to give Molly Dobmeier and Lieutenant Leroy from the Manchester Fire Department a lot of credit for putting that on every year and it's great. Next year if you guys can attend it's something to see. So, thank you very much.

Committee Member Georges stated thank you. I just want to say I attended a conference in Massachusetts the week of our last meeting. The conference was talking about understanding the cause of Inequities. But what I am going to say is that what is passing now, and I am so glad, because we are going to have Manchester Proud and we are going to have the community working together on the root causes. That is what is affecting the kids. What they have found through experience for hope is the adults and they talk about things that teachers do to make students feel positive. It is something that we as adults, what we are doing now, or what we can do can affect the kids, even from my understanding what I can say is that we need to talk about things before they become a big problem. We are the ones that are supposed to determine how we can bring the positive in everything that we are working on. I like what I see in Central High School, last Thursday, with International Night. That was positive things. What we are looking for to bring into the schools. We can talk about all those effects, all of those things that we as adults or teachers or educators we need to bring the positive to the kids and what we are going to do to about things that could affect kids or defeat kids. The kids can see these things in us, so we as Adults, if we bring negative in front of the kids it is going to continue to bring negative to them. I really appreciated you putting me on the committee and thank you Amy, the School

District for putting me in a position where I could go to that conference and I was happy to be there and to see the President of our Union who was at the table with me when there was a discussion about the challenges and said that is the challenge with the Union and how can we work with the Union to bring positive. Let us try to bring positive inside the schools to change the kids and for the kids to look at the good. And the parents are very important, even when are talking about the students, but we also need to talk about how we can really touch a lot of parents. That was something many did. When there are lots of problems in the schools with the kids and you want to know what to do, because the parents don't go to school, and they do not assist, and we need to get them involved, especially for the immigrant, and we need to figure out how to get them to the table and bring positive into the schools. I think there is a lot of work that needs to be done and for this work to be done we need to see who we can bring to the table that will bring positivity. For the work that is going to be done, who is going to do the work that needs to be done. That is what I can say. I say thank you again to the School District for allowing me to attend this conference. We are going to have the first meeting in June.

Committee Member Freeman stated thank your honor, there are two events coming up for the Manchester West Naval Junior ROTC program. One is next Wednesday at 8:00 a.m., it's their annual awards ceremony and if you've never been, it's really something to see. These Cadets work extremely hard all year long and it's an opportunity for you to see exactly the hard work that they do. So, I never miss it. It's 8:00 o'clock next Wednesday. And then Memorial Day Weekend another event that the Manchester West Naval Junior ROTC program kicks off is 100 Nights of Remembrance and it starts with taps at Mt. Calvary Cemetery. And for a hundred nights all through the summer, a cadet volunteers to go at sundown and play taps in memory of veterans and our fallen soldiers. It is these cadets do it completely voluntarily. They don't get anything. Last year ROTC averaged over 4500 hours of volunteer community service. They're not as big as they used to be, but I'd like to see them get big again. It's really a commendable thing for these kids to do is get involved with this. And it's not just military themed things, it's also community type activities, so again that's next Wednesday and Memorial Day weekend. I know people are busy with barbecues kicking off the Summer, but if you can take five minutes out and go down to Mount Calvary and see them kick it off you'll see the VFW down there, the DAV. It's quite a sight to see. Thank you.

Committee Member Bergeron stated Thank you. I forgot. That's why it's I hate doing this so late I guess.

Committee Member Girard stated I'd just like to move Item number 19 on the personnel agenda. I miss read the agenda and my questions have been taken care of.

*On motion of **Committee Member Girard,** duly seconded by **Committee Member Beaudry,** it was moved to approve item #19 on the personnel report. All were in favor and the motion passed.*

26. A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c) for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; for matters, which if discussed in public, would likely affect adversely the reputation of any person.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Terrio**, it was voted to go into non-public session under the provisions of RSA 91-A:3 II (a, b, and c) for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; for matters, which if discussed in public, would likely affect adversely the reputation of any person.*

Committee Members Scannell, Georges, Want, Bergeron, Terrio, Lehoux, Beaudry, Desrochers, and Mayor Craig voted yea on the motion. Committee Members Freeman and Girard voted nay on the motion. Committee Member Ambrogi, Thomas, Avard, and Tessier were absent.

27. A motion is in order to call the meeting back to order.

*On motion of **Vice Chair Beaudry**, duly seconded by **Committee Member Lehoux**, it was voted to return to the regular session of the meeting. All were in favor and the motion passed.*

*On motion of **Vice Chair Girard**, duly seconded by **Committee Member Terrio**, it was voted to approve item number 35 on the personnel report. All were in favor and the motion passed.*

*On motion of **Vice Chair Terrio**, duly seconded by **Committee Member Desrochers**, it was voted to approve the majority report submitted by the Coordination and Administration Committee for the Business Administrator.*

Committee Members Desrochers, Scannell, Georges, Want, Bergeron, Terrio and Mayor Craig voted yea on the motion. Committee Members Beaudry, Lehoux and Freeman voted nay on the motion. Committee Member Girard abstained. Committee Member Avard, Tessier, Ambrogi, and Thomas were absent.

*On motion of **Committee Member Desrochers**, duly seconded by **Committee Member Beaudry**, it was voted to seal the minutes of the non-public session. All were in favor and the motion passed.*

ADJOURNMENT

28. If there is no further business, a motion is in order to adjourn.

*There being no further business, on motion of **Committee Member Desrochers**, duly seconded by **Committee Member Scannell**, it was voted to adjourn at 12:28 a.m.*

A True Record. Attest.

Respectfully Submitted,

Angela M Carey

Clerk of Committee

Approved 5/29/2018

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