

AGENDA

NOTICE OF MEETING BOARD OF SCHOOL COMMITTEE MANCHESTER SCHOOL DISTRICT SAU #37

May 29, 2018

Mayor and all School Board Members

7:00 p.m.

Aldermanic Chambers

Mayor Craig called the meeting to order, at 7:07 p.m.

Mayor Craig called for the Pledge of Allegiance.

Mayor Craig stated I'd ask Committee Member's Scannell and Bergeron to introduce the students from Hillside Middle School to lead us in the Pledge of Allegiance.

Committee Member Bergeron stated we have before us Avery Hawkom, Grace Puninu.

Committee Member Scannell stated and Rebecca Jimenez.

A moment of silence was observed.

The Clerk called the roll.

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

Absent: Committee Member's Georges and Tessier.

5. Approval of minutes from the Board of School Committee meeting on May 14, 2018.

*On motion of **Committee Member Desrochers**, duly seconded by **Committee Member Freeman**, it was voted to approve the minutes of the May 14, 2018 meeting. **Committee Members Avar and Ambrogi** abstained as they were not present at the meeting. All others were in favor and the motion passed.*

Approved 6/11/18

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6. RECOGNITION/PRESENTATIONS

Mayor Craig asked Committee Member Beaudry to join her in handing out recognitions.

Mayor Craig stated the first one we have, unfortunately Marisa is not here, but we wanted to recognize **Marisa Moorhouse**. She is a student at Memorial High School and she was named the 2018 Miss New Hampshire, so that is a great recognition for her.

Mayor Craig stated if **Tiffanie Cheng** could come up. Tiffanie is a student at West High School, a sophomore, and she recently received the Union Leader's Francis Wayland Parker Scholar of the Month for March.

Principal Dichard stated so it is always a pleasure to come before this board and celebrate one of our kids, and this young Sophomore is one our best and brightest. She will also be our School Board representative as well. So, we are very, very proud of her in her accomplishments in receiving the Francis Wayland Parker Scholarship award.

Mayor Craig stated and now it gives us great pleasure call a number of teachers up, **Katherine Morrison**, from McLaughlin Middle School; **Mary Hartigan-Demers**, from Hillside Middle School; **Scott Proulx**, from Parkside; **Nancy Michaud**, from Hillside; **Chris Mancuso**, from Southside; and, **Karen Cyr**, from Southside. And we are calling these teachers up for the significant work that they have done in organizing the Walk Against Hunger to benefit New Horizons. Beginning at McLaughlin in 2005, the students and staff at the middle schools have raised nearly \$300,000 for the soup kitchen to provide meals to those in need. Hillside started in 2009, and Southside and Parkside joined the effort in 2012. And we just wanted to recognize you and thank you for all of your work.

Mayor Craig stated last but not least, we wanted to recognize **Leslie Want**, one of our own, for all of the work that she has done in organizing the teams from the School District. This year alone, we had over 300 school district employees and their families who walked. Leslie was instrumental in starting that team and we really want to thank you for all that you have done and the efforts that you have put forward.

- e) Presentation on the Health Departments efforts to support the Manchester School District, highlighting the Community School Project, as well as other recent initiatives and investments – by Timothy Soucy, Public Health Director; Anna Thomas, Deputy Public Health Director; and, Jaime Hoebeke, Division Head, Chronic Disease Prevention and Neighborhood Health.

Mayor Craig stated item e is a presentation from the Health Department. They are going to be talking specifically about the Community Schools Project, so all of the work that the Health Department does in terms of working with our students and parents in the city.

Tim Soucy stated we do have a couple of additional handouts, just summary sheets. We wanted to take a couple minutes tonight and update the board on the work that the Health Department does to support the school district. I think first and foremost, quite often we talk about the school health program and we don't really talk about any of the other things, so we just wanted to make the board aware that there's a whole other city department that is supporting the work of the schools and that's in the health department. And we do it in a number of different ways. Our environmental health folks obviously spend time in the schools doing inspections of the facilities, of the kitchens. They work on emergency preparedness issues with the schools. Our community health division supports the students by providing immunizations, by our oral health program where we see and treat over 600 kids a year through our dental van. So, we've been very supportive of the school district through the years and tonight we just want to give you a snapshot on some of our current work around the Neighborhood Health Improvement strategy and specifically around community schools and some of the successes that we've had with community schools, not only around education, but around financing and helping to bring additional dollars in to support the school district. So, with that I'm going to ask Anna Thomas, I should have been introductions I'm sorry. Anna Thomas, who is the Deputy Public Health Director and Jaime Hoebeke, who's the head of our Division of Chronic Disease Prevention and Neighborhood Health, are joining us tonight. You do have a summary of the presentation in your package. So, we'll be going through those slides very quickly, but we're glad to entertain any questions when we're through. So, I'll turn it over to Anna.

Anna Thomas stated thanks Tim. So just to quickly point out a few things that's already in your slides set, about five years ago we embarked upon a fairly large-scale initiative in the city, in collaboration with a lot of the funders from the state and local funders as well in the city, who really were trying to find better answers to some of the questions that we had as a community. And a lot of the indicators that we were tracking over time, unfortunately, were going in the wrong direction, but yet a lot of the funders were investing in great programs and they just weren't moving the dot on that graph. And so, they came to the Health Department and asked us to facilitate a community process, in which we went to 500 household's door to door, talked to families. We held several community forums and together formulated a plan, which we now call the Neighborhood Health Improvement Strategy, which was to start to really unravel some of the priority needs that we have in the community and break down the community in a way that would allow us to prioritize the work and get into certain neighborhoods that were really pressing upon some of the needs and some of the things that were driving those decisions were things like the increasing rate in childhood poverty, the increasing rate in violent crimes in certain neighborhoods, some of the inconsistency that we were seeing in our families and being able to get their children to school on a regular basis, all of those things combined really concerned us. And from that, we worked with community partners and came up with a plan that allowed us to then go for National funding with the Robert Wood Johnson Foundation, which is in our world the largest Philanthropy in Health. So, it was pretty significant for the community to receive this first installment of funding. And what that did for us was allow us to pilot this Community Schools initiative. So, we've been at it now for several years and I'm going to go ahead and let Jamie kind of speak to the details of it and how far we've been able to progress with it. But it's really something that is in the context of a much larger community plan and something that we're very proud of and a lot of the funders have been incredibly supportive of, so, we wanted to bring you up to date.

Jaime Hoebeke stated good evening everyone. Manchester Community Schools is not a novel approach to Manchester, it's something that's done across the country and most notably we looked at resources that were available at the federal level. An example is called Promise Neighborhoods. There are over 60 Promise Neighborhoods across the country. And what they try to do is set up systems of support for families and students across the continuum of cradle to career. So, for us in Manchester we currently are working in Beech Street and Gossler Park

Elementary schools and we do provide some level of assistance to Wilson, Parker Varney and Bakersville. as well. As Anna mentioned, as the needs are increasing, it's becoming increasingly challenging for the teachers to do what they do best, which is teach the students. So, from our perspective a community schools approach really allows the schools to partner more comprehensively with community, to integrate services within the school setting and provide that comprehensive support that we find within a Promise Neighborhoods model of really building out that cradle to career continuum. Overall our goal locally has been to make sure that we increase the number of students who are able to attend school consistently and also access their education while trying to increase parental involvement and support as well. In terms of community schools, when we think about the elementary schools are working with, we really aim to build them out in terms of neighborhood hubs, which is often how we talk about them as access points for providing those needed services and resources for families. And when we think about our model locally what we like to think about it as, is an integration of home environments, so we have coordination across three home environments, the school home, the neighborhood home and the medical home. And for us really thinking about more of a systems approach and how do we put in place areas and avenues for those entities that often work in silos, to actually work together in a more coordinated way and allow for leveraging of the even existing resources within the model. I think the cornerstone for our approach has also been systems, because we try to avoid the handout. We're really looking for the hand up for opportunity and how we can build out the systems to ensure equal opportunity for everyone. In terms of outcomes seen across the country, there's a slide in in your packet that talks about student's families and communities. Ultimately if we succeed in building out hubs within these neighborhoods, we succeed in building neighborhoods. And for us that's incredibly important and powerful for really investing in our community, in our children's future and ensuring that Manchester maintains and is able to still be a community that's a desirable place to live. In terms of what's happening to date, we've actually centered on three core areas of focus with our work: Community Care Coordination, Behavioral Mental Health Systems Integration and Child and Family Resiliency and well-being. In terms of community care coordination, what we mean by that, is allowing families to better navigate health and social services and resources, things like transportation, better access to housing, even unemployment related services. So, we've worked really closely with the Manchester Community Health Center to actually employ two full time

Community Health Workers in the schools to assist families. And we actually also have a full-time Community Liaison, who provides this level of service to families within the school setting. They are employed by the community health center but located within the schools 24/7. So, they're an extension of the existing school team and work closely with social workers and guidance counselors and administration and teachers within those schools. Last school year, we were able to assist over 360 families with services and connecting them with resources, of which most notably 25 percent of them were needing healthcare assistance and within a school environment that primarily meant access to immunizations and physicals for school enrollments. We were able to ensure that school to medical home connection by adding those employees. We also had a focus on behavioral mental health systems integration. And for that what we're doing is bringing the medical model and approach within the school setting to pair it with the educational approach that already exists. So, the staff that we're bringing into the schools are people like social workers and therapists who are working hand in hand with existing social workers and guidance counselors within the school setting. What we're able to do is provide onsite student based counseling and mentoring support services, to assist the student in achieving a successful day. For us, with pairing it with sort of this medical approach, as we're able to really provide more of that one on one counseling and therapeutic support for the student who may not otherwise be able to access it outside of school hours. In terms of support, we work closely with the Manchester Community Health Center, who is a large medical home for students within the district, and they're able to provide four full time social workers, mental health counselors to support students specifically within Beech and Gossler at this moment. Last school year we were able to serve over 70 students with approximately 1100 visits, individual visits for counseling and mentoring which resulted in improvements in attendance, within that cohort. So, we saw 40 percent of the students we were serving improve their attendance and we also saw 70 percent of them improve their classroom behavior. In addition, I'd be remiss if I didn't mention the Mental Health Center of Greater Manchester as a critical partner in this work, as I mentioned we're able to provide support services for students within the school day, but also there's a lot that can be done with the family itself. So, when that issue arises we're able to connect the family unit with the mental health center for ongoing work outside of the school system and outside of the school day, often within the home environment of the actual family. And lastly, Child and Family Resiliency and well-being, we have a few partners who've been

working with. Easter Seals has been able to provide no cost high asset test preparation services for families at the school sites. Since this program began in April 2016, 26 adults have successfully achieved their GED and we have another 50 that are working towards it. We've also worked with Neighbor Work Southern New Hampshire to provide financial literacy and other economic related support. So as an example of that we have Volunteer Income Tax Assistance programs that have been offered in the schools and this past year we were able to successfully file 125 returns for an estimated return of over two hundred thousand dollars back to residents within the neighborhoods. And lastly, Tim's going to talk a little bit more about the investment that we've been receiving but the Granite United Way has been supporting leadership development programs within the schools. So, within Beech and Gossler, we have Leader In Me at Gossler and Toolbox at Beech and we've been able to reach over 1100 with that foundational curriculum. In addition to these efforts, we have several other things that sort of fall into the bucket of health and neighborhood connectedness, namely just last week we held two successful neighborhood block parties one at Beech and one at Gossler. At Gossler we had about 250 residents come out. And at Beech about 500 residents participate in that party. The goal for us is to really start to build out that neighborhood connectedness and bring folks together in the way of those types of free family enrichment activities and programming and also allow folks to really connect with one another in a place where they may not ever connect with each other as local neighbors. And lastly, one area that we've been working within is really trying to improve the physical environment of the school campus and the surrounding neighborhood. So, we've been successful in securing several funding sources to support new playgrounds at the two schools at Beech and Gossler Park. In particular Gossler most recently had an installation of an all-inclusive play space for the neighborhood and for the school itself. All of this local momentum, we still have much work to be done, it takes on average about 10 years for a community school to be fully established as I previously mentioned. All of this work started in 2012. So, we're on our way, but we still have much to do. But even given that we've already started to receive some local recognition and national recognition and namely in 2016 we were selected as one of seven communities nationally to receive the culture of health prize, which is an award given out by the Robert Wood Johnson Foundation, which is the largest healthcare philanthropy in the country.

Mr. Soucy stated and if I can just draw your attention to slide 24, one of the handouts we gave you is a little bit more of a breakdown of how money comes in and how it's spent. But you can see that through the work of Jaime and Anna and the team, over the past five years we've brought in over five million dollars to support the Neighborhood Health Improvement Strategy in the community schools and the work being done in the schools, including 3.5 million from Granite United Way. 1.7 million from the Under Secretary of Health, Robert Wood Johnson Foundation, Kresge, local funders like the Charitable Foundation, both hospitals have funded, Elliott and CMC, Dartmouth Population Health, the Dartmouth Institute, other local foundations like the HNH Foundation, the Bean Foundation, Cogswell Endowment for Health, State DOE, Dental Society. So, we've really been out their sort of beating feet and not only from a programmatic way to support the school district, but a financial way. So, we wanted to just take a few minutes tonight recap where we've been sort of talk about the important work that we do and what we're continuing to hope to do and be glad to answer any questions that the board may have.

Mayor Craig asked are there any questions?

Committee Member Girard stated thank you Your Honor. I assume this presentation is made in part because you have a \$150,000 request pending before the board in the next year's budget to continue funding these community positions that were started with a grant.

Mr. Soucy stated Yeah part of that request is to fund one of the community schools position. There are two positions at the Health Department associated with community schools. The city has picked up one and part of our budget request for the school district for this year is to pick up the next.

Committee Member Girard stated now I think I heard in the presentation that it takes 10 years on average for these things to really take root. I wonder when asking this board, because I don't believe I was on it at the time, but in asking this board to support the grant whether or not the three-year grant?

Mr. Soucy stated the original Roadmaps to Help grant was three years.

Committee Member Girard stated I wonder whether or not the board was told that the three-year grant was going to require another seven years' worth of work, funded by it, in order to produce the desired results.

Mr. Soucy stated I think the results are going to be incremental. To be honest with you I think we've already seen good results. I think for full integration you're looking at up to 10 years, after the first three years went out, that's when we went to the Undersecretary of Health and got another 8-900,000 dollars to continue the work at no cost to the city or the school district.

Committee Member Girard stated and speaking of results, I'm a little confused by the presentation because I see your slide and I heard your words. I guess what I'm wanting to know what is the definition of improvement in attendance and improvement in classroom behavior? Are we saying we have 42 percent better overall attendance or 42 percent of the kids have better attendance and is that an increase in attendance by a certain number, a certain percentage and how are we measuring improvement in the classroom behaviors?

Mrs. Hoebeke stated we looked at average daily attendance for the cohort and found that 40 percent of those students improved their average daily attendance.

Committee Member Girard stated by how much.

Mrs. Hoebeke stated I don't have that number.

Committee Member Girard stated I mean is there a marker, is it one day, is it 1 percent, is it 10 days, is it a 10 percent improvement or are we saying if a kid showed up one more day it counts as improvement?

Mrs. Hoebeke stated Yeah. No, we did look at an incremental improvement of having to be at least 5 percent more. In terms of their daily attendance average.

Committee Member Girard stated so if they didn't have 5 percent better attendance they weren't counted as improved. How about classroom behavior?

Mrs. Hoebeke stated classroom behavior was assessed by providing a pre and post assessment to the student's teacher. So, upon intake of the students into the counseling services we asked the teacher to assess the student's behavior and at the end of the school year asked them to reassess the student's behavior in the classroom.

Committee Member Girard stated we have heard from groups such as City Year and the schools themselves particularly about the Leader in Me program, about how they, either Leader and Me or City Year focused on improving attendance and classroom behaviors and things of that nature. So, I have your program operating at the school, but I have these other programs also operating at the school and an overlapping time frame. How do I know which deserves attribution for the improvement because everybody's claiming the same thing?

Mrs. Hoebeke stated yes, we don't have the ability to do a higher-level study like a randomized controlled trial, which is what you would need to actually discern which intervention was the most successful. We do know within our cohort of students we've seen success and acknowledge that these other programs are also a part of the bigger picture and it's what is needed for us to make the success that we need.

Committee Member Girard stated and in addition to the improvements you've seen in behavior and attendance have you seen improvements in Student grades, parental involvement or student participation in extracurricular types of activities?

Mrs. Hoebeke stated we're looking at other ways to evaluate student success. Last year was our first implementation year, which was considered more of a pilot year. So, this year is our more full year and we're looking at factors related to that.

Committee Member Beaudry stated thank you, Madam Chair. Question on mental health programs, can teachers make referrals for students on mental health?

Mrs. Hoebeke stated yes.

Committee Member Beaudry asked is that after I assume talk to the parent or is this something like employee's assistant program where a supervisor can put a name in of an employee and they would call contact them and see if they want services?

Mrs. Hoebeke stated the school can make referrals for services. But parents are always consulted, and permission must be granted for us to work with students.

Committee Member Beaudry asked do you know approximately how many students we have getting assistance through this program?

Mrs. Hoebeke stated through this program, currently we have about 105 students receiving assistance at Beech Street and Gossler Park through this program.

Committee Member Beaudry stated so it's not citywide, it's only those two schools?

Mrs. Hoebeke stated only those two schools currently, yes.

Committee Member Beaudry stated is it because it's too much to go citywide or why wouldn't you go city wide with a program like this because from what I'm hearing that's one of the underlying concerns we have with students today is either mental health or the opioid crisis?

Mr. Soucy stated we would love to go citywide, it's a matter of staff and money and building it out.

Mayor Craig stated I can tell you that the Manchester Mental Health Crisis Response team is available citywide. And when you go and visit them they'll tell you that the majority of their time during the day is spent in our schools.

Committee Member Beaudry stated okay, thank you for that because I know, even Alderman Shea brought that up when we presented our budget to him, that he was concerned about mental health and getting people in our schools to take a look at that. Thank you.

Mayor Craig asked any other questions?

Committee Member Bergeron stated thank you. Well, that was fast, and I didn't realize you were actually going through the presentation when you were doing this because I was taking notes. I was just disappointed that they didn't get to see the presentation.

Mr. Soucy stated and I apologize I think there was some miscommunication. I'm used to being at the BMA where everything is set up and we just came in, we weren't aware we needed to bring the equipment. So just an oversight on our part.

Committee Member Bergeron stated I don't know either, because I think it's just unbelievable resources. And you know I've been bragging about these resources for some time now. I guess I just wanted to know when the whole program with my community or my neighborhood and your neighborhood, I guess I was just kind of looking for, I don't know if you want to briefly describe that and I just want to see what's come out of that because I know that was a big initiative and I just kind of wanted to see has it been utilized or welcomed or and then I have follow up questions if possible.

Mr. Soucy stated Committeeman Bergeron is talking about a website we've developed called My Manchester. We've given you a handout on it, myManchesternh.com. Where it's a neighborhood-based website where residents or anyone can go to their neighborhood learn about the history, get health indicators, find things like where do they have access to walking trails and healthy foods and it's designed to be resident driven, but it's a great resource. It tells you, based on your neighborhood, what your schools are, what your safe station is, who your community police officer. So, we've tried to put a lot of resources together into the My Manchester website.

Committee Member Bergeron stated so you feel like it's being utilized? I guess I was just question if there is any anything to...

Mr. Soucy stated yeah, I mean we have the google analytics on it. I didn't bring the data, but we do track it to.

Committee Member Bergeron stated all right, well, if you're happy with it because just I know it was a lot of effort. Also, I've been talking about the whole Weed and Seed strategy and because I know that and I don't know if you have the ability to sort of briefly describe that to

folks because I know it's a partnership between the health department and the police department and I just want people to be clear and I know I'm going to have some people come forward on that. Because I know they help with the bike Initiative at The Block Parties, I don't know if you could just briefly describe that for me that would be really helpful. I don't think I can do it justice really.

Mrs. Thomas stated sure. So, you know what's interesting about the Weed and Seed strategy, it was something that the city went for back in 1999, it was Department of Justice dollars that was a five-year funded initiative. And, essentially what happened was you had to prioritize neighborhoods again based on the same indicators that we base community schools on. And then after that funding went away, it was really left up to communities to keep the momentum going. So, our city chose to embed the positions within the city infrastructure, so the Weed and Seed Coordinator actually is part of our complement at the Health Department. And it does pay for a police officer, as well at the police department, and it's a collaboration of community organizations that we continue to tap into for all of these initiatives and then some. So, it's a great place to get connected to the community to learn about what's happening how you can get involved. What resources are available to help families, so it's yet another extension of this work. And you're probably in the years to come, going to hear a lot more about these neighborhood-based initiatives because the city is growing, and our work has to become more specific to the needs of where people live and thrive and what they want for their neighborhoods. So, we're doing our best to kind of meet residents where they are and help them find those resources. And I don't know, your coordinators in your division, so don't know if you want to talk a little bit about that too.

Committee Member Want stated Thank you Your Honor. I want to thank you all for coming before us with this information. I know Mr. Soucy, you and I were out the ribbon cutting for Gossler Park's playground and we got to talking. And I know after a while, I was kind of like well the health department does all of that for the school district and I was like How come we don't know this? So, thank you for coming for us and kind of clueing us into all the things that you do for us besides our school nurses. It's really important I think, and I want to thank you for all that you do for us. I think we probably don't say that enough, we're probably just always how much do we have to pay for the school nurses? how much do we have to pay for the school

nurses? And yet you bring so much to this district. And so, I want to thank you all. Thank you for the presentation tonight.

Mr. Soucy stated thank you for the opportunity.

Committee Member Lehoux stated I just had a question or statements, where now that the grant is up, I'm wondering, and you guys learned a lot in the last several years of what works, what doesn't work. I'm wondering if the mission changes a little bit. And why I say that is such as Committeeman Girard pointed out, there's a lot of overlapping and especially a lot of resources that take place in the center city, where the same stuff is happening on the fringe. And I'm kind of shocked to see the graph of the violent crimes and the majority or the highest violent crimes are Ward 8 and 9. So, I'm almost wondering if we look at maybe the mission changes of this city service to where it becomes more broader and let those organizations that already have a grapple on what's happening in the schools and we utilize you guys in a different way, to kind of lift up those that are on the outside. They generally tend to be the silent ones. So, I don't know if that's something we could look at.

Mr. Soucy stated absolutely. I think to Committeeman Beaudry's point about building it out. Absolutely it's something we want to explore, getting into every elementary school in the city.

Mrs. Hoebeke stated and I'll just add to you know the goal of this is actually to scale up and out. So, we started in elementary schools because of the time the leadership team that helped launch all of this with us really wanted us to focus as upstream as possible. And in fact, we've even gone more upstream that we're talking about like doing home visiting with expectant mothers who have high risk conditions. So, we're trying to prepare kids and families even before they get to the district. So, your scale up and out then leads you into the middle and high school level and what happens after high school. So, the whole cradle to career pipeline is really longitudinal. So, this is really just the base. You know we're just getting those legs and solidified and the real goal is then how do you connect the work to a middle level. And that is that feeds are a high school level and beyond. So, there is still more work to be built out from there.

Committee Member Girard stated thank you Madam Chair. I'm just curious the 5 to 6 million dollars that you've got listed in this presentation and all of that money been put into Gossler and Beech Street or has it gone elsewhere.

Mr. Soucy stated well there's different pots of money, so some of it was for infrastructure and things like building playgrounds. Some of the Granite United Way's investment is more centered around the Neighborhood Health Improvement Strategy, which also supports community schools, so they've helped pay for some of the employees that are embedded in the school district through the Community Health Center. So, it's a combination.

Mayor Craig stated programing too.

Committee Member Girard stated so the upshot is that this money is being spent in and around Beech and Gossler.

Mr. Soucy stated the bulk of it.

Mayor Craig stated yes.

Committee Member Girard asked that's 6 million dollars targeted at two schools?

Mr. Soucy stated and once again that's over a ten-year period.

Mrs. Hoebeke stated and if you were to follow the promise neighborhoods model to Fidelity, it's about five million dollars for one neighborhood per year, for five to 10 years. Just one neighborhood. If you were to do it to the point that these other 60 cities have done.

Committee Member Girard asked has there been any impact on the transiency rate of the students in either of those two schools?

Mr. Soucy stated I mean we see a lot of transiency between Wilson and Beech. I don't have that number in front of us. But we've also used our community health worker at Wilson Street School as well. So, when families move we are trying to follow families at the same time.

Committee Member Girard stated right, I guess what I'm asking is if the family's appreciation for these programs can be seen in their willingness to stay within that school's attendance area. So, if there had been a measurable impact on the transiency rates at Beech and or at Gossler it would say something to me about whether or not there's an actual appreciation of the program by the population that's been targeted.

Mr. Soucy stated once again there's many factors as to why people move. And community schools are not going to be the end all and be all, things like rent and paying bills and evictions and there are other forces beyond our control that dictate transiency.

Mayor Craig stated I'm sorry on page 10. You do have the outline of social connectedness. I think that to a certain extent tells a bit of a story in terms of what Committeeman Girard is getting to.

Mr. Soucy stated I think what we have seen is we have what are called Gator University and Bobcat University, which are evening programs at the two schools for families. And we've seen a pretty dramatic uptick in the number of families continuing to participate in those.

Committee Member Girard stated well I guess my question about transiency is also sort of directed at the question of if the transiency rates haven't improved, how do you actually measure the impact that you're having on the kids? Take the absenteeism rate for example. You say that 42 percent of the kids have got 5 percent fewer absences at a minimum, but if the turnover rate at that school hasn't changed over what period of time are you seeing that improvement? Is it over a three-month period of time, a school year, a six-month period? What is the timeframe in which you are measuring these improvements. Because the transience rate at Beech Street School. I think there's a 5 percent chance that a kid who starts there in kindergarten is going to be there in the fifth grade. So, over what period of time are you measuring these improvements?

Mrs. Thomas stated so the improvements are measured within that one school year. We have not followed kids over time yet. We just started last year with providing some level of service delivery to students. Each year we do have some students that stay within caseload, so this year we had some students from last year, but we don't have enough data to understand whether we're going to be able to follow kids over time.

Mayor Craig stated so that's where the true value of expanding a program like this comes in if we do have significant transiency throughout the district, just like the City Year model is supposed to scale, follow the child through its entry to high school which we've never done.

Mr. Soucy stated we were actually talking to a researcher from Dartmouth about just that topic today.

Committee Member Girard stated my final question Your Honor. First of all, exactly how much funding are you looking for from the school district for this program and what happens given our budget constraints if we don't vote to provide it.

Mr. Soucy stated so I think in the budget presentation, the overall increase in the budget that we were looking for, for school health as well as the one position was \$188,773 dollars. When we spoke with Mrs. DeFrancis about the budget that had been proposed with the 1.63 percent increase that accounted for 36,000 and change. So, it's about \$150,000 additional investment in addition to the tax cap funding that was already provided to get the 188 to fully fund school health as well as the additional position that supports community schools.

Committee Member Girard stated so how much money specifically are you looking for to maintain the position that you say is necessary to continue this program?

Mr. Soucy stated \$79,127.

Committee Member Girard stated and if that \$79,127 is not given to you by the board. What then?

Mr. Soucy stated we're going to continue to look for outside funding to keep it going.

Committee Member Girard stated thank you Mr. Soucy. Thank you, ma'am.

Committee Member Bergeron stated I just wanted to comment about the overlapping. I was talking about the Weed and Seed strategy meetings. That's where a lot of that is avoided simply because that's where all these organizations find out about each other. And that's where a lot of the opioid work, that where you find out like who's actually in the families, some of these

organizations train high school kids to actually go in and speak to middle school children about over-the-counter drugs. You would think that was something that a lot of families discuss, but surprise to find out that a lot of middle school students actually get prescribed their own Advil or Tylenol or items like that, but that's where you find out where all that work is. But I guess what I would suggest is you're not the type of organization that's going to sit there and brag about yourself. So, I think we need to somehow devise a system where either were updated regularly or there's more coordination between us and you, because then there probably wouldn't be any more any questions about funding or situations like that. We have to find a way really for us to know exactly what's going on whether it's quarterly updates or feedbacks, how programs are going. Just in conclusion, at the Culture of Health Prize, the reason why I was really so happy to have you here is because I kind of stuck around at the end waiting for a ride. And that's where I believe there was a contact from another city asking you exactly what do you suggest I can do and just to hear you describe exactly what is done in this city. That's what blew my mind. That's when I realized that I need to find out which nonprofits in the city are actually servicing our students. So, it all started there which is that hearing that conversation. And I just want to know the Cradle to Career. What did I hear about the cradle part? What is the service that's provided?

Mrs. Thomas stated so we've started to provide home visiting services for expectant mothers who are patients of the Community Health Center in particular. And then there's a larger effort known as Project to Launch, locally, that's a SAMHSA funded effort out of the community health center that is looking at early childhood supports.

Committee Member Bergeron stated there's something that said parents of newborns at the hospital, is there something that is sent on behalf of, that's what I was talking about.

Mrs. Hoebeke stated yes, that's the home visiting program for expectant moms.

Committee Member Bergeron stated I thought there was like welcome and we look forward to seeing you in the district or whatnot. Is there something that...?

Mrs. Thomas stated there was a suggestion of that to start that kind of program where actually superintendents, they've done this in other parts of the country, superintendents will send a letter home with every newborn welcoming them to the Manchester School District and they look

forward to seeing them in whatever year that is, so it's kind of a neat way to educate residents about the schools. So, it's been yet to be completely implemented, but we've talked about that too.

Committee Member Bergeron stated well I did catch my ear so anyway. Well thank you so much I really do appreciate what you do.

Mr. Soucy asked your honor can I make one quick correction? Committeeman Girard on the number you asked me, it's \$73,367, not 79, I was looking at the wrong line item.

Committee Member Girard asked okay Tim, good enough. Does that include benefits?

Mr. Soucy stated yes that includes all benefits.

Committee Member Girard stated so \$73...

Mr. Soucy stated 368.

Committee Member Girard stated okay, thank you Tim.

Mayor Craig stated any more questions? Thank you for your time, appreciate it, and all that you are doing for the city.

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 and just a reminder, 3 minutes.

Jen Holleran, Hooksett, NH, stated:

Good evening. I am the art teacher at Green Acres Elementary School. This is my 11th year teaching and my third year in Manchester. I attended Manchester schools as a child, Webster Hillside, and in 1986 graduated from Central. I then studied at Boston College and teaching is a second career for me. I spent 14 years in business prior to teaching, working for large corporations including Lincoln National, Cigna Healthsource and the Hershey Company. I have held many leadership roles and I have collaborated with many teams and I share this with you so that you understand I have the perspective of both a business person and an educator. And I'm concerned. I'm concerned, and many times appalled at what I see in our schools. I'm concerned for the future of the children and for the future of the community. As an educator and a business person I know it is my role to prepare these children to contribute and excel in a 21st century global society. And I do believe it will take community collaboration to make this happen. Each and every person in this room, using their personal strengths and personal relationships and thinking outside the box with children solely at heart. Let me paint a picture. Again, I'm at Green Acres. A community that is not as impoverished as other areas of our city and I recognize this. I imagine that the picture I paint is just a tiny landscape of what the vast majority of our inner-city schools see. In the three years that I have taught here in the city, I see a steady and increasing stream of emotional behavior challenges coming into kindergarten and first grade. Kiddos that have zero self-regulation, kiddos with anxiety issues that impede their learning and kiddos that have seen far more tragedy than I in their short lives. I have morning duty each day and I greet the students at the front door. I see an increase in those detouring to the Caf for breakfast. I see children that want to be heard and hugged. I listen, and I hug. In my class, I hear of kiddos bouncing from one parent to another, living with grandparents, parents in AA, parents in jail and parents that have sadly passed. I actually learned of two today. I am the art teacher, so I hear a lot. I hear of the hours these children spend in front of violent video games, a silent babysitter I fear. Science tells us the harmful and damaging effects that videogames have on frontal lobe development. We know how screen time stimulates the nervous system and causes an array of symptoms and dysfunctions. And yet we wonder why our SPED services see an ever-increasing trend. What is being done to educate parents and the community? Again, I'm at Green

Acres. I know this is just a tiny landscape as compared to what others see in our city. But I used my voice tonight for all because we can't do it alone. I ask you now to reflect for a moment, with the city's educational budget a little more than half of the city's overall budget, how much time have you each of you spent inside the schools to see what occurs? Is it half of the time that you a lot for your position? From my business background I know that I could not sell to a customer until I knew that customer's needs. I could not manage a team until I knew what each team member was up against and I spent time in the field to get to know my business inside and out, then I applied creative thinking and I collaborated with others to bring results.

Mrs. Lynn Labelle, 60 Roundabout Way, Manchester, stated I'm Lynn Labelle. I'm next on the list and I respectfully give my three minutes to her.

Mrs. Holleran stated thank you. We have an educational system in our city that in my opinion is hanging on and it accounts for more than half of the city's budget. Please I ask you to devote the time and the resources that are needed within the schools to learn to see and to experience the reality. I think you'd be stunned. I wonder how decisions impacting thousands of children's lives and educator's lives can be made without truly knowing what occurs. I respect Dr. Vargas as he tries to paint a picture for you at these meetings. It's real. I respect those who regularly come in to speak with passion because they care. Jim O'Connell, Pat O'Neil, Brendan McCafferty and so many others. I'd love to see our buildings humming with your presence. Not for a short tour. Spend a day in the shoes of a teacher and try to understand the obstacles before you make these critical decisions that impact so many lives. If you're a chiropractor would you perform manipulations without truly knowing your patient's spine. A moment about resources, in the morning it is normal for me to see a line at our copier that is serviced at least twice a month. We have 23 classrooms sharing a dilapidated copier we are preparing children for a 21st century global society and beyond and we are asked to do it with antiquated copier, computers that desperately need to be upgraded, and did I mention that I now make the same salary that I made back in 2000 when I worked in business. I believe that our future can be bright, but we need to be human beings that really care about the future of the children. Our business and educational sectors in this city must collaborate and work together. I have heard a recent buzz about Manchester Proud and I'm encouraged. I worry though and I hope it's not too late. I know that there's good happening, but I don't believe it's enough. I am encouraged to participate and see the

grant funded HQ PBL coming to Manchester. I know SNHU supports MSD and there are many promising partnerships, but I see the need for so much more. Our city is overflowing with businesses that are committed to being here. What kind of creative thinking is each one of you contributing to tap into our community and turn our schools in this city around. You are Board Members and you are business people. You know the value of innovation and thinking outside the box. Please I beg you to step up, collaborate, find the resources Dr Vargas is asking for and find the resources needed for our teacher contracts. We are doing the best we can, but it can't be done alone. Please do not ignore the needs of those that are making it happen every day and the lives that do impact the future of this city. Thank you for your time.

Committee Member Girard stated Madam Chair. Just a point of order we have a longstanding rule against people handing off their time to others is just going to become common practice now?

Mayor Craig stated it is not.

Suzanne Chretien, 611 Amherst Street, Manchester, Ward 4, stated:

Good evening Mayor Craig, School Board Members, School Administrators. I first want to thank you for all of your efforts on behalf of Manchester schools. I was a teacher for 31 years in Manchester and continue to work in a title 1 school assisting young readers that are struggling. Like many of you, I've always thought I had a voice, partly because I am white and because there were very few roadblocks in my way. Everyone looked like me when I grew up. I was in a bubble. Don't get me wrong, all people suffer hardships, but many have added burdens to overcome because of where they come from or because of the color of their skin. Things are changing for the better in our city and as I see the beautiful people of all ethnicities in front of me, I am struck by the richness of their cultures and what it brings to our city and our schools. They have so much to teach us. What saddens me are the stories of disrespectful actions aimed at them. I have come to know the Y.O.U. group, The Young Organizers United Group, that have worked for over a year to try to get student voice on the school board. They've done everything from making presentations, holding forums, speaking with Aldermen, speaking with the Mayor and speaking with all of you on the School Board. They have done research and for some reason they are being left out of the conversation. I am in disbelief that they have not been invited to be

on the Ad Hoc committee to help develop what the School Board's Student Member would look like because they have done all the leg work. And it is because of their efforts that you are forming an ad hoc committee in the first place. I have nothing against students that may have been chosen by their principals to be part of this committee, but they are coming in cold and haven't done the legwork. I have to ask, have these students tapped into what's happening or will they get an incomplete view of things. Manchester Schools do a really good job of helping kids who are already going to be successful in the traditional sense of the word. We need to make sure we're hearing from all students and all should be represented. I am asking you tonight to unanimously accept a Young Organizers United student member to be on this ad hoc committee because it is the right and just thing to do. Thank you.

Sue Corby, 2094 Elm Street, Manchester, Ward 1, stated:

Mayor Craig and School Board Members, thank you for all that you do for education for our youth in our city in all the important ways and all the small ways that you do it. I appreciate it. I essentially would love to have said what the last speaker said. She put it exactly where it is. I first want to say that I totally support the idea of having student representation on this board. The youth are your customers, the consumers of education and we need to find all kinds of ways to hear what they're thinking and what they're experiencing in school, so that we can plan and provide the best education possible. So, number two I applaud the Y.O.U. organization for bringing this conversation this far. They started the conversation. They've been persistent. And without them we wouldn't even be at this point of getting an Ad Hoc committee. And I know that there's been some resistance and of course to that kind of a change, but apparently most of the board has come along now to seeing that this could be of value. And it's because of the work of Y.O.U. They deserve, but also, we need their voice, because they're the ones who know what this struggle has been these last year's getting to this point. So, not only do they deserve it, but we need them. And I also want to say I've worked with immigrants since 2004, most recently through welcoming Manchester which is an effort to make Manchester a more welcoming city to immigrants and refugees. And at this point most of the members of Y.O.U. are first and second-generation immigrants and refugees. I can't speak for Welcoming Manchester tonight, but I can tell you why I personally am drawn to that kind of work and it's because I strongly believe that

the more welcoming we are and more we do to include and embrace and hear the voices of immigrants the better off we all will be. Thank you.

Carol Backus, 1318 Goffstown Road, Manchester, Ward 12, stated:

Good evening Mayor. I've been a member of the Board of Directors of the Granite State Organizing Project for five years and I am a past president of that organization. GSOP is a nonpartisan community-based organization and church congregations comprise the greatest portion of our membership. Some of the issues that we have addressed during my tenure are safe and affordable housing and you may remember that city ordinances were passed as a result of the commission that we asked the city to set up and we also had state legislation, which resulted in improvements in our Lead standards for buildings so that we're protecting more of our children. We work on access to healthcare, affordable quality childcare, wages that can support families and respect for immigrant and minority rights. Young Organizers United, our affiliated group of high school youth, meets in our offices to address school concerns like racial discrimination and yes, we do have that, Guidance for college preparation and implementation of the Manchester School Districts agreement with the U.S. Department of Education Civil Rights Division. During the years of my engagement, I've had the opportunity to observe and interact with members of Y.O.U. It has been amazing to watch our youth grow and develop as they gain competence in navigating their interactions with peers, teachers, administrators and school district and city officials. I admire them for their strength of character, their hard work and their willingness to stand up and speak out on issues that concern them. They are modeling the best of what we hope to teach all our students about how they should live in a democracy. As others have said, we need their voice on the Ad Hoc committee on the Student Voice. They are uniquely qualified, and they have already done so much work in preparation. Our current president is going to tell you more about that and I'm going to just thank you for the time and urge you to vote to include them.

Ange Nish, 248 Lake Avenue, Manchester, stated:

I'm 16 years old and I go to Central High School. I'm here today to be heard. Thank you for allowing public comment. As a black young refugee woman, I've witnessed much hate in my own city that I call my home that I just can't keep track of it. I feel like just by my profile I'm looked at as less, for example in classes I'm always the student behind because I can't seem to grasp the information being taught. The thought of staying after class and asking a teacher for help just makes me feel like I'm not on top like the other students. If I do ask for help, it's not how can I help you. It's more like, do you want to drop down a level? So, I walk-out and I don't even bother. Situations like these are what weaken the relationship between student and staff. This is the cycle I want to break. This constant diminishing of student needs. A teacher's first instinct shouldn't be to downgrade me because I need more guidance. They should be looked at, like an opportunity for growth. It should never be this way. A teacher's role is to set the tone of their classrooms, build a warm environment, mentor, nurture students, become role models and listen and look for signs of trouble. Don't get me wrong. I've had some amazing teachers here in Manchester New Hampshire. A quick shout out to Henry J. McLaughlin Middle School and Beech Street, best schools I ever attended. The teachers there brought me up to become the fearless woman I am today and a huge thank you to them. The profiling and bias I felt made me feel less than I know what I am. Thanks to Young Organizers United, a group of high school aged youth from various backgrounds who are dedicated to strengthening multi-issue and multiracial coalitions designed to overcome ethnical and racial, mainly the racially disparate treatment in high schools. I get to voice my problems with my peers, who literally go through the same problems that I face daily. My next step as a Y.O.U. member is to show up to every rally, school board meeting, anything that is held that enables me to voice my concerns. I want to be the voice for the voiceless, defenseless and underprivileged. Through the resources are sound now, I'm sure it will spark a change in our community.

Zeynab Osman, 382 Cedar Street, Manchester, stated:

I'm a junior at Central High School. For the past year, Y.O.U. members have been working diligently, effectively and intentionally to make change happen in the school district. We started off with student rep campaign back in February of 2017. As the year went on. we attended

school board meetings, did research on what different districts are doing to get students on the school board. We have collected signatures and we have been shut down and pushed back so many times, but we have never given up. We kept moving forward, even when we got discouraged after being shut down time after time, we reminded ourselves why we are doing this in the first place and what led us to this campaign. The bigger picture is to help those who have been silenced or have been voiceless to make them feel like they are just as valuable as to those whose voices are still being heard. Having a Y.O.U. member the Ad Hoc committee would be more beneficial because we have already done the research and would be able to provide different strategies based upon the research in meeting with other districts on what has worked and what hasn't. We are not asking to be on the school board ourselves. We're simply asking to be able to help those help with the process of getting students on board in an equitable way. Thank you.

Kesha Zoucho, 127 Orange Street, Manchester, stated:

Hello. Sorry I'm nervous. I am a junior Central High School and also a current member of Y.O.U. Y.O.U. having been refused to be on the Ad Hoc committee is very upsetting especially to me personally because we have put in more time, energy, research and passion into this campaign. I am personally angry because I still do not understand the reason why, after all this hard work. We have constantly been denied and we have constantly being pushed away. The day that this campaign was finally successful and passed us members of Y.O.U. got to be a part of it. So please do not blame us for being upset or angry. I'm not here to point fingers at anybody, nor am I against any of you. We are all working towards trying to improve our school system. Having Y.O.U. on the ad hoc committee will help reach this goal. We are working to help make this go, because having students on the school board doesn't just benefit us, it benefits the School Board Members, School Board itself, it benefits the school districts, it benefits the city and the state. Other school districts are doing this, and it worked. It's not just about us. It's about bettering our education system. Us members of Y.O.U. and so many community members in general believe Y.O.U. needs to be part of the planning because we have put in the work. So, my question to you is why not us. Why not choose even just one of us from Y.O.U. to be in this committee. Thank you.

Charity Kabari, 495 Old Wellington Road, Manchester, stated:

I'm a student at Central High School and 16 years old. Two weeks ago, I learned that the Committee was named and there were no Y.O.U. members on the committee. I was disappointed and confused. What sense does that make to not include us when we were the ones that made this happen? We made this our job and we took the initiative. We heard, we spoke, we learned, and we fought. One of the reasons the board members had an issue with students on the board was commitment. Certainly, the records have shown that we are committed to student voice and equity with our attendance and presence, our voice and determination. We have been here, and we will continue to be here until our work is done. Thank you.

Kathy Staub, 374 Laurel Street, Manchester, Ward 5, stated:

Good evening. I'm here tonight to speak about the exclusion of the Y.O.U. students from the Committee to bring student representation to the School Board. When I was a student at Central High School back in the 1970s my teachers used to wear buttons that said question authority. Our teachers believed that the best thing they could do for us as students and the best thing they could do for society as a whole was to encourage us to see the world as it is and challenge ourselves to make it better. It was inspiring. For years we've been talking about putting student representation on the school board. Lots of other places have done this, but we have never been able to get it together until now. And the reason for that is the work of a group of persistent and committed teenagers who refused to give up and walk away when the going got tough. This is exactly the kind of thing that we should be supporting. It is rarely the people who jump through hoops in the right order that change the world. Y.O.U. is a group of teenage girls, some as young as 14 years old, who are in an after-school program who wanted to develop their leadership skills and learn how local government works and what a lesson it has been. In the Manchester Public School System, I attended these students would be rewarded for stepping out of their lane and getting something accomplished. Theirs is exactly the kind of leadership we need. Their perspective is exactly the point of view we need. They are the ones who are most informed about this issue and finally their tenacity is exactly what we need to get this project over the finish line. In places like Burlington, in Minneapolis, girls like these become lawyers, nurses, business

owners and that's what we need here, and we need to support them. The best decision that this board could make for this community would be to include at least one of these Y.O.U. members on the ad hoc planning committee. Thank you.

Christopher Potter, 470 Silver Street, Manchester, stated:

I want to say that I'm here speaking strictly as an individual not as a representative of any organization. First, I'd like to recognize Y.O.U. Thank you for stepping up. Thank you for being leaders in your community. I am so grateful that you are a voice for your peers. This city needs you and thank you. You are not just our future leaders, you are our leaders now. I want to tell you a story from when I was a youth community organizer, I was in St. Louis, I led a group of students to meet with the Parks Director in our city and their Alderman to get money to have their local park renovated and made safe. They got it made safe, but not only that they got a \$70,000 grant to get it renovated. Shortly after that I was hired here in Manchester, came back to work in this community. After I left the next organizer wasn't as interested in basketball and parks as I was, the students disbanded. And the Alderman never fulfilled his promise to renovate that park. And I think about the lesson that those students got. They stood up. They took initiative in their community. And then they were denied. They didn't have power. They were disempowered by their representatives. If you're thinking about excluding Y.O.U. from this committee, you are that Alderman. You will be taking away their voice. Please don't do that. Teach them the opposite lesson that when they lift up their voice they will be effective, and they will be able to represent their interests, which need to be represented. Thank you.

Pat Long, 112 Hollis Street, Manchester, stated:

Good evening Your Honor. Good evening honorable Board of School Committee. I can't for the life of me figure out why that we want to add one student to an Ad Hoc committee and it turns into somebody losing their power and partisanship. I remember not a very long time ago, we advocated for these children to use their voice not their fists. And what are we doing to a group of students that are coming up here using their voice. We're snuffing them out, that is wrong. That is just wrong, and this board should unanimously agree to put one student, one more student on that ad hoc committee. Thank you.

Reverend Sarah Rockwell, 102 North Main Street, Manchester, stated:

Good evening Mayor Craig, Members of the School Board. I am the President of the Board of Granite State Organizing Project and while I am a resident of Milford, I serve at St Andrews Episcopal Church as the priest in charge and that is at 102 North Main Street on the west side right next to West High School. I come before you, adding my voice to the cloud of witnesses that have come up to this microphone this evening. And I do want to say that it was welcome news to learn that the School Board recently adopted the proposal by Y.O.U. members to have students serve as non-voting members of the School Board where their voice could be added. And while we at GSOP and I think much of the room are appreciative of that, we are concerned that the Y.O.U. group, all of them, were excluded from the Ad Hoc Committee on Student Voice. There's no real way to put this otherwise, except that we believe, I believe, this is the wrong message to send to the students for many of the reasons already stated. They have been dedicated to this particular project working for student voice on the School Board for the past four years. They have given their time, their energy in doing many things, some of which Carol Backus stated and others. They also created a code of conduct, a student code of conduct for their school and they did that through researching and talking to other students in other districts throughout the state. This is a very committed smart, I think remarkable group of young students, high school students, maybe not that young the way they behave, the way they approach problems. The result of their long-term engagement with the issue of adding student voice to the School Board, they I do believe they know more than the average student about the concerns that go on with this board and how it operates and so I would on behalf of my colleagues from GSOP, I do want to thank the School Board members who are prepared to remedy this error and vote to expand the Ad Hoc committee to include some, at least one of the Y.O.U. students who have worked so hard for this. Thank you.

Viola Katuline, was signed up but did not want to speak.

Bill Krantz, McLaughlin Middle School, stated:

Good evening everyone. My name is Bill Kratz and I'm the Principal at McLaughlin Middle School. I wasn't really sure what I was going to talk about this evening. I usually don't. I have a thought in my head generally. And I really don't want to diminish the conversation that's been taking place relative to the Y.O.U. However, I would like to lend my support to the superintendent's budget. We have some critical needs and I would ask that you continue to leverage the proverbial jelly beans in the jar that each of you has in attempting to persuade folks that we need resources and in whatever way we are able to make those resources happen. I'm talking about you, yourselves, continuing the good work to understand what we're dealing with as a school district by visiting the schools and seeing for yourselves and to put into context some of the things that we share when we have these meetings, whether it's at C&I or whether it's the few minutes that we get for the public comment. I would like to, even though this is the Board of School Committee, to continue to invite the Board of Mayor and Alderman to please come and visit the schools, which they just don't do it and they need to. And they need to do it because it's their civic duty and to someone's point earlier, I find it remarkable that you can make significant financial decisions without having firsthand knowledge of what it is that you're making significant financial decisions about. And I say that with great respect. I appreciate that what these folks are dealing with, what you're dealing with is large, it's big, there's a lot of moving parts, but I don't make really any significant decisions in my life unless I've done my homework. And I respectfully would suggest, I don't know how many of those folks are doing their homework on truly understanding the words that are coming out of my mouth and others to try to describe what it means when we say that we're dealing with kids with social emotional issues and we need a social worker. Or we need additional resources to keep the good work and the good momentum that we already have going in Manchester Proud folks is a great opportunity that we need the leverage and if I am them, I'm looking to you for some leadership. You and the other board. So, my sincere hope is that that manifests itself in additional resources. If I could end, I'd like to do a shout out to all those folks from Y.O.U., Ange in particular. It breaks my heart that she would describe herself with any type of disparaging remarks. I think based on her willingness to do this work that she's been engaged in as well as her colleagues, your actions define your character and for me I couldn't be prouder of a former student than I am of her. She's fearless. And as others have said we absolutely need to hear from these folks and in my school,

we have a banner up that says do the right thing is it's the right thing to do. You guys need to do the right thing.

Reverend Eric Jackson, 555 Canal Street, Manchester, Ward 3, stated:

Thank you, Mayor Craig and the School Board, for allowing me to come and address you all tonight. I serve as president of the NAACP's Manchester branch. And I'm here also to offer my support for a member of Youth Organizers United to serve on the committee to study student involvement on the school board. Much has been said tonight about that, but I would just like to offer this, that one of the things that we all want is to improve our school system so children can have a quality education for all and too often committees will have a student voice who is there to give the appearance of youth involvement while they may never show up or say little to nothing in the meetings. And when I was a graduate student at Drew University, I was one of those students who was put on a Board and was expected to say little to nothing. But I would think that if a committee is going to do its work with integrity, we would want students who are going to show up, students who are committed, students who aren't engaged and have some understanding of Manchester's school system and offer an authentic student voice on this committee and for years Youth Organizers United has been one of the most prominent voices advocating for student representation on the school board for a long time and it's a shame that a group of students who are primarily composed of young women of African descent have been intentionally excluded from this process and I believe if we want to do this work with integrity, with results that will yield the best possible outcomes for all of our children, then it is imperative that a voice from Young Organizers United be included in the committee to study student involvement on the School Board. Thank you.

Jon Hopwood, 445 Mast Road, Manchester, stated:

You'll have to indulge me a little, sick today. More bad news. Here's my order. I'm here to show support for the kids from Y.O.U. I would like to have put into the record two exhibits. Exhibit Khamis A, individually, and his father and next of kin of minor, AA, plaintiffs v. Manchester School District, Deborah Livingston individually and in her official capacity as Superintendent

of the Manchester School District, et al. Exhibit 2, a Memorandum of Release settling the lawsuit for \$150,000. Let me go to paragraph 55. Page 21. On or around January 14, 2015, another radio segment aired on the Girard-At-Large radio show where he talked about A.A. On air, Girard, again, identified A.A. by name and made a number of statements on air about him, which included, but were not limited to the following, "Because of this whole Office for Civil Rights thing to demand that a kid who speaks English have an interpreter for his native language when he doesn't need it and this short circuits an expulsion hearing. There are a number of questions. As listeners of this show know we found out who it was." Yeah, they did find out who it was. I will give these to the clerk to read into the record and I'm not going to comment on the justice of that settlement or to indict the vice chair, who was named in the lawsuit. I want it read into the record. I'd like to say something referring to the comments made in the Union Leader by the School Committee Member from Ward 7. He seems to have a failure to understand constitutional law. The ex post facto provision of the U.S. Constitution was ruled about 200 years ago, but the Supreme Court to refer only to criminal law and I would also refer to his mistake in syntax and I'm just going to say this isn't an exact quote when he said we don't allow the NRA or John Birch Society and our schools and neither should we let the GSOP in our schools. He mistakenly substitutes schools for School Board and GSOP for Y.O.U. Perhaps the alleged failure to understand their constitutional rights can be understood in the context that they were not native speakers and I assume the Ward 7 Committee Members fluency and familiarity with English, he made some errors. If I just might say finally. It's Poppy. I'm a US veteran. Yesterday was a Memorial Day down in Litchfield's, which has an elected school board member elected by the board and Donna Soucy, Senator Soucy, graciously gave remarks. I gave the remarks the last two years because my grandfather World War I Vet had given them. And last year it was hell because Memorial Day is about remembering the dead and sometimes some of us remember the dead all too well and that community, those people in Litchfield. The old people including a 98-year-old woman, who remembered my grandfather giving the speech when it was Decoration Day and my father would be 92 if he was still alive, as a boy like that they got me through. It's part of the community by not allowing the Y.O.U. on to this board it attacks any meaning of community and I'd like to add my brother and other veterans have served in the continent of Africa. People have died there so people like this can be free and enjoy rights just not immigrants but everybody and I'd like to invite you mayor and the vice chair and other board

members up to the V.A. Hospital, the Manchester VA hospital, there is the Hall of Heroes and one of the people who died defending this country is an African American, I believe he was an immigrant from Africa. So, thank you very much. This does need to be put into the record. We need to have a discussion on racism, sexism, sexual harassment and everything and we need a commission on human rights. Good luck kids.

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

Mayor Craig asked is there anyone else wishing to speak?

Maxine Mosley, 76 Sherbourne, Manchester, Ward 6, stated:

Good evening Madam Mayor and Members of the Board, School District officials and audience and public. I am a long-time employee of the school district. I have a Counselor at McLaughlin Middle School and also Vice President of the Manchester Education Association. I, like my principal Bill Krantz, do not come with prepared remarks because I just wanted to hear what was said. I am not here to tell anybody how to do your job. I think you folks are very diligent. You do your homework to the best of your ability of what you are given to look at. I have extremely appreciative that this board has voted to allow an Ad Hoc Committee on student voice that includes students that has been a long time coming, that's what we need in order to encourage our young people to be part of the process of their education and the education of those who come after them. Part of my job as a school counselor, when I work with my colleagues and my administrators is to help them understand behavior, I don't excuse it, but I try to explain it. So, I'd like to frame this for just a moment as an educator speaking to people who care about kids. There are times when our students speak to us in a way that makes us feel uncomfortable. Their passion can be mistaken for aggression. It's not. It's passion. There are many times that adults in children's lives do not allow them to speak because what they have to say may not be our truth. But I think when we give students an opportunity to speak their truth, in a way that they need to, we can help frame what kind of adults they're going to become and the way that they public speak. I have been extremely impressed over my 39 years in Manchester listening to all students of all ages come before the many boards that have served and speak their mind. There are many of us, myself included, that at times my passion has seemed aggressive. It is not, it's passion. An Ad Hoc Committee gives us the opportunity to frame something for the future. If I understand

the Y.O.U. students correctly they are not asking for a seat on the board. They want to be part of the formation of what is going to happen next. I cannot think of a better group of young people to represent those whose voices have been silenced. And those students who feel invisible. I've been here a long time. I've dealt with a lot of kids and a lot of families on the ground, not philosophically, not about how we finance the programs that they need, but actually sitting with them one on one and hearing their stories. And I think we need to allow these kids to be part of framing how students tell their stories. I would respectfully ask this board to consider to unanimously vote to add a seat to the Ad Hoc Committee to include a Y.O.U. Student. Thank you very much.

Mayor Craig asked is there anyone else wishing to speak?

*There being no one else present wishing to speak, on motion of **Committee Member Want**, duly seconded by **Committee Member Bergeron**, 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. Approval of the MSTHS Spanish Trip – Principal Karen Machado

*On motion of **Committee Member Desrochers**, duly seconded by **Committee Member Avar**, it was voted to approve the MSTHS Spanish Trip. All were in favor and the motion passed.*

11. Safety Alerts for Education (S.A.F.E.) Presentation

Jim Bender, thank you Mayor Craig and Superintendent Vargas. I'm Jim Bender. I've lived in Hollis for 32 years. I've run an Emergency Communication business in Nashua New Hampshire since 2011 and I've noticed, and by the way I'm going to try and be very brief tonight because I know it's already been a very long evening for all of you. But I've noticed in the news and I'm sure you have too that our schools don't seem to be as safe as we once thought they were. Things have been happening on a more and more regular basis that would have previously been thought

of as unthinkable. And I saw on the news on CNN just last weekend that there have been more people killed in American schools in 2018 than there have in all of the U.S. military operations globally combined, which is unthinkable. I started thinking about what could we do as a business to improve this situation. And I started thinking about it after the Parkland School shooting in Florida on February 14th. And then a friend of mine who is very familiar with our business said why are we not seeing your company in the news, you've got a part of the solution. People were talking about things such as, maybe we should have better mental health care for teenagers. Well of course we should. But how long are we going to debate that before it happens. Maybe we should have better gun control laws and not allow AR 15s in the schools. Well of course that should happen. But Columbine was 19 years ago and what's happened since then. So, I hear other things from the analysts and news about maybe we should arm school teachers. And I thought, we've got a solution, a partial solution to making schools safer that I don't think anybody can argue with. Our business has developed emergency communications that are extremely geographically precise, which have been used by Homeland Security and also by emergency management agencies at the state level and also the county level throughout the country. We propose to donate this to every school in New Hampshire. Governor Sununu recently told me there's 450 schools in New Hampshire. We've been meeting with the Mayors and Mayor Craig thank you very much for your time recently, the police leadership and also the school superintendents from some of the largest cities here in the state of New Hampshire and I'm very grateful to have a chance now to talk to the School Board here in Manchester. We have an emergency communication system and I'm going to see if I can show you a little bit on the screen provided that I don't get tripped up by the audio visual here. But let's see if, there's no internet connection. I'm going to Ryan's iPhone. Ryan I'm going to need some help getting on the internet if you have a moment. So, what our business has done is we've developed an extremely scalable emergency communication system that features extreme geographic precision. We can isolate a school building. We can isolate a campus and if you're on that campus you're going to get the alert. Oh, let me let me pause this for just a second.

Mr. Bender then played a YouTube video.

Mr. Bender stated okay, so as you can see we go to great lengths to customize our presentation for each school district, you obviously recognized a number of people in that video, including

Chief Willard, a number of the members of the Manchester Police Department. So, we think that we have a solution that is ideally suited for schools and we would propose that we're going to donate it to the 450 schools of New Hampshire and then hopefully we're going to keep on donating and we'll do New England next and ultimately, we'd like to donate to every school in America. The reason for this is that I've always believed, and I believe that most of my management team and Board of Directors also believe that it's not enough for a business to try and make money, you have to find a way to do good for the world and we're in a unique position with our product to do good for our community, for New Hampshire and for our country. Some of the wonderful things about this product are that we can isolate a campus, we can isolate a school building, that building in the video with Central High School here in Manchester. Parents can designate pre-watched areas. So, if you happen to have four children in four different schools and you happen to be on a business trip in Europe or Asia, if an alert goes off to anyone of your student's schools you'll get that alert regardless of where you are in the world. The police loved this and every time we've shown this to policemen they're thrilled because one of the beauties of this is the bi-directional product, the students and faculty to the extent that they feel safe enough to do so, can either text or take pictures that then go back to the school administration and to the police department. And you know the policemen who are approaching the building and don't have any idea what's going to happen when they open that door, to have inside the building situational awareness from faculty and students can make all the difference as to whether or not they get to come home at night. So, this is something that we think is the right thing to do for our community, for our state. I should point out that some of our investors were broad political spectrum, Governor John Lynch is on our Board of Directors, Judd Gregg is one of our initial investors in the company. We all think that this is something would make our schools safer. A few seconds of warning can make the individual difference between whether a person lives or dies in these situations and I'd be happy to answer any questions.

Committee Member Terrio stated thank you Your Honor. Just wondering if has this system been used for swatting or has there been any thought about preventing swatting. And I'll explain that term if you don't know what it is.

Mr. Bender stated I don't know what the term.

Committee Member Terrio stated swotting is what a third party will call and say that is an emergency a specific place and say for instance somebody has a gun, recently it happened last few months where it very famously in the news where they said there was a gun there, the police went in and the person didn't know it was going on was actually shot and killed it was an innocent person. I'm just wondering if any thought.

Mr. Bender stated well the only people that are authorized to give an alert are predesignated by the school itself. And every school would have their own protocol in terms of they would have total control of their own installation, their own timing. We would be able to answer questions, but it would be completely up to them.

Committee Member Beaudry stated thank you Madam Chairman. You had said that students inside the building can give intel to the police officers outside. What would stop the perpetrator from using that technology to confuse the police officers to help their cause?

Mr. Bender stated well as a practical matter in all these situations once somebody starts shooting they're busy shooting, they're not going to get on their phone and try and give false information about what they're doing. It's also been asked, well what if somebody is hiding in a closet and all of a sudden, a safe alert goes off. Well as I said to Chief Willard, anybody that's ever fired a gun realizes they've just made themselves deaf and they're not going to hear the phone going off in the closet. So, we have looked at a lot of these things but the practicality of somebody who is busy trying to kill people in the school building of then getting on the phone and trying to give false information just doesn't ring true to the way things have been panning out in these situations.

Committee Member Beaudry stated well I am I don't particularly agree with his answer, some of the students have put a lot of thought in what they were doing, this last shooting where the student put bombs around the building, they made some real effort to do some carnage and thank God that none of them went off. But this was not just somebody walking in to shoot up the school. They were thinking of making mass destruction.

Committee Member Scannell stated this is just a rhetorical question. I don't know if we might be sending mixed messages are there ever times in a school safety situation when we would

instruct kids not to be on their phones and I know that that's very hard to control, but I listened to the presentation and I hear the message, which is sort of indicating that the more information, the more tweeting, the more we're sending messages out, there may be times when that's not the case. Also, I'm trusting I heard this correctly that you do not use this video elsewhere? I hope our protocols about filming on campus have been followed in this and I would not want this example that Central is a dangerous place.

Mr. Benner stated oh no of course not.

Committee Member Scannell stated so you do not show this anywhere else?

Mr. Benner stated well we have shown it to other schools that are considering it.

Committee Member Scannell stated I wish you would not.

Mr. Benner stated well thank you for your input. Your first point I'm trying to recall what was the first point you made?

Committee Member Scannell stated which is are we sending mixed messages that at times students will have been instructed that they should not be on their phones for safety purposes and yet we are.

Mr. Benner stated I wanted to make a comment on that because as it turns out a guy I sat next to during the entire first year of my graduate schools, a fellow by the name Bob Oelschlager and he recently retired from General Electric and took a job as the Track and Cross-Country coach at the Marjory Stoneman Douglas School in Parkland Florida. And he said the social media dexterity of these children in high school was just unbelievable. He was approaching the school for practice and he said he got 11 or 12 different message trails from students that he coaches saying don't come to the school coach, we've got a problem here. So, I think that the opportunity to do good with something like this vastly exceeds the concerns of it.

Committee Member Lehoux stated thank you for your time. I'm just wondering if this is really a School Board for us to deal with. We have a Committee that you know charged up by Jenn Gillis that would be part of, without getting into details, but would be part of the action plan that

would need to take place. I don't think this is really anything we should be handling, and that Committee should come to us if they wanted this information.

Mayor Craig stated we did meet with Mrs. Gillis and the Superintendent, Chief Willard is who brought this forward to all of us. We had a meeting last week Mrs. Gillis came into my office and was supportive and talked about specifically where that would go in the plan. But something like this I do believe this board would need to approve prior to it being implemented into the plan.

Committee Member Lehoux stated could we do a non-public and hear how that plan would actually take place as opposed to just voting on it tonight. I mean I'd like to know from them how it would go into our plan. Just so we're not trying to duplicate efforts you know. So, I'd like to with our committee go into a non-public in hear this type of presentation and see where it would fit in.

Mr. Ransdell stated your Honor if I may, I'm here on behalf of the Emergency Operations Committee, Jenn Gillis is not available tonight and she asked me to sit in. Mr. Bender's going to give you some more information about how the system works because I think that maybe a missing piece right now. But I do want to reiterate or share with you that this has been vetted by the committee. It does integrate very well with our EOP plan and it gives us a significant tool to be able to communicate in any geographically defined area to share if and when an event takes place. This is much more about us communicating with the outside world that an event is taking place and we need the following responses, actions, or help, than it is about any interpersonal communication between people that may be involved. So, Mr. Bender is going to take a few more minutes and give you just sort of an overview of how the program itself actually works. Because I think it's quite interesting.

Mr. Bender stated and I believe everybody has seen this PowerPoint or at least we've delivered it to you. I don't know whether you had a chance to look at it, but one of the important things is that this is an opt in program. Every school would have the right to either accept our offer or not. And once again the offers it's free. We're not looking for anything except to try and donate our talent. There's no infrastructure for the schools to own or operate. It's all cloud based. Everything is managed by a secure web portal. The alerts are received on mobile devices that have

downloaded the SAFE App and SAFE stands for Safety Alerts For Education and it's available now in the Apple and Android stores for any iOS or Google device. There's terrific security on this every school would have their own secure administrative alert console. We're enabling schools to determine whether or not they want the police to also be able to give these alerts or do they want to keep it under their own control. In most cases it would seem sensible to have the police involved in this as well. But it's entirely each school district's prerogative to do with what they want. So, we think that we've spent a lot of time already talking about this and Dr. Vargas liked the program. I think Mayor Craig liked it. And certainly, all the police department liked it. We assumed that you would too. But if there's anything else that I can answer about this you know we're simply trying to do something good for our community.

Committee Member Lehoux stated I just had a follow up on my previous question. When we had a presentation here with that committee, one of the big things that we discussed was the messaging that needs to come out and it has to be very calculated, very fact driven. This, I'm not sure, it appears that unless you can put controls on it, but it appears that it's all out everyone message everybody says what's going on. That's what I'm not understanding.

Mayor Craig stated it's very controlled actually.

Mr. Bender stated all of the out all of the inbound messages are coming from either the school administration or the police. Now in a situation like this, you'll want feedback from inside the building if people feel safe enough to give it to you. And so, if that happens maybe they get a dozen maybe they get 100 depends on how long the situation is unfolding. But the more information that can be conveyed to the first responders and the policemen, who are approaching the building, the better opportunity they have to get the situation under control quickly. And also, to mitigate casualties. Now there's also one of the other things I didn't mention is there are private channel communications, so and there can be any number of these. The police might have different channels for within their own department. There could be channels that would include the local hospitals that may be the next event in this. There would be channels that could communicate with other city departments that might need to be cooperating in some way or another. So, I mean I've been very pleased with the reaction. A lot of the city administration, Mayor Donchess, as well as Mayor Craig, have said boy there's a lot of other things we could do

with this. And that's kind of what we thought would happen. It's a very robust system. It's been in use in Massachusetts for at least six years. They used us for Hurricane Sandy, which was back in I believe in 2012 and the Boston Marathon bombing you might recall after the bombing the following Thursday night and Friday morning they were locking down communities all around Boston while they were searching for that second bomber. And they used our system as one of many things they did to communicate with the public. So, this has been used in all kinds of situations from the mundane, to the impossible, to communicate with the public and we feel that it's ideally suited to a school environment particularly in this environment where we never know whether one of our schools is going to be tomorrow's headline. And to better prepare the schools to communicate in an emergency with their constituents, it would just be a shame if we diddled and fiddled and then something happened, and we weren't prepared or as prepared as we could be.

Committee Member Lehoux stated I understand where you're coming from I just would like to be in a non-public with our officials to tell us how this all plays out. I guess I'm just confused of just saying, go for it not really knowing how it fits into our plan. So, I'm not sure this is the right time to take a vote. I'm not prepared without hearing from the Chief or hearing from Jenn. Hearing from our officials. I know Forrest is here. I don't know.

Mr. Ransdell stated in speaking with Mrs. Gillis last night, the police chief has endorsed this, of course the EOP committee has endorsed this as well as my understanding is the fire department. We have a represented from the health department here as well, who the health department has also seen this product and endorsed it as part of their overall communications package and it gives us the ability to target messages that need to go out from these situations. And if I understand the technology and I don't pretend to understand it completely, there's one of your slides that shows a geographic area on a map, well it will hit every cell phone in that geographic area with that alert. So, it's not just like our Nixel system, where you have to sign up or a school messenger. It actually communicates to anyone in that geographically defined area. So, if I use Parkside for example and we had an incident, we may in fact want to create a geographic area that would certainly include Gossler, West, CMC, anything in that area where it would impact response and our families needing to know what's going on. We would include a fence around our entire attendance area and it would go out and it would encourage folks to understand what

they need to do in response to the situation. The knee jerk reaction of course is I hear something's going on I'm going to school to get my child, which can in fact create greater chaos and challenge sometimes because the situations can be fluid. So, you can communicate. Okay we go to the parking lot at the church on the corner. We will be releasing students there. You know we can do these things in a way that everybody in that geographic area understands and that's not something we've ever had the ability to do before. So, I do think that gives us a tremendous amount of power and ability.

Mayor Craig stated and we're not replacing this with anything. It's a compliment to Nixel and other ways that we're communicating.

Committee Member Bergeron stated thank you Your Honor. I can definitely appreciate Committeeman Lehoux's line of thinking on this because I think perhaps it's more of a consistency thing, as we're introducing information like this we should probably be consistent as to how we're doing it. You know meet with that panel first and because and I don't want to be sitting here trying to plug holes in it and asking these questions in public because naturally that's typically what someone would do in a case like this. I could go on and I have questions about data or whatnot and I know you don't collect any personal data and I probably would have appreciated someone from Massachusetts being here to be able to ask questions too. And someone who is actually an end user who's been part of that. That's always a good thing to have. But I think I would I have to say I would be comfortable doing this in non-public as well, just so I can ask any question I want as far as, and any number of these board members may you know bring up a scenario that may warrant non-public and I'm apprehensive to ask a few questions right now. I'll be honest. And I'm not looking to hold this up by no means you know. But I'm going to have to agree with that. But I certainly applaud the use of this. And I think there's nothing sinister here. I think this is like an amazing thing in a company from New Hampshire can be known to be helping New Hampshire as well as other states, I'm all for it.

Mr. Bender stated Mr. Bergeron I don't know whether you've seen, we have supplied reference letters from Department of Homeland Security in Washington and also from the Undersecretary of Homeland Security for Massachusetts, for the Massachusetts Emergency Management Agency. So, you know I don't know to what degree they might be available to do. But I think we

have we have provided some information from some very credible sources who are quite familiar with that.

Committee Member Bergeron stated Credibility is not what I'm questioning at all. That's where I'm sitting with this I'll have to agree with Committeeman Lehoux on that.

Committee Member Freeman stated thank you, your Honor. Thank you for coming in front of us. Wonderful presentation. I really just want to say that I think at this juncture any positive tool we can put in our school safety toolbox is a positive, it's never a negative. I do understand some of the concerns that are brought up, but I really think that time is of the essence when it comes to a program such as this. Now did I hear you say the FEMA also implements your program?

Mr. Bender stated not FEMA, MEMA, Massachusetts Emergency Management Agency.

Committee Member Freeman stated right. Thank you. That's right. I thought I heard FEMA now I heard MEMA and web safety overall is not an issue?

Mr. Bender stated no. Well let me put it this way. I mean there's no organization on earth that is in some way or another might not be hack proof. But our security precautions are extremely solid.

Committee Member Freeman stated and just to follow up your honor. Thank you. So, what I understand you talking about geo fencing. Is that only the people who opt into this program will be notified?

Mr. Bender stated that's correct.

Committee Member Freeman stated and the only people that will have correspondence will be the people who have opted in. So, when a Ping goes out it's not to the entire city of Manchester. I think that's with some of the confusion may be people.

Mr. Bender stated Mrs. Freeman I'm glad you brought that up because in almost every other, in fact every other that I'm aware of, it's based off the radius of the cell tower. So, you could be notifying people within an 8-mile diameter. Now, with this we can actually circumscribe the

building we can do a circle, or we can do a square or a rectangle or we can do a polygon with 200 points for an odd shaped building. And if you're inside that polygon you'll get it. And if you're across the street, you won't. Florida for example, the homeland security director for Florida said we're the riptide capital of the world and more people die in riptides in Florida than anyplace else. He wanted to be able to end the alert where the sand stopped on the beach. So that if you were across the street in a restaurant or condominium you wouldn't get the alert. There are certain things that matter a lot if you're on the beach, like a shark in the water or is there a rip tide. But if you're eight miles inland you don't want to hear about that probably give you alert fatigue if you did. So, this is one of the real things that we do uniquely well is geographic precision.

Committee Member Girard stated thank you Your Honor. I guess I'll start with a question because I think I'm hearing some different things. Does somebody need to have this app on their phone to be notified of an incident at a school.

Mr. Bender stated yes, they do.

Committee Member Girard stated so it's not the case, as I thought I understood Mr. Ransdell to say, that everybody within his school's attendance district would be notified.

Mr. Bender stated only if they had the SAFE app on their smartphone.

Committee Member Girard stated that's good to know because I was going to ask how I can get a message from an app that I don't have.

Mr. Bender stated it would be an incredible magic trick if we could reach you without the app on your phone. But no, you have to have the SAFE app.

Committee Member Girard stated that's a good thing. Chief Willard called me today, asked me to watch the video and get back to him with any questions. I think my criticism of law enforcement and how it deals in real time with these situations is the reason why he called me because both from this chair and behind my former radio shows microphone, I've had something to say about how poor communication is in these situations. So, one of the things that I noticed,

which is still in the video and I think it's important to put this on the record and I want you to speak to it, is that it said you know the teacher who noticed you know a bad actor on campus could simultaneously notify administration, teachers, parents, students, and law enforcement.

Mr. Bender stated that teacher has to first notify the person who can send the alert.

Committee Member Girard stated okay. So, and perhaps that's one of the concerns that Committee Member Lehoux had because my first reaction was you know Chief I'm all for notifying people, but you know a teacher or anybody with this app who can just notify everybody that's something going on. So, there are defined chants.

Mr. Bender stated its tight control. Usually there's a very small number of people within a school that would be authorized to send an alert. And similarly, with the police department.

Committee Member Girard stated so, if a teacher noticed something then they would have to notify the designated people within the building, within the district office, within law enforcement.

Mr. Bender stated correct.

Committee Member Girard stated and from there law enforcement and or district office would notify whoever else needed to be notified as they needed to be notified.

Mr. Bender stated we set up libraries of both Alerts and also geo fences and they're customizable, so the school can set up their own sets of libraries so that you click on here's the alert, here's where it's going, two keystrokes and it's out.

Mayor Craig stated so libraries have messages?

Mr. Bender stated libraries and messages. So obviously in this example it would be there's an active shooter and that would be a red alert and red alerts would be designated to be responded to if somebody had input to give back.

Committee Member Girard stated and as a closing comment, your honor, my conversation with the chief which has been confirmed here leads me to conclude that this would be light years ahead of using Nixel or the failure to use Facebook and Twitter or some of the other issues that have existed in this city when we have had these threats. And so, I would be willing to support it tonight. However, if a Committee Member Lehoux's concerns remain I would not be opposed to going into a more detailed discussion in non-public session before giving final approval, which I assume we need if we are going to allow our staff to participate in the program which is why it's here I presume.

Committee Member Beaudry stated thank you Madam Chair. And I want to go and maybe if I'm asking questions that should be in non-public, just stop me because...

Mr. Bender stated as far as I'm concerned there's nothing you can't ask in public. But you know it's up to you.

Committee Member Beaudry stated there's nothing we should asking in public?

Mr. Bender stated there's nothing you can't ask in public. We're an open book.

Mr. Ransdell stated Mr. Beaudry I would only make I would only make the caution that your question shouldn't reference our specific EOP plans, as long as it's referencing the program itself you should be fine.

Committee Member Beaudry stated okay, thank you. I support the premise of the plan. My concern again is the communications and you just alluded to some of the concerns I had. So, when the apps are given out certain individuals will get apps that...

Mayor Craig stated they are downloaded on the phone.

Committee Member Beaudry stated right, but you have to request them, right? What you downloaded on your phone, how do you know who I am, I want to know how do you differentiate between the person that can notify higher up or I am the higher up? How do you do that?

Mr. Bender stated well let's say that you have an Apple phone.

Committee Member Beaudry stated let's say I have a flip phone, can't do it?

Mayor Craig stated you're going to get the letter in the mail.

Mr. Bender stated one of the nice things about this is when you download this app to your phone, we don't know a thing about you. We don't know your name. We don't know your e-mail. We don't know your phone number. We don't know who you are. The only thing we know is your phone is inside of an emergency alert area and that's it. If your phone is inside that alert area, you'll get the alert. But we have no idea anything about you.

Mayor Craig stated you've opted into that alert area. Correct?

Mr. Bender stated yeah.

Committee Member Beaudry stated so my question then becomes, what did I think was Committeemen Lehoux's concern. Is that who sets up the pyramid as far as the command center?

Mr. Bender stated the school does the school.

Committee Member Beaudry stated the school does. So, let's say every kid, every parent downloads this app. The school has to go in and look at each individual person and give them authority to be able.

Mr. Bender stated no the school has no idea who's downloaded the app. Has no idea which parents have downloaded the app.

Committee Member Beaudry stated so again then you just mentioned on that film that a teacher can send a signal to a CEO or somebody that has the authority to put out the alert.

Mr. Bender stated right.

Committee Member Beaudry stated how does that teacher get that authority to do that?

Mr. Bender stated okay, the teacher doesn't have the authority to do that. Let's say you're the gym teacher Arthur and we'll say Jimmy is the Principal and the alert command center is in Jimmy's office. You see something suspicious. You call Jimmy and say here's what's going on. He then can go to the console, he finds what's the alert if it's something he's got in his library and if he doesn't have it in his library he can quickly type it up and let's say that the standard alert is your school building or your school building and your parking lots. He hits it and it then goes to any student or faculty member or staff member within the school building that has a safe alert. And meanwhile the parents who may be on another continent, if they've set this school building is one of their watched areas, they'll also get the alert but nobody at the school has any idea who got it. It's just everybody who's got the app is going to get that alert.

Committee Member Beaudry stated so then, if you have excuse my ignorance to this. So, anybody that downloads this app, if I'm a parent I'm walking across the courtyard and I see something suspicious, I can make that phone call?

Mayor Craig stated no.

Mr. Ransdell stated you only receive.

Committee Member Beaudry stated who's on first, what's on second. I mean I can't figure this. So again, if somebody sees a suspicious individual who can alert the people about this.

Mr. Bender stated well I would say it's really up to the school to decide. But it seems to me if anybody sees anything suspicious whether it's a student or a faculty member or the janitor they ought to know that I should let so-and-so know that this is going on and then Jimmy in a Principal's office makes the decision am I going to put out a SAFE alert or maybe I need more information before I put out a safe alert. But that's your failsafe is that somebody responsible ultimately has to decide is this source credible? Do I put it out right now? or do I see if I can corroborate the information and then put it out? But the school decides this, nobody but you guys is going to decide this.

Committee Member Beaudry stated the more we talk about this more I'm concerned about time sensitivity because if I called 911 the police would get that notice right away, if I have to call Mr.

Lehoux and let him know and then he's got to vet it out whether he wants to put the alert out or not.

Mr. Bender stated if you call 9-1-1, then all the students that might be in harm's way inside that building are not going to get the 9-1-1 notice. Only the police will get it. What you're now doing is seconds could be the individual difference between life and death. And this is an alert at the intersection of right here, right now. So, if you're in a school building and there is an active shooter on the other side of the school building, you're going to get that alert as fast as it can possibly be given to you. And that may allow you to do something to save your life.

Committee Member Beaudry stated and when do the police get notified?

Mr. Bender stated they would be notified immediately.

Committee Member Beaudry stated after I call Jimmy and tell him what I saw and then he sends it out.

Mr. Bender stated they're also going to have their phones on each of these schools as watched location. So even if nobody thought to call 911, they're going to get the safe alert that you're sending out to your school buildings.

Committee Member Terrio stated thank you Your Honor. First Mr. Bender thank you. Excuse my manners. I forgot to thank you in the beginning. Thank you for bringing this to our attention. Thank you for donating it. I think Committeewoman Freeman was dead on, as time is of the essence. We already know that the safety committee has endorsed this, the fire department, the police department. It's been used in Hurricane Sandy. It's been used during the Boston Marathon bombing. Again, time is of the essence and I would implore my fellow board members to vote to approve this tonight.

Committee Member Scannell stated so I will move that we follow the recommendation of the School Security Committee and adopt the SAFE Ping4 Technology, but contingent on the removal in the company's presentation of any references to Central High School. I liken this to some years ago when someone was trying to bring the COPS, the television program, to

Manchester. It sends the wrong messaging and it's inaccurate. Most urban schools are less likely than suburb and serve schools to have shootings. And so, I would I would make I make that motion, but contingent upon removal.

*On motion of **Committee Member Scannell**, it was moved that he Board follow the recommendation of the4 School Security Committee and adopt the SAFE Ping4 Technology, but contingent on the removal in the company's presentation of any references to Central High School.*

Mr. Bender stated Mr. Scannell if I could make a quick comment. We would be happy to blur out anything that says Manchester Police on the side of the cars or any reference to the city. But you know. that video makes everybody look like they know what they're doing. And I think it is actually pretty good.

Mayor Craig stated yeah, but I actually have to agree with Committeeman Scannell. We had no idea that you were making that video and we would rather not be the subject of this topic. And so, I would absolutely support complete removal of wherever you're using that.

Mr. Bender stated All right, we'll blur out wherever it is now.

Mayor Craig stated no, no, we don't want our school in this.

Mr. Bender stated okay.

Committee Member Beaudry stated I'd like to know the students that were pictured in that video, were they authorized to picture those students, and did they give an okay to be photographed.

Mr. Bender stated I actually have no idea that I wasn't involved with the film.

Mayor Craig stated I think that the bottom line is in this motion if I understand it is that we want to take this video out of circulation.

Mr. Bender stated okay.

Mayor Craig stated use of any of the Manchester schools.

*The motion was duly second by **Committee Member Ambrogio**.*

Committee Member Girard stated I just have a quick question. Is there someone in front of me?

Mayor Craig stated have you spoken yet. I'm not sure, if you could go.

Committee Member Girard stated I just have a quick question. So, are you saying that the police are notified when the administrator in the building decides to issue the alert?

Mr. Bender stated well the police could be notified in many different ways. Somebody may dial 911 and they know that way.

Committee Member Girard stated I'm talking about the use of your app. Mr. Bender.

Mr. Bender stated well they would see it, assuming that they have the school as a watch location or all Manchester schools as watch locations. They would get a safe alert.

Committee Member Girard stated right but my very simple question is if the principal or whoever in the building decides to issue the alert, this is how the police are notified. So, the police are not sending out the alert, it is the school building official that's sending out the alert.

Mr. Bender stated it's really up to the school, if you want the police, if the police become aware of a situation first, do you want them to issue the alert or do you not. It would be your school's decision.

Committee Member Girard stated so are there additional decisions given that that answer that this board at some point needs to make or has the Emergency Operations Committee already decided protocols on this.

Mayor Craig stated protocol will need to be set by the emergency management team.

Committee Member Girard stated so they haven't decided this yet, what the protocols are?

Mr. Ransdell asked can you repeat that.

Committee Member Girard stated yes, so are there additional decisions that this board needs to make about the path that these decisions are notifications go through or has the Emergency Operations Committee already established a protocol for its use?

Mr. Ransdell stated what is being asked of the board tonight is to prove the acceptance of this software package and then once it's accepted the Emergency Operations Team will develop the procedures for its implementation and integrate it into our plans and procedures within emergency operations protocols.

Committee Member Girard stated so that has not been done yet?

Mr. Ransdell stated not in specifics of my understanding no.

Committee Member Girard stated so once you folks do that then I assume we'll have a non-public session to discuss it, so we understand that it's going to work?

Mr. Ransdell stated I do believe that would be the case.

Committee Member Bergeron stated thank you Your Honor. What was just said about non-public session because I was going to suggest if it is possible if we are already going into non-public if I could ask just a couple of questions.

Mayor Craig stated so tonight it's approval of this software package, then the emergency operations team is going to go away, if it's approved and integrated into the plan, of which we will go into non-public and review.

Committee Member Bergeron stated because like I said I'm apprehensive to ask a few questions, I mean I'll fire away if not what I prefer that's the reason I was going to say could I ask them tonight because I have a feeling this is moving along. But I still have questions and I mean the last thing I'd want to do is for this not to work well, I mean I'm sure it will, but I don't.

Mayor Craig stated why don't you ask your questions if it doesn't have anything to do with our Emergency Operations Plan. If it's regarding the software package.

Committee Member Bergeron stated yeah, I mean I can look at speeds and feeds and I can look at what the requirements are, and will it be on most phones and what happens if it's an old phone. All those questions I guess I can look at that myself. But we'd be essentially the first, I don't know if it's us, but the first school district to use this product?

Mr. Bender stated no, actually some others have signed up around the country, as soon as we opened up the Web site and said it was free, we have schools that are signing up. The University of New Hampshire has used this going back five years. Chief Paul Dean, who is still the police chief up there, is very familiar with it. So, no you would not be the first.

Committee Member Bergeron stated so what is preventing, because generally I feel like you know the perpetrator would have some familiarity to this what's to prevent that person already having downloaded the product and having on their phone as well and almost being like an insider.

Mr. Bender stated there's nothing in the world that would prevent somebody who wanted to bring a gun to school from having the safe app. But they couldn't issue an alert of any kind. They could see an alert, but they would not be able to issue. They could respond to an alert, but that would be it.

Mayor Craig stated just like they'd could possibly get a Nixel alert.

Mr. Bender stated it might be a blessing if they put their gun down and start looking at their phone.

Committee Member Bergeron stated but I'm just saying that that's part of the preparation. So that's not counterintuitive. I mean how do you address someone like me who has a question that of course they're going to have it on their phone too. They're going to see exactly what's going on.

Mr. Bender stated if they have it on their phone and 500 students who don't have guns also have it on their phone. Those 500 students have an advantage in that they can take that extra time and do something with it. Quite frankly think it's a bit inconceivable that somebody with a gun is going to stop.

Committee Member Bergeron stated but if there's somebody else that's not there. Basically, organizing that part of it.

Mayor Craig stated it's just another tool that we have like Committeeman Freeman mentioned.

Committee Member Bergeron stated okay, these are just the questions I have. OK so you know. And.

Mr. Bender asked was there another question Mr. Bergeron?

Committee Member Want stated thank you Mr. Bender for coming before us with this product and for being willing to donate it. I mean I can't imagine the amount of resources that you must have put into to developing this technology and your willingness to just give it away for the greater good is remarkable and I think laudable and I just want to say thank you so much.

Mr. Bender stated well thank you. As I start off by saying we all have a philosophy that it's not enough for businesses to just make money, you have to try and find a way to do good for your community and the world. And we think we're in a in a very strong and unique spot to do that. So, but I'm glad that you appreciate it.

Committee Member Beaudry stated I would hope that once this is okayed this evening that the emergency operations personnel look at this. We are going to need training first of all and we don't ever seem to get enough training, even in our academics we don't give enough training to teachers and paraprofessionals. So, we're starting a new plan, people are going to have to know how to use this and I'm hoping that we're going to have an S.O.P manual where everybody is going to have a Standing Operating Procedure on what they're going to do with this information. I mean you can download all these apps and in my opinion from what I heard tonight I will

support it, but I actually think that if people don't know what they're doing it's going to take more time to get the police on the scene then if I just call 911.

Mr. Ransdell stated I'd like to describe what a typical situation may be. I've dealt with nothing as shocking or as alarming as some of the great tragedies our country has seen. But certainly, I've dealt with the emergency situations at a school over the last 25 years. I go back to the example where you're the teacher, today you pick up the phone in the gym or in your classroom and you begin to call somebody in the office to tell them Hey I see this bad actor. And you try, the secretaries on a phone call. So, it doesn't go through there. You call the second secretary who's in the bathroom. So, it doesn't go through there. So, you try my office and. I happened to be in the assistant principal's office. Now your fishing phone calls, you eventually get somebody.

Committee Member Beaudry stated see I wouldn't have fished, I would have called 9-1-1.

Mr. Ransdell stated but the difference is, you may, you have this app on your phone and I know I'm speaking metaphorically there no doubt. You have this app on your phone and what you do is you using this app you send me the alert. I now have it immediately, you're not phishing phone calls you're not calling room to room. Now I have it. I can evaluate it because it's in my pocket and if I'm understanding this correctly please.

Mr. Bender stated yes.

Committee Member Avard stated this is conflicting from what we were just told.

Mr. Ransdell stated I don't believe so.

Committee Member Avard stated he said you can't contact them through the app, that only the administrator can...

Mr. Ransdell stated no, no, he can contact me. He can't send an alert out to anyone. He can contact me. I then access the dashboard and determine whether I need to send an alert out through the system. I'm the only one that can do that. In this example. So, I think I have that correct.

Mr. Bender stated you do.

Committee Member Beaudry stated I hope all these bugs are worked out and we come back and talk about it and actually have a plan and an SOP on how we will be.

Mr. Ransdell stated we will put those standard operating procedures in place.

All were in favor and the motion passed.

12. CONSENT AGENDA (ITEMS 12-19)

- 13.** Mayor Craig advises if you desire to remove any of the following items from the Consent Agenda, please so indicate. If none of the items are to be removed, one motion only will be taken at the conclusion of the presentation.

Mayor Craig stated there is one item on the consent agenda.

Committee Member Girard stated I wasn't going to second I was actually going to ask that Mrs. steady make a presentation to the board because the preschool issue has been such a very big issue in this district over the last two or three years especially and I think the public probably ought to get an understanding of what's happening here because what the administration is now saying about preschool and how it operates is radically different than anything we've been told in the last three years. I think it's an improvement, but I think there's a lot of misconceptions out there about how the preschool can work versus what this Board and the public has been told how it has to work over the last three years.

Mayor Craig asked is there a second to the motion?

*On motion of **Committee Member Ambrogi**, duly seconded by **Committee Member Want**, it was moved to approve the Consent agenda.*

At this time, the Board requested a presentation from Mrs. Steady.

- 14.** Report(s) of the Committee of Coordination/Administration

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

a) Preschool Update – Mary Steady

Mrs. Mary Steady stated so how we got here today with the new proposed preschool program is that back in the fall when the Department of Ed came in and did their monitoring for the long standing noncompliance for five years that Manchester has been in and is now released from, they did give us notice that our preschool program does not meet compliance, as in there is a continuum of services that need to happen, from services in a least restrictive environment to more restrictive. Least restrictive means services could be provided at home all the way through to services being provided in a hospital or out of district, in a self-contained program or early childhood program, I'm not saying an order, but there's a variety of programming that can happen. Service provider location is one of them. Manchester typically has used a couple of those locations, those placements of what they're called, in the least restrictive. Typically, a self-contained program where it's for children with disabilities, 50 percent of the children in those programs have a disability. They use private programs outside of Manchester School District. Sometimes they'll use a service provider location but we're not using the one typically where it's called an early childhood environment, where less than 50 percent of the students have a disability. And because we are doing that, we don't have we don't have program approval for those self-contained for all the programs we're operating. That's approval through the Department of Education where we send in an application and ask for that. We have approval for a few of those and then for our early childhood programming. We're operating them as self-contained though, so we're out of compliance. The Department of Ed has told us that they will be coming back to monitor at some point and to get a head of that monitoring there was a preschool leadership team that was developed in the fall, where it had representation from administrators to teachers to service providers who started to look at and evaluate our preschool program. We have traditionally opened a preschool two-day program mid-year towards the end of the year, to meet the numbers. The program that we're proposing would be to start the year off with a two-day program instead of disrupting the school environment midyear, is to already designate which classrooms might be two day and then which ones would be three days, which would be four days, to be able to get some of our spots back at the Bishop O'Neal building, which is typically

for Title 1 students. We have been working with the Title I coordinator to be able to make sure that we could have some spots for kids who are both Title I and special education. So that way it is a combined program.

Committee Member Girard stated I guess if I may your Honor, just in a nutshell Mary could you sort of give us the slimmed down version of what will be different in the preschool program next year versus what people are familiar with this year?

Mrs. Steady stated I think the differences starting the year off with a two-year, two day a week program, we have to have a baseline of what we would consider a free appropriate public education and because the state doesn't establish that we need to establish to some extent. So that way we can say special education is above and beyond. So, it's supplemental some of the things that we're hoping to be able to do is have maybe a couple of different pilot classrooms, so we could try some innovation and some flexibility. So, for instance we are applying hopefully on Thursday, the application will go in Thursday to be able to really look at something called the pyramid model, which is a multi-tiered system of support. Manchester already has a big grant called Project Launched, not Manchester School District, but the community replicating that great work that's already happened in our community and pulling a team together, so identifying a classroom that does that is really is what are we doing for all kids in that classroom. What are we using for data points to identify kids and families who might need a little more support in those kids and families who need a higher level of support. We also, we surveyed all the school districts, just about all the school districts in New Hampshire, to say do you use multi aged classroom? Are you combining three, four and five-year old's? There were mixed results. There are school districts that are doing it and school districts don't do it. We would like to try to pilot that in one of our classrooms, just so we can have that flexible grouping similar to what Parker Varney does. Am I getting at your question, I don't feel like that I am getting at it.

Committee Member Girard stated more or less, if I'm understanding the documents correctly, will this new way of working the preschool enable us to serve more students with the same number of classrooms?

Mrs. Steady stated yeah, so we are going to serve more students, we'll be able to serve more children who have special education needs coming in and we'll be able to have more spots for

kids who have Title I needs and then hopefully if there are some spots, some additional tuition fee spots.

Committee Member Girard stated Final question your Honor. So, in listening to the discussion that Dr. Vargas's has brought up about how the preschool runs, are we still going to be taking kids who turned 3 years old in May, as if we have some sort of mandate to put them in school for three or four weeks or when are kids going to become eligible to come into the program and how is that going to impact the continuity of instruction for the kids that are already there?

Mrs. Steady stated that's a great question. So, in special education we have to identify kids at two and a half. So, they come in through Child Find at the age of two and a half, by their third birthday we have to have an IEP in place for them. So, any child at any point who's 3 years old who has an IEP and who needs services in a least restrictive environment. So, a kid could come through the door and maybe they need speech and language therapy. And it's you know once a week, we may decide as the IEP team service is best met in the home. So, they wouldn't come into our program. There may be a kid with multiple disabilities who comes in and may need a three-day week. This will allow us to be able to have that flexibility to have spots open. Of course, there's going to be some difficulties this first year as people get used to programming and that flexibility and screening and really trying to look at, instead of saying all three-year old's get three days a week, all four-year old's, that's really not individualized. It's not really looking at what those services and support needs are for those children and it's definitely not looking at least restrictive environment when we do it that way.

Committee Member Girard stated so it's not the case that everybody has to come into a classroom?

Mrs. Steady stated no that's not, exactly, that's not in the spirit of the law, when we do that.

Committee Member Girard stated thank you.

Mayor Craig asked is someone from the Health Department part of this leadership team?

Mrs. Steady stated yes. So, the one for the grad that we're proposing, yes, so Project Launch is larger.

Committee Member Want stated hi Mrs. Steady. Just a quick question. It says here in 2018/19, next year you'll be able to have 323 preschoolers, identified students in the preschool program. How many do we have right now today?

Mrs. Steady stated so at this moment I don't have that exact number, at one point when we pulled the data it was about 311.

Committee Member Want stated Follow up. So, it says here 2017/18 266 so that's this year? And I'm just wondering if I'm trying to understand as you're creating some open spaces, but I mean I hope we're not going to fill them all up in September and then we still wind up in a situation where you know we're working along as the year progresses and we have to put more kids in there because they come of age or move into the district?

Mrs. Steady stated yeah. So, if you look at, at the time that this was written there were 266 in the in-district preschool program. There were 39 students in outreach. And then there were 16 in-services only, so there was a total of 321. But we were servicing 266 in our classroom, of this model that we're proposing to move forward would allow there to be space for 323 in our program.

Committee Member Want stated do you know when that 266 number came about?

Mrs. Steady stated yes this was developed in May. This was developed May 14th, so right around there, Marissa, the Preschool Coordinator, pulled those.

Committee Member Want stated recently.

Mrs. Steady stated yeah.

Committee Member Want stated okay great. Thank you.

Committee Member Beaudry stated can you please explain on page 66, the asterisk of outreach, where it says outreached number is above our allotted 28 district paid placements, head start will often keep students who have recently become identified in their current programs, thus increase the number of outreach students?

Mrs. Steady stated yes, so we pay for 28 spots in that program, but because kids are already enrolled in Head Start and not really as their early childhood environment, Head Start will allow us to keep those students there and we push services in to them.

Committee Member Beaudry stated okay, so we have 39. Because what it says down below, but when you look at the box up above it says outreached 39 for 2017/2018 and then 28 for 2018/2019.

Mrs. Steady stated so we pay for 28 spots.

Committee Member Beaudry stated but we have 39 is what you are saying.

Mrs. Steady stated yes. Right. Correct. That's why I had her put that there because it was a little confusing to me as well.

Committee Member Beaudry stated well, the dates are what confused me

16. Report(s) of the Committee of Building and Sites, if available.
17. Report(s) of the Committee of Athletics, if available.
18. Report(s) of the Committee of Finance, if available.
19. Report(s) of the Committee of Student Conduct, if available.

All were in favor and the motion passed.

COMMUNICATIONS

20. Superintendent's Communications.

a) Update on Summer Literacy

Mayor Craig stated Superintendent's Communications.

Dr. Vargas stated I would ask Mrs. Perron to join me here please. So, I'm pleased to let you know that our teachers, administrators and the Central Office have been working very hard along with community members and others around the whole issue addressing the Summer Learning loss. As you know, 57% of our students are on free and reduced lunch. It is the saddest time for our children, particularly those that are less fortunate is the summer time. And that is across the country. So, I'm very proud to work for a system, and I wanted to thank the city and also to each one of you for the support that you have lent to this summer learning opportunities that we are expanding and making available to all our students. As I have said to you, our students don't lack potential, their potential is enormous. We are very fortunate in this system that we have great teachers, we have students that are very, very fortunate, they have families that organize, and structure summer activity and they continue to learn. However, we do have a portion of the population, I would say about 60 percent of our students could benefit from the highly organized and supported summer program so that we can continue to strive. If you ask any teacher in our city and across the country, they find themselves in September when children come back reteaching what they were teaching in May. It's not because the kid didn't want to maintain that knowledge is just that when you don't just stay active and learning with the right family support that happens, I know not all, but I would tell you that the research show that these phenomena has been happening since 1909. And that is that less fortunate children, who don't have the support of home, normal end up losing a significant amount of learning and they contribute to the achievement gap that you hear our City being compared to other districts. It doesn't mean that we are not doing a good job, it's just that again we have certain challenges that other districts might not face. So, I want to thank the team of people that have been working, again we are going to be very creative, last year we gave children support and our teachers were participating, and we got support from Foundations, from Title I, from the city. We are going to have a robust

program and I want to let Mrs. Perron explained to us the work that she has been doing, which I thank her, her father in law I believe contributed a van, so that once again in this city, I don't know, a couple of teachers told me they went to school her in Manchester and that during the summer in their neighborhood, we would have a little truck going, a mobile library and thanks to Wendy's work and the work so many people that is coming back and I hope your Honor that each one of you, one day, you can ride with Wendy and myself and go and deliver the books. I'm willing to pay even for the ice cream, as long as the children are reading, so Wendy please.

Mrs. Perron stated sure, just briefly, I have pretty fond memories of the summer of 2002, I was a graduate student at UNH and I took a work study job, which was a partnership with the Manchester School District and it was under Sheila Brisson, who was the Federal Project Director at the time, and I still have a picture of her above my desk because her work really kind of changed my career trajectory. But basically, a van went around the city to I think four or five different locations every week. And we ran an ice cream siren and the kids came running and we had ice cream, but we also had books and we gave those books out for free. We did read aloud with students and it was really staffed by volunteers that I recruited, classmates of mine. So, you know it's low cost and I think we had great results. I dug up the data from an old college binder and we had for 1500 students participate across the city that summer. So, we've used that old schedule from 2002 to develop a schedule I will share really soon with all of you hoping you will sign up to man one of our sessions. But we've chosen six city locations and we hope to also run a few additional sessions at schools. The principals are all volunteering to sponsor a stop at their school. So, I also want to thank our partners at the City Library, they've worked with us throughout the entire endeavor to create that schedule but also, they are securing funding from other community partners for new books that children can take home. So, in 2002 we just collected donated books, but the city librarians have really been committed to making sure students have new books in their hands that they can take home with them. So, I'm thankful to Granite State Plumbing and Heating company, my father in law started, but he's also a West alum, so he's really committed to Manchester families. He had an old van that they wanted to get rid of. And then Sousa signs, also a local company has offered to create a custom rap for that van, so that it's visually appealing and safe for students and we're pretty excited about it. So.

Dr. Vargas stated yeah, I want to thank our teachers, our families and our students and also the teacher's union leadership, they have endorsed this program, they help being excited about it and they understand how significant this program is and they know better than I ever would know the impacts on the lives of children that such an initiative could have. And it is my dream that one day there will not be a single child in our community who would not be engaged in summer learning. We will find a way to measure that in the very near future, but this is a great start. And I want to thank you each one of you for your support and thank you Wendy, and also Sherri Nichols and others who have been working on this. This is a lot of people and I am afraid I can't mention everyone here tonight. But they know who they are.

b) Update reference Career Exploration – Construction Trades and Related Fields – Forrest Ransdell

Dr. Vargas stated so, career Exploration I'm going to ask Mr. Ransdell to please join me and Mr. Lehoux. I am getting a lot of help tonight, as I should. So, I am going to let Mr. Ransdell give us an update on this exciting project that he is doing with his teachers and colleagues of Parkside and also, he will introduce our colleague Mr. Lehoux, who doesn't need any introduction.

Mr. Ransdell stated thank you for indulging my second visit here tonight. I want to introduce Jennifer Landon, from Associated Building Contractors, one of our key partners as you'll hear a moving forward in this project and I do believe you know Mr. Lehoux, who actually began this process back in late September, early October, with an idea of the need to expand trades education and introduction and information about the trades to a greater number of students. The average... I'm not going to do that because I know that's your line. Having heard this, I contacted Mr. Lehoux and asked to meet with him because I thought that Parkside could begin a pilot to take a look at this need and it has evolved into an idea that is perhaps going to take us three to five years to do and that is the idea of taking our unified arts courses, all of them and embedding career exploration into our unified arts courses, so that it becomes a significant component of every one of our unified arts courses from family consumer studies to health, to our technology classes, to our I.T. classes. So, our pilot to begin this process is looking at construction trades. So, what we would like to do in the fall what we are planning to do in the

fall with this pilot, is as we start preparation, this really comes down too many kids don't have the information, the wherewithal, to see the future. They live in the now and they don't know what life looks like five, 10, 15 years from now. They don't understand the professions that are available and critical across the workforce in the 21st century. And they also need to begin in that middle school focusing on postsecondary education and training perhaps sooner than we do traditionally. So, over the course of the next three years what we hope to do with this support of our community and industry partners is to reorient those encore UA classes to embed career exploration. What we began working on in October was the idea that we take what is our traditional wood shop class and reorient that, and Mr. Simpson our wood shop teacher was present, but I think he wasn't able to stay. And we will then transform that into a construction trades exploration course that every seventh grader will take for one semester. And through that course they will do a series, of not only Hands-On, but small scale actual construction projects and they will include areas such as drafting and measurement tool use and safety, carpentry and construction technology, electrical, plumbing and heating ventilation and air conditioning or HVAC. In addition to that, we have also begun hearing from members of the industry who have things to offer that don't integrate themselves into larger projects. So, for example we will have a one-day demonstration of enviro vantages demolition robot. So, we hope then to integrate that technology demonstration after a one-day demonstration of masonry, so Mason can come in and build a small wall and the robot can come tear it down. So, we think that ties as an example very nicely. It's important that we integrate the idea of academic Learning into this because there are many, many things that students need to know that they don't understand the depth and breadth of what goes on with their learning. So, in drafting a measurement, for example, the idea is a scale, ratio and proportion, units of measurement are all endemic to that. Those are things that kids think of as math class. Well that's not math class it's real world application in this particular field. And that's just one example. Our industry partners are going to serve several very important functions. Number one, Act as mentors, they have helped us design the curriculum, help us look at what does a seventh grader sort of need to be exposed to in order to understand their particular area of the trades. We had an open house, we had about 20 different construction representatives in. Myself and Mr. Simpson were also present at a golf tournament two Fridays ago and we were making this pitch to about 45 different golf groups that day and came away with about \$2,500 in donations to support this program. But that is also where we networked and

found a one-day demonstration of the robot, a one-day masonry demonstration, a one-day scaffolding demonstration. As an example. So, students will intersperse those longer-term projects with these one-day demonstrations. The other key for our industry partners is to provide that career information. Kids don't know the breadth of available careers within construction. Stereotypically we think you take a piece of equipment or a hammer and you go build something. Well there are accountants. There are land purchase agents. There are I.T. folks. There are any number of things and jobs within these fields that kids need to know about. And my favorite example actually happens to be the company that Mr. Lehoux works for, that's ProCon. ProCon has recently hired two videogame designers and their job is to take those plans and design the three-dimensional walk through, you put the 3-D goggles on, so that their client can actually go through and see what that finished building project will look like before they ever even turn the first shovel of dirt. And so, there are those great breadths of things making those presentations to our kids is another key piece of our industry partners that they are willing to do come in and provide us with and provide our students with here are the depth and breadth of jobs in our particular industry. So, I'm not being very coherent at this point and I'm rambling, and I admit that, I would like to ask Ms. Landon if she'd like to share a few of the ideas we've had.

Ms. Landon stated Sure. So just to kind of go back to what Mr. Ransdell was saying about the age he was going to reference the average age in the industry right now, depending on which research you look at, is about 48 years old. And we are going to be seeing a great gap in the need in our industry and it's not just our industry, its manufacturing and health and several other industries so we're seeing this pilot as one that can really kind of take-off and build this concept of career exploration. I was doing some research a little bit earlier and its projected right now that in August of 2021 the demand for the construction trades in general, just for the State of New Hampshire is going to be over 33,000, of those over 6000 of those are carpenters alone. And we're looking at the highest demand being carpenters, HVAC, electrical, plumbing which is why we chose those fields. And again, we also felt it was very important that students understand the many different varieties of opportunities, which is why we're going to be bringing in all of these other industry partners. And if you think about it, if you drive down 293 and you Denron, a lot of people may not know Denron is, but when you see Denron coming into Parkside and then that student remembers that person from Denron who takes the plunger out and smacks it on the table and says I'm a master plumber. That student will remember Denron and will remember that

experience and that's really what we want to be able to do. I spent ten years of my professional career as the Director of Career Planning at the University level here in the city and I saw all too often that the career exploration within our education system has really been lost, so I think that this is a phenomenal opportunity that we're being provided for our industry specifically and then hopefully we'll be able to expand it into many others.

Committee Member Lehoux stated and you hear enough from me, so I'll be really quick. So tomorrow we're meeting with B and I, the construction sector partner and Mr. Ransdell is coming up with us and they're dedicating a whole portion of their meeting to how they can support this program, not only to park sign but also to the longevity of the program so we can later on move it to the other middle schools. So, we're pretty excited about that. And I've already been approached, as far as we know this will be the first pilot program that does this in the seventh grade in the country. So, we haven't heard any other program that's been doing this. So, we're pretty excited about it. And I've already been contacted by other districts, once we have the book written to let them know and of course the governor is already in on it. He wants to be there whenever the kickoff would look like and I'm sure you Mayor will definitely be there. So, we're pretty excited about this and the kids are going to love it with all the experiences they're going to have so thanks for your support.

Dr. Vargas stated I want to thank each one of you. I know that in the interest of time, this is just an update so that you know what is going on and I can't thank each one of you enough for this effort, this doesn't happen just by wish. And I know some of you might have some questions.

Committee Member Ambrogi stated thank you. I just wanted to comment this same group came before us at C&I last week and I think we understood that they were going to come here as well to get the full board up to speed on what's going on, but I think that we did talk about the fact that as this program kind of rolls out and there are ideas about expanding it and new details the C&I committee would continue to be very interested to hear ongoing updates and would probably be an appropriate place for that.

Committee Member Freeman stated thank you. This is great. This is a long time overdue. One thing I noticed no automotive. Was there a reason for that?

Mr. Ransdell stated no automotive?

Committee Member Freeman stated right.

Mr. Ransdell stated when we look at the middle school facility. Automotive is a very facility intensive activity and I don't anticipate that we would have the ability to offer an automotive just because of the lack of facilities that are necessary to do that. But as we expand this, as we look at our art program, our visual art teachers wish to go next for example. They're already thinking about the illustrators and the commercial artists and the photographers and all of those professional application of the arts that they can integrate into their program is career exploration for students and that's probably our next example.

Committee Member Freeman stated I understand limitations on space on automotive. I just think small engine, moving parts, something that can be done at a desk. Just a suggestion. I'm not trying to reinvent the wheel. You people have done a spectacular job with this. But I think that, I've had the opportunity to meet a few times at the New Hampshire's Automotive up at the Statehouse and they are really pushing to get education around automotive into the schools because they are another industry, as well that's going to be seeing some huge setbacks.

Committee Member Lehoux stated currently there's about 600 shortages for mechanics and I had the opportunity to meet with them as well and they definitely want to be part of this it's just the matter that we want to start slow and make sure it is done correctly. And then maybe down the road there is a segment of a two-week period where you're just discussing that. But right now, we're sticking to the construction itself.

Committee Member Freeman stated like I said not being critical, just curious.

Committee Member Lehoux stated no absolutely I agree.

Mr. Ransdell stated I would make this general statement, the idea that we can expand anywhere we can go if we have partners and partnerships to do that. So, if the Automotive Dealer Association for example wishes to say we believe we want to do an exploration of small engines and I'm being too general, and they wish to help us by partnering with that we can probably

make that happen. It's just not in our current projection based on the Unified Arts we currently offer.

Committee Member Girard stated Thank your honor. Well given the amount of time it takes to get a snowblower or fixed in this city I would echo Committee Member Freeman's small engine suggestion. In your presentation tonight, you said something that I either missed in the materials or aren't there that are you making it compulsory for every seventh-grade student?

Mr. Ransdell stated the way we organize our unified arts at Parkside is we organize our Unified Arts by grade level. Because over the course of a middle school experience we want students to experience the entirety of our UA program. So, at this...

Committee Member Girard stated let me just interrupt for a second. For those watching, including myself, who are old enough to remember things called Industrial Art and home economics. Can you please be a little more specific because unified arts are just one of those generic terms that frankly don't mean a whole lot to a lot of people? So, would you mind explaining unified arts?

Mr. Ransdell stated the unified arts is what we would have known when we were in high school as electives. Or sometimes they're called specials in the elementary schools. In the middle schools we tend to call them Unified Arts. I would actually like to see a shift in that in our nomenclature we start calling them encores because they actually, we have core classes and encores, and I know it sounds like just another name shift Mr. Girard but we lessen the importance of our current Unified Arts curriculum and the learning that takes place there based on some of the practices we have as a district. And if we need to encourage those to have a more important place in our students learning profile. So, the answer to your original question is it would be a course that every seventh grader would take and there are always exceptions to the word every based on different factors, whether sometimes a music student may have a music class and need something else or not have room for it in their schedule. But it would be a general acquirement for seventh grade.

Committee Member Girard stated and if you would, the subject areas that you're referring to generically is unified arts include?

Mr. Ransdell stated well they would include art, P.E., in this case what's becoming construction trades, Family and Consumer Science, Health, Music, Foreign Language, computers and then in terms of scheduling, while it's a requirement, EL is often scheduled like a U.A.

Committee Member Girard stated okay, what exactly here is going to be compulsory for every seventh grader, what does every seventh grader going to have to take if this program is approved and I want to, I applaud the work that's being done here.

Mr. Ransdell stated the two seventh grade courses will then be health and construction trades exploration.

Committee Member Girard stated so, every seventh grader is going to have to take health and construction trades exploration.

Mr. Ransdell stated correct.

Committee Member Girard stated may I ask why they're going to be required to take construction? Why does this have to be done on a mandatory basis?

Mr. Ransdell stated again what this is over the course of three years you want every student to experience as many of our unified arts as possible. And the way we do that at Parkside, in sixth grade all students currently take computers and tech ED, which is our woodshop class. All seventh graders currently take Health and Family Consumer Science. All eighth graders take Art and P.E. and we have additional ability to teach art and P.E., so that also then is offered in other grades as well.

Committee Member Girard stated so these are already required courses at some point in time?

Mr. Ransdell stated correct. They hit all of the required courses at some point in the three years.

Committee Member Girard stated okay that's what I was trying to get to. Thank you.

Committee Member Bergeron stated thank you honor. Wow. All right let me go to my prepared questions. First of all, I love the sound it is. I think it's amazing. I think the whole thing

is just great. It's almost like we're going back to things that were not taken away, but I think this is a great direction. I'm just mindful of there are so many initiatives around right now looking to... Let me give you an example the 25 by 6 initiative where they're judging by 2020 68% of 25 and above are basically needs some type of postsecondary certifications or what to prepare for basically the skills that are going to be needed like you are talking about construction. So, there's this whole initiative 10 million dollars over 10 years whatnot. So, this kind of like really lends itself to that because really what they'd like to do is reach out to middle schools to make sure that initiative is starting now to be able to address it in the future. So that's exactly to me, so engaging things like the New Hampshire Charitable Foundation and also Manchester Community College or actually the actual New Hampshire Community College system is very much into that, so I'm sure they'd be like really fascinated by it to know exactly what you're doing. I know that New Hampshire form in the future has an upcoming breakfast that deals with the data with young people leaving the state or whatnot. So anyway, but I just wanted to know as far as like gaming for example, we have a video gaming thing an MST. So, I just thought I'd mention that so but also, I'm mindful like for example I know Autodesk gives AutoCAD for free and I'm only saying that because we have these great like high tech labs and my fear is that without constant use or programs or programs like this just for them to be constantly utilized. So, it seems like you will involve them in this as well whether it comes to you know some type of CAD work or I just see this working through a lot of different initiatives and I just think it's fantastic. Like I said I was just mentioning a couple of dotted lines to other organizations that would probably be really fascinated with this. But I think this is fantastic. I just wanted to say thank you for this initiative and I look forward to you know supporting in any way I can or all of us I'm sure.

Committee Member Beaudry stated thank you Madam Chairman. I know Committee Member Ambrogi said it went before C&I. First, I want to applaud Committeeman Lehoux for bringing this initiative forward. I think this is something that we've talked about a lot but it's great that we're actually bringing it forward in the middle schools and hopefully this is going to enhance MST moving forward also. But with that being said, is it appropriate to move as a board because if this is going to be a program of studies to support this and get board approval to make this part of the program of studies. Because we normally do vote on a program of studies that are presented to our students. So, I would do this is just to enforce...

Committee Member Ambrogi stated it was presented as an informational item at C&I, we did not take a vote on it. We weren't asked to. Pleasure of the Board.

Committee Member Beaudry stated well with all due respect Committee Member Ambrogi, would you bring that back up and bring it forward as supportive of this process so that it will have board backing.

Committee Member Ambrogi asked A vote here or a vote by back at Committee?

Committee Member Beaudry stated I mean I don't want to overstep your committee. So, if I mean if you want to do that now we can do it now, if you want to go back to committee. I'm flexible but I'd be willing to move that we move with this initiative.

Committee Member Ambrogi stated I'm fine with that because then why go back to committee just to come back here. It seems a waste of committee time, so absolutely. But all I was trying to say earlier is that this process is going to get further refined. They're going to be rolling out further pilots, the art department whatever, so I think that as an overall as a topic it will continue to be considered at C&I, but I would support a vote here tonight to support this particular program that the folks have so excitingly presented.

Committee Member Beaudry stated well I would make that motion and any further progress go through C&I for approval. But I would move that we approve the process that was presented to us this evening.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Want**, it was moved to approve this process of Career Exploration – Construction Trades and Related Fields as presented this evening.*

Committee Member Girard stated get just a parliamentary inquiry your honor. This is a change to our curriculum, in how we're handling things at a particular school. I'm just curious why it would be treated as an informational item by the administration instead of one that requires our approval? I mean I'm not aware that schools have the ability to alter their curriculum as they see fit. When it's this board that gets to make those decisions. So, I appreciate Vice chairman's

motion, but I really would hate to set a precedent where in the name of innovation we just kind of let the schools go off and do their own thing irrespective of what we as a board have adopted as a curriculum.

Dr. Vargas stated yeah, we are very transparent. So, my understanding that the middle school we don't bring the course of study before the board. But again, that is not to say that you don't have a role to play. So, I'm okay with you given the go ahead. It is my nature to do whatever I can to be as transparent as I can be, I'm not always as effective and sometimes I fail, but for the most part I do my best.

Mr. Ransdell stated just to address Mr. Girard's point. The reason it's being brought forward this way is that as of right now is taking place at parks that is a pilot program. Should it then be successful, and it expands to the remainder of our middle schools, at that point we would have a curricular change would be my explanation.

Committee Member Girard stated having sat on curriculum and instruction, I have seen many proposed pilot programs come before that committee for approval and some of them have not been approved, so I still believe I still agree with the Vice Chairman that even as a pilot program it needs this board's approval. Parker Varney was a pilot program, we had to prove that. So, all these other things have been approved by the board and this should be the same.

Committee Member Freeman stated thank you your honor. I was actually going to address Committee Member Girard's comment that I was not under the impression that there was a curriculum change or even a curriculum presented, but just a framework on where to proceed next and where to fill in the blanks, am I incorrect in that assumption, Dr. Vargas?

Dr. Vargas stated you are correct for the most part, and what I mean for the most part is this is a new approach, it's a pilot program and the curriculum is not yet developed.

Committee Member Freeman stated so I was correct in that assumption there is no curriculum as of right now?

Dr. Vargas stated that is my understanding, at least I haven't seen it and I should at least be able to take a look at it, but at the end of the day, again I think just give the green light so that they can move on. I think this is an excellent program and Mr. Lehoux and Mr. Ransdell and their colleagues they need to be commended and the teachers, because they are engaged in this as well. Again.

Committee Member Freeman stated and thank you Dr. Vargas. I do understand what Committee Member Girard does have concerns though because we have had situations in the past with things have come in front of C&I, presented as a pilot program and then all of a sudden, we were told that there's a curriculum attached to it after we've approved it, so I can understand the concern that Committee Member Girard has around this but thank you for clarifying that.

Committee Member Lehoux abstained. *All were in favor and the motion passed.*

a) Update on VELCRO University

Dr. Vargas stated so the next item, just to be brief I want to thank your Honor for your effort, you did engage this company, Velcro, who is an incredible company here in town. They did approach you and you introduce me to the president of the North American for Velcro, which is a company that produce a lot of product, those of you who have babies you might have seen their product and they do a lot of exciting things so it's a high-tech company. They are working with the Mayor, but also principal at West's high school and myself to provide internship opportunities to students. But they have a unique curriculum, it's called Velcro University in which our students would be exposed from soft skills, that's about relationship, getting along collaborating, 21st Century skills type of thing, at the same time that they will be engaging active learning, they will be able to go to the site of that building and see what an engineer does and how a product gets built, various high-tech products, I might add. And also, it could become part of a youngster's summer job experience, and they could get paid for it. And again, this is an approach that is in the best interests of the district and the best interests of the corporation because they need people to continue this society is going. There are going to have to be some

people who replace the current force of engineering and technicians and so on and so forth that would be part of this. This would come at a very low cost of the district. The only thing that we would make available to them is a room and they would convert this into sort of like a lab where the instruction and the recruitment would take place, and this would be located at West High School. However, students from all the schools Central, Memorial, in particular would be able to take advantage, or MST. It's a unique opportunity I would say to that will be available to our students so we're meeting this Friday and we'll be giving you an update. If this program were to come into effect, it would take effect in September of this year. This is one example for your family and you are watching, this is a very dynamic exciting district. I would tell you I've met with a parent from Bedford who is looking for exciting opportunity for their students. I was able to give them a laundry list of the unique programs and the approach that we have available here in our district. And sometimes we take it for granted. And I asked if I could give a word or advice to my Board that we need to stay positive message and you know continue to engage our community because they are willing to help us. They are not sitting, they are very concerned. And you saw it in the last meeting with the Manchester Proud. That is something that I hope will become contagious. That we would be so proud of our schools and a community that doesn't have pride in their school and I believe there are incredible things about Manchester that that legacy that we are so attached and so proud of we've got to make sure that continues. We can't, like you heard from our new arrival students they are excited about our district and they want as much opportunity as possible. So, your Honor you have anything to add to that?

Mayor Craig stated no, I think you did a good job and then after Friday I think it would be probably best to go before C&I and provide an update there.

Dr. Vargas stated again I want to thank you. The credit goes to you, you were the one who made the connection. And I welcome any of you who can make a connection that could offer something of interest to our students. By the way our mission, I think before I applied for this job, I was more interested in your mission than anything else, because they said that you cannot do the work that we are called to do without the community. That is in partnership with the community that we can create an extraordinary school. So, thank you.

b) Update on the Memorial and MST Collaboration

Dr. Vargas stated briefly the Memorial and MST that is marching well, the partnership we are going to have MST students are going to be utilizing some of the space of Memorial Day. The two principals are working very collaborative and I want to thank both of them, the Principal at Memorial and the Principal at MST. They are planning to get there because for a partnership like this to work effectively, you must plan well. I cannot be more impressed with the progress that they are making. The students have been communicating. There is one caveat, we are waiting for our budget. I mean the budget season is a little long here, but we have patience as long as we receive the right support for our kids and I hope that that we can continue to support them because a lot of conversations have taken place about the potential of MST. Now you have taken a very important step and that is to expand it and to utilize the available space that we have. So, thank you to each of you. Briefly, I will have Amy Allen, if you don't mind, to come here and I will give you part of my salary because you are working harder than me tonight.

Ms. Allen stated sure thank you. On Friday May 25th, Mrs. Perron was invited to the TESOL Advocacy and Policy Summit in Washington DC, which is on June 18th and 20th. And why I'm bringing it tonight, obviously that does not give us the turnaround protocol to have the request to go to C&I, Finance and the Full Board. So, I'd like permission to put the approval forward for her to attend. It's a great opportunity for her to learn about US Federal education issues facing English learners, receive policy and change updates and have time to meet with our State Congressional Representative to advocate for the needs of EL students in New Hampshire and specifically in Manchester. This would be covered through Title III funds that are already approved and Mrs. Perron, I think, is the only New Hampshire representative at this time. So, I called her up here for that, just if you had any questions. I think it's a great opportunity and honor for Manchester and Mrs. Perron. So, I can put this into the next board packet, but roughly it would be about \$2,200, again covered under Title III.

*On motion of **Committee Member Scannell**, duly seconded by **Committee Member Beaudry**, it was moved to approve the request to allow Mrs. Wendy Perron to attend the TESOL Advocacy*

and Policy Summit in Washington, DC, which will have a cost of \$2,200 and will be covered under Title III funds. All were in favor and the motion passed.

21. Board of School Committee Members' Communications.

a) Bean Foundation Grant Reading – Vice Chair Beaudry

Mayor Craig stated item 21, Bean Foundation Grant Reading, Vice Chair Beaudry.

Committee Member Beaudry stated thank you Madam Chairman. The Bean Foundation wanted the language that was associated with the grant read into the record. So, the clerk I believe has the language, if she can just read it into the record. I believe they have \$2,500 that they contributed to us for our retreat and they wanted this read into the record.

Committee Member Girard stated I've been following these meetings for a long time and I have never seen a grant request like this be read into the record. What is the reason why the Bean Foundation is asking for the grant they gave the board a year ago to be read into the record?

Committee Member Scannell stated Dr. Vargas, not to overstep, I'm former Bean trustee. This is not an unusual request, I think for various points for documentation that they have asked for records from Grantees for various record keeping purposes, this is not unusual in my view.

Committee Member Girard stated I'm not a former Bean Foundation trustee, but I am a longtime observer and participant of this board and I have never seen a grant request read into the record. So, I'm curious why this is being asked for.

Mayor Craig stated Dr. Vargas, do you have any other feedback?

Committee Member Girard stated a grant, this is essentially the board's submission as a report.

Mayor Craig stated why don't we have Dr. Vargas...

Committee Member Girard stated well, no, I just want the public to understand that what is being asked to be read in the record is what the board provided through the administration to the

foundation as a follow up to the grant they gave for that retreat that we did at the Chamber of Commerce. So, why would they ask this to be read into the record.

Dr. Vargas stated many foundations that I know that normal it like they want to be acknowledged and that's one reason why it's important to become public. But the why is important for you to acknowledge what was accomplished and what you do with that report. I think when you read what is being asked to into the record, it's basically what you do with the support that we gave you and basically, I think when you read it that's what will be on the record.

Clerk Carey then read the grant into the record:

Final grant reports are due twelve months after an organization receives a grant award check. We rely on your candid reports and are as interested in what did not work as what did. While we understand the wish to focus on success, we respect the insight involved in also sharing hard lessons learned so we can all benefit from those lessons. Your grant report should be based on the plans described in your original proposal narrative.

Completed grant reports should be emailed to KCook@BeanFoundation.org. Please use "Grant Report" in the subject section of the email.

Please respond to the following questions using up to two pages total, not including the cover page.

1. What happened?

Referring to your original grant request, what were your major accomplishments? What impact did this grant have in your community? What is the one most significant story you can tell about the work funded by this grant?

New Hampshire Listens, a civic engagement initiative of the Carsey School of Public Policy at the University of New Hampshire, facilitated a three-hour meeting on March 31, 2017, to assess the current effectiveness of the Board of School Committee (BOSC) and set goals for improvement along three dimensions — governance, engagement, and partnerships — relevant to their work and their relationship to the wider community.

Accomplishments

- **What goals for improvement were identified?**
The BOSC identified the need to strengthen the governance skills for each BOSC member and for the BOSC as a whole, and the need to update the District's Policies and Procedures.

- **What group agreements were accomplished?**
The BOSC members agreed to rejoin the NH School Boards Association, and the NH School Boards Association facilitated two orientation sessions for the new BOSC. These sessions were held on January 2, 2018. The agenda and minutes from the orientation sessions are available online (<https://drive.google.com/drive/folders/1qU7tmY8-pErl5miVztRiRWqifwO8ApcZ>)
- **What norms and intentions were established for future work?**
At the January 2, 2018 orientation of the new BOSC, the BOSC agreed to reduce the number of committees and committee meetings to function more effectively.

Most significant story: All members of the Board of School Committee come to the BOSC as individuals with good intentions. These citizens devote a great deal of their time serving Manchester School District stakeholders. However, when they come together as a group, differing interpretations of federal, state, and local statutes result in factions that get in the way of the good intentions that brought the individual members to the BOSC. These factions prevent the BOSC from working as a unified organization and hinders their ability to work with the community. Consequently, they lose sight of improving student learning and achievement.

2. What did you learn?

What did you learn as a result of this grant?

BOSC members learned that changing these behaviors would take time and a great deal of effort of all BOSC members. Members will have to commit to participating in the professional development activities and training necessary to change group behaviors, so they can work as a unified organization and with the community to improve student achievement. These changes are necessary for continuous improvement.

What were the unexpected obstacles or results, either positive or negative?

After the three-hour session, BOSC members realized that three hours was not enough time to address the challenges, and they realized that more group professional development and training are necessary to function more effectively.

3. What happens next?

What are your future plans for sustaining this program or project?

BOSC members will participate in NH School Boards Association professional development activities and participate in other training opportunities to help them work effectively for the students of Manchester. The BOSC also worked with the Greater Manchester Chamber of Commerce to secure copies of The Essential School Board Book: Better Governance in the Age of Accountability (Nancy Walser). Members were given a copy of the book at the October 2018 BOSC meeting. The book is a how-to manual for school board members to work effectively as a unified organization while

not shirking their individual oversight responsibilities to improve teaching and learning in their communities. The author, a former school board member, does this by reviewing the practices of school boards from across the country that have changed their practices and have improved teaching and learning in their communities. BOSC members are also reading Mindset: The New Psychology of Success (Carol Dweck). This book shows how achievement is influenced by how individuals think about their talents and abilities. And by changing the mindset of those who think they are born with certain talents and abilities to one where they can be developed, they can transform their lives.

Accounting

Your report must also include a budget for the grant which compares your actual expenses with what you proposed in your original application. Please include the budget with your email to us.

The Manchester School District was awarded \$2,500 to secure the services of the Carsey School of Public Policy to design, facilitate, and report on a three-hour workshop for BOSC members. On May 18, 2017, the Manchester School District issued a check for \$2,500 to the University of New Hampshire Carsey School of Public Policy for designing, facilitating, and reporting on the three-hour retreat.

4. Feedback

Do you have any suggestions about how our grant process could serve you better?

The Norwin S. and Elizabeth N. Bean Foundation has always been supportive of the Manchester School District's activities to improve the services they deliver for students and the community.

THANK YOU!

- b) Rules of Board of School Committee/ Duties of the Vice Chair –
Committee Member Scannell

Mayor Craig stated Item B, Rules of the Board of School Committee Duties of the Vice Chair. Before I recognize Committeeman Scannell, I'd just like to remind the board of a couple things. First is that this discussion centers around student participation and that all of us should be mindful that we have students here, students at home watching and listening to our discussion and I'm sure that we're going to hear that there are different opinions among all of us, but I hope that we will refrain from making any personal attacks. Really hope that we can keep in mind that our job here and our role here is to really inspire and empower all learners with knowledge, skills and experience is essential for them to reach their greatest potential. And that I hope this discussion really again focuses on that.

Committee Member Scannell stated thank you Mayor. I'm going to hold off on some of the comments that I intended to make. I'm simply going to make the motion and then if, sort of in deference to my putting my comments aside, I'd like to see if Mrs. Ambrogi could be recognized next.

*On motion of **Committee Member Scannell**, duly seconded by **Committee Member Desrochers**, it was moved that the Ad Hoc Committee on Student Representation shall include a member of the Granite State Organizing Projects Y.O.U. Program.*

Committee Member Ambrogi stated I have a number of different things to say and I want to be very cognizant here that in nine years on this board there have been a lot of difficult issues that have come before us. There have been issues where I've spoken, and I have not made everyone who's listening to me happy and I am well aware tonight that I'm probably going to make no one happy tonight and that I'm okay with that because I have given a lot of deep thought to this issue. I've spoken to many people on this board and people in the community as well. I should first of all say that I spoke at length this afternoon with the Vice Chair and I want to put on the record that I have every belief that what he did in naming this committee... he had good thoughts, he meant no disrespect to anyone in the way he chose to staff this committee. However, as I was the original maker of the motion at the Coordination Committee, I can say that when I made the motion to create the Ad Hoc Committee and mentioned that there should be a student on that committee, I was looking across the table at the students from Y.O.U. at that time and it was certainly my, not stated but expectation, that the students who expressed the most interest in this project would be among those or at least one of them would be chosen for this committee. As everyone knows I was not here at the last meetings, so I didn't have a chance to comment at that meeting when the committee assignments were made. I have no desire to undermine the authority of the Vice Chair, as many people know I was myself the Vice Chair. I know how difficult a job it is. He did the best you can every day. Having said that however, I think this is a situation where many speakers we heard this evening I have to say I cannot disagree with what was said in that it is the students from Y.O.U. who brought this issue forward and who have been working very hard at it for a long period of time. I really do not think and I'm not making any statements about why they were included or not included, but I think that one of them should be included on this committee. And that said, what I would like to propose is that I will recuse

myself from this committee, give up my seat to a member of the Y.O.U. group and I'm suggesting that I replace myself with somebody else and I really do think this is a passionate board. I think we just heard the reading of the grant. We need to work on working together. I don't think this is a situation where there is the right and wrong is really tangled up here and this is the best that I can do. I believe in the kids from Y.O.U., I think they've worked hard for this. I also believe in our board and I believe in the best intents of everyone on the board. And so that's my suggestion. I will recuse myself and ask that I be replaced by someone from Y.O.U. Thank you.

Committee Member Beaudry stated thank you Madam Chairman. Committeeman Ambrogio did say a little bit of what I was going to say. But the motion was, and I'll read it again from coordination, it was made by a Committee Member Ambrogio, duly seconded by a Committee Member Avaré. It was moved that an Ad Hoc Committee be formed to figure out how we're going to proceed with student involvement and that an ad hoc committee have at least one student representative to talk to us and that this ad hoc committee develop a policy and procedures off line so that the representatives can be chosen to start the school year September 2018 by an election of their peers. You just made in your comments. Madam Chairman that we shouldn't be making derogatory comments about each other and I believe that's one of the reasons why the Bean Foundation asked to read that in the record. But when you have Committeeman Desrochers going on her Facebook page, lying about what I said and her quote was that I intentionally left out the Y.O.U. Group. Which is completely false. She doesn't know what my intentions were. I don't know anybody from the Y.O.U. group. I went to the principals, I asked them to give me a representative of their school that they believe would best represent their school. Each one of them gave me a name. Then I went ahead and had an email sent to the full board asking who wants to volunteer. I had initially seven people. I put those seven people on the committee because I didn't want anybody to say I was shunning them for political reasons or whatever I put everybody on including Committeewoman Desrochers. But yet she still goes on Facebook and lies about my intentions. So, after that was done and after the last meeting, I did call each one of the principals and ask them how did you get the name? And three of them, Memorial, Central and MST said they left it up to their student council. They went to their student councils from 9 to 12 and they allowed them to pick the student. West told me that he put it out to his whole school and they had an opportunity to pick the person. And if you look at the

names, one of them was the Francis Wayland Parker Scholar this evening who was a minority. So, excuse me I still have the floor... and I don't know the names and it wasn't really until Committeewoman Desrochers, after 15 minutes, got a text that she brings up that there was no Y.O.U. group people on the committee and she went over and whispered something into Committeemen Scannell's ear, so I don't know how she knows 14,000 students and who wasn't on this committee, but I can tell you I didn't know the names. I got the names from Tracy Mancuso and I just put them out to the board. Didn't call the principals to ask anything. So, for this to become a matter of race, color...

Mayor Craig stated I don't know that it is...

Committee Member Beaudry stated well it is, from the comments that were made by Committeeman Desrochers she made it. I am appalled at what she did.

Mayor Craig stated well the majority of this board and the conversation that we're having tonight, we're not you know we're not going after each other. No one here has said it's an issue of race or anything like that. And we understand the process that you went through.

Committee Member Beaudry stated well, obviously you understand it, but Committeeman Desrochers wants to go on Facebook and say things, and she's laughing. She thinks it's funny. I'd like to I'd like to make a motion to censure her, we have been told by the New Hampshire School Board Association...

Mayor Craig stated we are adults sitting around the table trying to rectify a situation.

Committee Member Beaudry stated right, we are adults. So, let's talk to, you're the chairman of this committee, you should be talking to the adults saying they shouldn't be doing that stuff.

Mayor Craig stated I wish I could control people on Facebook. I really wish I could. However tonight here we are talking about this issue we understand the process you went through.

Committee Member Beaudry stated I made the process done, how I did the process and I'm not going to go against the principals who chose their representatives.

Mayor Craig stated but I think that Committeemen Ambrogi brought up and suggested an option for us all to consider, where we do have students who worked over the years to make sure that we have student representation on the school board and as students I think there's tremendous value when you start a project you go through the end of the project and that's why I do believe there should be representation from that group on this on this committee. And if you are willing to give up your seat and we can put one student from the Y.O.U. group, I think that's a great compromise for all of us to consider but we have other speakers.

Committee Member Desrochers stated and Desrochers, I have to address that, I mean personally I think I should go first considering.

Committee Member Girard stated I will yield the floor so long as I get it after she is done.

Mayor Craig stated thank you.

Committee Member Desrochers stated thank you. I'm not going to go into, well no I suppose I ought to... First of all, I did not receive a text from anyone about your subcommittee appointments. I saw the list and recognized when there was not a name of anyone that I recognized from being from Y.O.U. and was able to deduce from that point and then I brought it up to Dave, because I was shocked and therefore from that shock I brought it up under new business. And as far as what I posted on my Personal Facebook page I'm entitled to post whatever I would like. I did say that it was intentional. I believe it was. And you know I believe that the Y.O.U. kids have worked tirelessly and have done their research and strongly believe that they deserve a seat on the Ad Hoc Committee, that's it. You can say all number of things about what you believe I was thinking when I posted something.

Committee Member Beaudry stated you're believing what I'm thinking.

Mayor Craig stated can we can we stay focused on the topic. There's no win going back and forth on this.

Committee Member Desrochers stated and you know what, are you talking to me?

Mayor Craig stated no both. Both of you.

Committee Member Desrochers stated okay, fine. And so, beyond that and I wasn't going to even talk to this issue. But that's really all I have to say thank you.

Committee Member Girard stated Thank you Your Honor. I'm of the opinion that words mean things.

Mayor Craig stated I'm sorry.

Committee Member Girard stated I'm of the opinion that words mean things. And I have two points that I want to make about this. First, I think it's clear from what was posted on Facebook and I'd be more than happy to read some of what was posted on Facebook, both by Committee Member Desrochers and Committee Members Scannell who in their right ups mentioned that people... Mr. Scannell wrote were disenfranchised, students mostly young women of color. Bringing race into this. Committee Member Desrochers also makes mention that the group is mostly women of color and quotes, "the Adviser to the group as saying it's just another day for women of color." When informed that they were quote "intentionally" left off the list and I think we heard from a number of speakers tonight with the words, exclude, disenfranchise, doing so with intent. I think they unfairly tried to characterize the actions of the Vice Chairman. Now I have my issues with the appointments to the committee. And I would not have made some of the appointments that he did. But where the motion of the committee was to have one student at a minimum, I thought what the Vice Chairman did was commendable by going to the schools and asking them for representation. And to my knowledge and he's free to correct me, but nobody from the Y.O.U. group went to Mr. Beaudry to ask to be the student representative, nor to my knowledge, and I've spoken with a few of the principals did any of the numbers of the Y.O.U. group go to them to suggest that they would want to be involved. And so, to say that somehow race is not a factor here given what we saw tonight and given what was posted by members of this board about the allegedly intentional, underscore, despicable actions of the Vice Chairman I think is wrong, I think it's an injustice to this board. And I think it is an injustice to the students themselves who I think are being misled and misused and that brings me to Mr. Scannell's request. If I read the rules of the board it says the duties of the vice chairman among them are to appoint all special committees unless otherwise directed by the Board of School Committee. I would say in this instance that since the Board of School Committee did direct Mr. Beaudry to

include at least one student on the committee that he met whatever the intention of making that recommendation was the mandate of the board. Now if this board wishes to go back and say no, no, no, no, no, you didn't appoint the right people to this committee, I would suggest that horse has left the barn, but I would also suggest that it is a violation of our rules and at the minimum would require a suspension of the rules. The Committee and the Board and ratifying its recommendation gave direction to the Vice Chairman. The Vice Chairman took that direction and created a committee. So there have been a number of special committees appointed in this term and over the last term where members who haven't been included, have been unhappy about not being included. Are we now setting a precedent where somebody unhappy with committee membership can come to this board and say I think, so and So including myself, or other people should have been on that Committee and therefore we're going to appeal to the board and mandate that the Vice Chairman go and appoint different people? Because that's what we're doing here. And at best your honor, and for me, okay, whether or not I believe that somebody from Y.O.U. should be on the committee, I'm looking at this from an integrity of the board point of view. We have rules, if you want to suspend those rules to be honest the first motion you should be looking for is to suspend the rules, which takes a two thirds vote of this but to come back after the fact and say, "oh no, you put the wrong people line and now we're going to vote to make you put the people we want on," That has no end because it will be universally applicable. And I would suspect that a clear reading of this would validate that Mr. Beaudry was told by the board to include a student, at least one student he provided four, the board's mandate was satisfied.

Mayor Craig stated but I mean just to clarify a couple of things you heard from the person who made the motion of what her intention was.

Committee Member Girard stated her unexpressed intention according to her and while I don't...

Mayor Craig stated right, but she is right here sitting here, telling us all now. We can correct a situation. There's nothing in our rules that says anything in terms of whether it's retroactive or prospective in terms of the appointment of a special committee by the Vice Chair, there's not. And we all know that the Board acting as a whole takes precedence over a subcommittee.

Committee Member Girard stated I understand that your honor. But I would further say that the board is violating...

Mayor Craig stated I would also say if I could your example, we lived through the last meeting when this board voted in favor of moving the preschool to Memorial High School. And then came back and said, no, no, we changed our mind, we're going to postpone that and vote it differently. That's sort of what we're talking about doing tonight. So, the precedent has happened.

Committee Member Girard stated with due respect, your honor, you're comparing a matter over the rules of the board and how business is conducted to a policy decision that the board reserves the right at any time to change. And with due respect, I understand what Committee Member Ambrogi has said here tonight. But when you look at the minutes, there was no expression about who that should be. They may have had anticipation, they may have had expectation, they may have even had assumption, but to somehow say that the Vice Chairman acted with intent.

Mayor Craig stated I didn't say that.

Committee Member Girard stated but you still have a problem here.

Mayor Craig stated and she didn't either.

Committee Member Girard stated if I may your honor...

Mayor Craig stated I think the majority of this board is not saying that.

Committee Member Girard stated if I may Your Honor. Okay, you still have a situation here. Somebody has got to show me, if I'm going to vote for this, exactly what Committee Member Beaudry did that did not conform to the direction given to him by the board when that motion was passed. And if they can then the proper thing to do would be to suspend the rules of the board and change the makeup of the committee after the fact. Committee Member Ambrogi is free as a member of that committee to resign her post, as any member of any committee at any time is. But that does not mean that the Board can now come back and mandate that he put the

quote right people on the board. So, at best you are looking at a suspension of the rules vote first. If you actually want to follow them, with respect your honor.

Committee Member Terrio stated thank you, your honor. In the same vein, I agree with Committeemen Gerard in our rule it doesn't really matter that much what the motion was, it didn't direct him unless otherwise specified. It says, the duties of the vice chairman, rule 4.02 is to appoint all special committees unless otherwise directed, he wasn't otherwise directed. So, Committeeman Beaudry working under the rules of this the board of school committee, which were enacted back in January appointed a special committee. There's no mechanism in our rules to retroactively undo his decision. Just as there is no mechanism in our rules to undo the decision of the Chair Person to appoint people standing committees...

Mayor Craig stated that the charter for me.

Committee Member Terrio stated okay, I'm going to go to the chart in a minute. So, but we can suspend our rules and we can amend it. But again, that takes a two-thirds vote. So, there's a mechanism. Suspend our rules, amend them with a two thirds majority and say that it can be retroactively undone. But that's not in the rule right now. The second issue is the charter. Section 9.01, 9.02 and 9.03. Committeewoman George's called me the other day. Actually, we've had several conversations. And in talking to her, she told me that she's a member of the Granite State Organizing Project. So, she also mentioned that Committeeman Scannell is a member of the Granite State Organizing Project and that they attend meetings together there, as well as former Committeewoman VanHouten is, I don't know if there's anybody else.

Committee Member Scannell stated that's not true.

Committee Member Terrio stated you're saying that you don't...

Committee Member Scannell stated I am not a member.

Committee Member Terrio stated I didn't say you were a member, I said you attend meetings. No, I didn't say you were member I said you attend meetings of the Granite State organizing project. She said she's seen you, is she incorrect.

Committee Member Scannell stated I've been to a lot of meetings, I am not a member of the Granite State Organizing Project. I go to meetings at my church.

Committee Member Terrio stated okay.

Committee Member Scannell stated I go to meetings...

Committee Member Terrio stated please don't confiscate the...

Committee Member Ambrogi stated through the chair, through the chair.

Committee Member Terrio stated if you're attending meetings you have an interest in the Granite State Organizer group. If you're an official member or an unofficial member. So, what I'm saying is that you have a special interest, under the Charter that's a conflict of interest. We specifically talked about in the charter a special interest that would influence your thing, if you're attending meetings. You're obviously sympathetic to that. So, I would ask under the Charter to recuse yourself on this vote.

Mayor Craig stated certainly not.

Committee Member Scannell stated I'll go through the chair. May I.

Mayor Craig stated sure.

Committee Member Terrio stated I can read the charter if you would like the...

Mayor Craig stated no.

Committee Member Terrio stated so under 9.02, a City Official is a School Board Committee Member. A personal interest is an interest in matter which other than the official is a public official. So, you weren't attending that Granite State Organizing Projects as a School Board Member, were you? As our representative there?

Committee Member Scannell stated I will address the chair. I don't know what...

Mayor Craig stated this is not appropriate conversation.

Committee Member Terrio stated it actually is. Under the Charter.

Mayor Craig stated I'm reading it.

Committee Member Terrio stated well, let me explain to you why, 9.03.e) *Conflict of Interest*. If the official does not believe such a conflict exists, the Board of Mayor and Alderman, or School Committee, if the official is a member of the School Committee, shall decide and if they find the conflict exists, the official shall not participate in the matter further. So, we have to decide, if Mr. Scannell doesn't believe there is a conflict of interest and I do, this board has to decide whether there is a conflict of interest or not that he is attending Granite State Organizing Project meetings and he wants to vote on a Member of the Granite State Organizing Project.

Committee Member Scannell asked, if I may. We talk about pandora's box, then any organization, I am friendly with most of the Members of Manchester Proud, I am a Member of two churches in Manchester. I am a member of Political Party. I am a teacher. I think there are various associations around this board that would conflict them out of decision making at various points in time. But I think you just have to take my word for it. I am not a member of the Granite State Organizing Project. I have been to meetings, but I go to meetings at with Sue Corby's group. I mean I could go through all the associations I have, and I don't think the conflict statute applies.

Mayor Craig stated and typically, I mean in reading the conflict of interest, it specifically talks about a direct personal or financial interest.

Committee Member Terrio stated yes, he has a personal of interest, he's attending the meetings, he supports the aims of that group and he wants to bring a member of that group on the School Committee. For instance, you're confusing the subject with your church, we're not saying for instance let's bring the church into our schools, now if we were and you were a member of that church then that would be a conflict of interest. But that's not the subject. It's very specific, you attend meetings of the Granite State Organizing Project, you're sympathetic to the aims of that group and you want to vote...

Committee Member Scannell stated I had a shot at the health department.

Committee Member Terrio stated excuse me.

Mayor Craig stated Committeeman Lehoux had a personal interest in what is happening at...

Committee Member Terrio stated and you want to bring a member of that group into this so...

Mayor Craig stated I mean, this is crazy.

Committee Member Terrio stated I am appealing to the Board of School Committee to make a determination if that is a...

Mayor Craig stated so what do you want to do? Do you have a motion?

Committee Member Terrio stated under the charter.

Mayor Craig stated what?

Committee Member Terrio stated it's required for us to make a determination if there is a conflict of interest.

Mayor Craig stated what is your motion? What do you want to do?

Committee Member Girard stated there is a motion on the floor.

Mayor Craig stated okay, is there a second.

Committee Member Scannell stated no, there is a motion on the floor.

Mayor Craig stated oh yeah, there is, so, but we will continue discussion and I have... are you done?

Committee Member Terrio stated this board has to take a vote.

Committee Member Freeman stated I don't think I've ever sat in this chamber and listened to just the most contentious thing we've ever had to do. It is just truly disturbing to me, it shakes me to my core that with all of the issues we have in front of us as a school committee and all of the issues we're faced with the district we are arguing over an Ad Hoc committee that has no voting privileges, no policy writing privileges. It's an Ad Hoc committee because someone doesn't feel that someone was treated fairly, well I'm going to be very honest with you, there's a lot of times I don't feel like I'm being treated fairly. Sometimes that's just the hand we're dealt. I am not saying that this group didn't come in front of us, but this is an Ad Hoc committee. That's it. This committee was developed to explore how we get a student or students to come in front of us or sit on this board to properly air out their grievances or bring suggestions to us and here we sit, adults, arguing over this. I find this... I'm just, I really am shaken to my core and things do not shake me. I'm shocked. I'm shocked. I'm shocked. That we have been reduced to this because there's a disagreement about one appointment. I will not undermine the Vice Chair of this Committee, whether it's Art Beaudry, whether it's Sarah Ambrogio, this is a slippery slope. It is a slippery slope. There's plenty of precedent to say that we should not override his decision. Honestly, I never feel outrage about much, but this one I'm outraged about. And I think you people need to really just basically man up and let's get on with this district.

Mayor Craig stated I couldn't agree more, especially when we have a solution right in front of us. And I don't think anybody....

Committee Member Freeman stated with all due respect your honor...

Mayor Craig stated no we're not saying we're undermining any decision, it's making something that wasn't addressed right.

Committee Member Want stated thank you, Your Honor. I honestly, I feel the same as my colleague to the right here, I am shocked, and I am upset, and I just can't say enough about how disturbing I find this whole conversation. To start, I want to start with the social media aspect of this. We are 15 adults around this table, it's not the first time that social media has interfered with our business and can you imagine our poor administrators if there's 15 adults in this room who can't handle social media, what they do with hundreds of kids in their building every day with social media? We need to stop. We need to really stop. I just don't know how all of us could sit

on this board and listen to person, after person, after person come to us tonight and say over and over and over again that the right thing to do would be to let one of the Y.O.U. kids on this Ad Hoc committee and it doesn't hurt any of us to do that, any of us. The public has spoken. We are the representatives and let's represent them. I also want to say that I also spoke with Mary George's, who is the Chair of the Committee, I spoke with her for 40 minutes yesterday. She was distraught about how much disconcert this is causing on our board. And I said, "Mary what is it you want, as the chair of the committee what do you want?" I asked her to call the Vice Chair. I don't know if she did or not. She's up in Canada and she has a funeral tomorrow and could not make it back. And she felt very, very upset about obviously what she's going through, but also what this issue is doing to our board. And I asked Mary, "what do you want?" She said, "I would like at least one member of the Y.O.U. on that committee." So that's what Mary told me. Unequivocally. You can shake your head, but that's unequivocally what she did. I spoke with her for 40 minutes or asked her multiple times to make sure that I got it right.

Mayor Craig stated she's not here.

Committee Member Want stated but she's not here and I'm really not allowed to speak for another board member. But I just want to say it had been brought up that somebody else had spoken to Mary and I just wanted to mention that I had too. And I really, I'm very, very hopeful that we cannot have to take a vote tonight that's going to split us. I would beg the Vice Chair again to please just make this not have to be an issue that divides us tonight.

Committee Member Scannell stated thank you Mayor. First of all, just to, this is not going to be in any particular order. I think you are the fourth member of the Committee, who has indicated a willingness to depart the committee in favor of a Y.O.U. member. I want to talk just a little bit about, unless otherwise directed by the Board of School Committee, there is no mention in that language, there's nothing temporal, there's nothing that says it has to be done before, after. It's pretty clear the plain meaning says unless otherwise directed. We are otherwise directing with this motion. Just to recall a couple of things when the names, we had no prior knowledge of the names, when the names were read you mentioned that that I had a conversation with Mrs. Desrochers, she came over to me, I had no idea that none of those students were not members of Y.O.U. I do not know all the Y.O.U. members, I do not know all their names. When in fact it

became clear that it was true we, speaking in terms of time, as quickly as we could ask the vice chair to make a different decision and failing that the only thing available to us in terms of corrective action is this motion and the motion as I said, statutory interpretation, we know this, plain meaning first there is no doubt otherwise directed, it's very flexible. Otherwise directed is clearly what we are doing tonight. And I would also point out that if this language was too flexible, too pliable, we just had our organizational meeting in January. No one objected to this language, so clearly, it's something the board was content with and as I said I could go on and on and on. I do think it is important. The word I wrote down on my paper is adulting, that we stop talking about ourselves and remember that we are here to do the right thing on behalf of students. And I will just reiterate what everyone else said, we try and teach our students if you work hard there will be your just desserts. This is their just desserts. It is the fruit of their labor and will stop there for now. Thank you.

Committee Member Avard stated well, this has gone in many, many different directions tonight and when I look at the role that's in question here of naming committees or any role that is given to the Vice Chairman, the Vice Chairman serves at our pleasure. We are a representative republic, it's the way this country works, it's the way the state works, that's the way the city works, it's the way this board works. We individually in our seats are elected by the public. But here in these chambers, we choose among us one person to be our representative to speak and act for us. So just like any other representative republic, if we don't like the way that our representative is carrying out those duties we have ways to take corrective action. In our particular situation we can change the action that was taken because it doesn't represent the will of the majority of the board. It's not necessarily undercutting the Vice Chairman's authority. It's expressing the will of the board and that as a representative, if we expected that he did a certain action in a certain way and it wasn't carried out to our satisfaction, we can take corrective action. So, I completely disagree with the interpretation that we're creating a change here in how the mayor can make assignments because the mayor is not chosen by us. The mayor is given the power by the charter and by the people of Manchester. So, if the people of Manchester don't like the mayor's committee assignments, then they can change the mayor. I know there was at least a couple of times that I wasn't very happy with committee assignments and I don't remember any outrage about what that Mayor did and how the Mayor made committee assignments. So, you know I think that the way the mayor does it comes down to what the people think, but what goes

on in these chambers is the representation of this board. And I don't believe that there was anything nefarious here. I don't believe that this was an intentional slight. I think we've gotten to a point where everybody is pulling from their own corners and afraid to make the move. So, if this motion is not appropriate, then the alternative motion that we could have is somebody who voted in favor of the consent agenda last meeting can make the motion to reconsider accepting the motion that came out of coordination and once it's reconsidered, we can amend it to include the mandate that at least one seat includes a member of Y.O.U. So, either way, either the motion that is currently on the floor or we can go with the reconsideration motion if people feel that the motion is on the floor is in violation of our procedures and policies. But there is a way that we can take corrective action. So that's my two cents on this. Thank you.

Committee Member Lehoux stated thank you, just a few points I guess I want to make is this this Ad Hoc committee, I'm not exactly sure what its intent is, simply of the fact that we have state statute that tells us if we want a school board member to have a seat right here it tells us exactly what the rules are. So, if we're doing an ad hoc committee then it's something other than having a student on the board, which would require us, I would think, to express that and say we want you know... Nabil had a Mayoral, through the office of youth services, where he had 15 students from different representatives, if that's what we want it to look like I guess that's what the ad hoc committee would kind of work towards. But the state statute that says there is one student from, it's right here. And when I did bring it to the attention, which I'm not sure you know everyone's saying the work was done, there was a lot of work done, about eight weeks ago I sent this to Y.O.U., who never saw it. And I did have a discussion with a couple of the students and I quote, saying that if we follow these rules we'll never get on the board, which did concern me a little bit because it is about the rules it's not making up our own or changing things, so we can have our say. So, I'm not sure as far as what we're looking for as a board. If we're looking for a student on the board it's right here. If we're looking for a committee to be an advisory group, say to the superintendent or to yourself, I guess yeah that's the way you can run it.

Mayor Craig stated my understanding is this committee is going to determine the process by which the student representation will be selected and working through the different high schools.

Committee Member Lehoux stated it's right here though.

Mayor Craig stated one student. It says one student, but we...

Committee Member Lehoux stated no, if there's multiple students they need to rotate and it's an elected, which they have student council, so it would be somebody from...

Mayor Craig stated it doesn't have to be Student Council though, it could be through the whole school, it could be a certain class within the school.

Committee Member Lehoux stated and then I guess the last point I'd want to say is there's a thousand people every day that do a million things for the school district and never get noticed. Prior to being on the board, I had suggestions and I worked at the schools, PTGs do it every day where they go without recognition and they do it for the love of the community and the love of the school. And they're proud when they see their... For me if you're seeing this in action, this is your initiative, be proud of it. The process that was in place was the process, you didn't like the outcome. So, I guess going by their feelings or what not, at the end of 12 or 16 months when Manchester Proud is done and they've done all the legwork and they've done all the reaching out and stuff, do they have a defacto seat on the board? I don't think so, right. And I don't think anybody in Manchester Proud would expect that they would have a seat. They're doing it for the love of the community and to move it forward. I think what they did was great. They brought it to the attention and here we are today. But it doesn't mean that you have a seat at the board especially when a process was followed by principals. So, we're asking not only for Committeeman Beaudry, to override him, we're also telling the principals that they don't know their schools and that wasn't the best person. So that's my take on it. But thank you.

Committee Member Bergeron stated I guess I'm just going to do one of those keep it real. I'm just going to direct one comment to you commit to Committeeman Beaudry, I think it was just an impression that was left with me the last meeting that there was something you were displeased about at the meeting. At the meeting when I believe Y.O.U. was there and I think there was a comment made there, so I think that maybe left an impression. And I don't think that at all influenced in the way you selected the committee because I mean I haven't been selected to any of your committees is the first time ever in two terms. So, I mean I honestly don't know whether that left an impression with people that somehow it was behavior at a meeting or something so maybe that just kind of led people to think, assume things that or think things that aren't there. So

that's what I was left with. I left here thinking, wow he's going to people are going to think he didn't do this because of a comment that he made, which that might... I don't know if that's exactly what happened, but I don't know if the principals knew of all of all the activity of the Y.O.U, there's plenty of things that we can ask but you know basically it's one of those things where now here we are, and we can all point to different policies are different. We all know who supports what and who supports who. But we are here for the students. Simple as that. We need to know as board members when it is when we need to just, as I said earlier, step away when it's not about us, it's about them, it's about the students and I don't know where this committee is just going to create something. I think right now as our assistant superintendent had mentioned to me that this committee is just going to be formed to figure out really what it's going to look like. And it's I think we have no idea what this committee is going to look like, what it's going to do, what our policies and when we have so much work to do. I don't know whether this is just putting the cart before the horse or whatnot, but I think we should just move to the next step. That's just kind of what I'm saying and basically do right by the students right now and take ourselves out of it and just think about them and pretty much the way, someone said earlier about our brand or messaging or something, well this is really not sending a very good message, so, but we have had a couple of different, like Committeeman Avard, no one commented on your solution. So, let's pick one.

Mayor Craig stated but there's a motion on the floor.

Committee Member Bergeron stated yeah, so I mean I'm just saying that there could be another one who knows.

Committee Member Thomas stated a few things. So, I wanted to first touch on that I do feel that the Vice Chair Beaudry did do good work of going to the principals of the schools and doing it that way and asking for student input. That's student Involvement. Nowhere was there not student involvement there. That's a lot of involvement. Okay. So, another thing is has anyone ever told this group you cannot be involved even if you're not on the committee? I have not heard that. So, in my opinion this group can probably still be involved if they want to be involved. Right? Just like we're all elected by the City of Manchester. And if we were not elected that does not mean that we are not going to still go to meetings, if we want to go to meetings, and

voice our opinions because we have children or we're for the children. You can still do these things even if you are not on a committee. Okay. I understand the students did a lot of work, it's called passion. Keep that passion it will go with you for the rest of your life. But that doesn't mean that you need to stop there. Turn your passion into something else and bring it to those meetings. If you're not on the committee. Also, did I hear that this committee is kind of going to do some legwork to maybe get a non-voting student on the board? Okay, again there what is going to happen when you pick one student, who's going to get mad? Are we going to have this again because only one student is picked, and no one likes that pick? What does that show for the other students? You can still be involved no matter what. You should not send the message that because you are not on a committee you can't be involved. Do it. If you have the heart and the passion for it. Do it. I was told many times in my life you can't do things because of a car accident and I can't do this. Yeah you can. You can do it any way. Think about it. You have one student that you might have to pick from. Who's going to get mad? Who's going to throw out Facebook stuff? That's not showing kids role modeling either. We have a committee. No one said don't get involved. Do it anyway. We shouldn't be fighting about this. It's done, it's done. Nothing is permanent. Just go.

Committee Member Girard stated thank you, your honor I would just simply say I think one of the reasons why, in response to Committee Member Scannell's point about the language on the Vice Chairman why nobody objected to the language as too imprecise is because there are decades of past practice governing the appointment of committees by the Vice Chair. And I know I've only been working in and around this chamber since 1991, but I have never, ever seen appointments by a Vice Chair overturned after the fact. And I come back to what I said before, show me where the Vice Chairman did not meet. The mandates of the motion approved by this board and I will vote for this motion. You can't just disregard... You can't one day wake up and say, "Oh well gee, I don't like the way that went. I think we can interpret this rule that's been around since dirt was new as something other than what it really is."

Mayor Craig stated there's a motion on the floor.

Committee Member Girard stated and I would challenge the motion on the floor as improper. I believe the rules need to be spent and I will challenge the chair if she takes the motion.

Committee Member Terrio stated the charter requires us to vote on a conflict of interest first.

Mayor Craig stated what do you want to do? What are you saying the conflict of interest is, that he goes to meetings? I've gone to meetings.

Committee Member Terrio stated that he attends Granite State Organization Project meetings. Therefore, he has a personal interest in bringing a member of the Granite State Organizing Project onto the school committee or the Ad Hoc committee. It's simple just put it to a vote.

Mayor Craig stated fine. Motion?

Committee Member Terrio stated I don't have to make a motion because the motion is discretionary because if I didn't get a second it would die. The Charter requires a vote. It says shall, shall make a determination.

Mayor Craig stated we need a motion.

Committee Member Terrio stated no, it doesn't have to be a motion.

Committee Member Bergeron stated am I allowed to comment on this suggestion or?

Committee Member Scannell stated no.

Committee Member Bergeron stated not even a motion then.

Committee Member Terrio stated I will read the language to you, because let me put an example to you, if I made a motion nobody seconded it would die. If the official does not believe a conflict exists, the Board of Mayor and Alderman or the School Committee, if the official is a member of the School Committee, SHALL make a determination. It's not discretionary. We have to vote on a conflict of interest. We don't have a choice.

Mayor Craig stated okay.

Committee Member Scannell stated I would just suggest that the words shall suggest that we do it in the normal manner that we make determinations.

Mayor Craig stated right, we take a motion, just like...

Committee Member Scannell stated we have rules and that's what we are taking about.

Committee Member Terrio stated again, if you go back, if nobody seconds the motion.

Mayor Craig stated you've got a second, just make the motion. There's going to be a second.

*On motion of **Committee Member Terrio**, duly seconded by **Committee Member Girard**, it was moved that this board votes to determine if Committee Member Scannell has a conflict interest in voting on the Ad Hoc Committee Member from an organization that he attends the meeting of.*

Committee Member Scannell stated yes, just briefly, I teach a lot about the 1950's, and I suspect that the next question I may get is, who's been at these meetings with you. I'm happy to go through this process. But again, if we're talking about going down the slippery slopes, you are locking the hands of anyone who has ever been at any meeting with any entity that does business before this board, but I will, that's my only comment.

Committee Member Avar stated I think the discussion has come up in the past between this Board and with the Aldermanic Chambers that personal interest is defined as a financial gain from it. There have been times where we have had pizza store owners vote on pizza contracts, but they weren't they didn't have a financial interest in that particular. If he's not gaining from attending a meeting I don't understand where the personal interest would come from.

Mayor Craig stated any conversation I've had with the City Solicitor has also been regarding...

Committee Member Terrio stated the Charter actually specifically addresses what Committeeman Avar just addressed, it says personal or financial, because it realizes that there are times... The Charter in its infinite wisdom realizes that people don't have interests that aren't financial. Let's say for instance I was a member of Planned Parenthood, I'm not, and I wanted to bring Planned Parenthood in to offer Birth control services in our school system. If I was a board member or attending meetings that would be inappropriate, that would be a conflict of interest for me to vote on bringing Planned Parenthood into our schools. That's not a financial interest that would be a personal interest. It specifically mentions personal versus financial.

Mayor Craig stated can we just take a vote. We're going to wait for her to come out.

Committee Member Bergeron stated I personally think, I go to a lot of meetings and how do you know if you want to get involved with an organization unless you go to a meeting and find out? I mean I met with GSOP years ago, when I first got on this board. My first appointment. And I did because other board members actually suggested that I do it. So that was several years ago. But I mean seriously. Come on.

Mayor Craig stated once everyone gets out we'll take the vote.

Committee Member Freeman stated thank you Madam Chair. So, I do understand what the conflict of interest is, but if memory serves me correctly when Committee Member Scannell was running for School Board, one of his one of his platform issues was getting a student on to the School Board, if memory serves me correctly. So, in actuality that would be a personal gain.

Mayor Craig stated it has nothing to do with who...

Committee Member Freeman stated I'm sorry. Did I offend anybody in these chambers?

Mayor Craig stated I talked about getting student representation on the school board and how it was important to me as well but didn't specifically say who but that it is important to have the student voice on the school board.

Committee Member Freeman stated I understand Madam Chair. I'm just pointing out something that I saw in the past. So, he's trying to make a point for a conflict of interest. So, I mean to me I'm just trying to find an example and that's the example I have is, I do distinctly remember Committee Member Scannell running and part of his platform is he was going to get a student on the school board. Am I wrong? Did he not do that?

Mayor Craig stated has nothing to do with a conflict of interest.

Committee Member Lehoux stated just to talk to that point, I guess for talking about issues that we ran on, I ran on Career trade construction and I abstained from my vote tonight. So just pointing that out.

Committee Member Girard stated thank you Madam Chair, along the conflict of interest question though, and see unfortunately this is this becomes all convoluted and it's not those of us who are supporting the Vice Chairman's decision and trying to follow the rules that are responsible for creating a rift that we're dealing with tonight might be the tactics of the people who didn't like the Vice Chairman's appointments. But in the committee of Coordination meeting, back when this was discussed, what I think underscores the question as to whether or not there is a conflict of interest as Mr. Scannell's urging of the students that were there saying let's not make Manchester students less than students across the State they have full board membership. And I think that there's a negotiation and I appreciate the way this works. And that's not something I would easily give up. So, I think there are already a number of committee members who have a pre-determined idea of what this outcome should be, and I think the interest being served here is adding a voice that agrees with his as to what the representation should look like and I do believe that's a conflict.

Mayor Craig stated can you please re-read the motion that is on the table.

Clerk Carey stated that the Ad Hoc Committee shall include a member of the Y.O.U. organization. I didn't write that, I was under the impression that you can't have two motions. I was not writing down a second motion because I was informed meetings ago, can't have two motions.

Committee Member Girard stated she's correct.

Committee Member Beaudry stated if we were going under Robert's Rules, a Parliamentary Procedure would overtake a motion. Because if the motion is illegal, you want to bring that point of order up. I believe he would take precedent over the original motion. That's why I would rather go by Robert's Rules then the rules we have, because right now we have no rules.

Committee Member Avard stated it's like a motion to table can overrule the motion that's on the floor because there are certain motions that have power over other motions. So, this motion can be taken.

Mayor Craig stated we don't follow Robert's Rules.

Committee Member Avard stated we are the parliamentarian.

Mayor Craig stated Yeah. If you know.

Committee Member Scannell stated I think our rules state, there is a motion on the floor, and I think we should vote the motion that's on the floor up or down. We do not follow Robert's Rules. We have our own rules. And if this is about rule following we should follow our rules.

Committee Member Terrio stated actually I agree 100% your honor, if I can read the rules, so I can make a friendly amendment or a hostile amendment. Either way if I make it as a friendly amendment, we vote on it. If I make it as a hostile amendment, we vote on it. So, let me read the rules to 2.09 amendments. If the maker of the motion does not accept the friendly amendment, the maker of the amendment can offer their proposal to the board after being duly seconded it was the amendment, my amendment is then voted on by the board, so my amendment actually takes precedent under our rules. If the amendment passes the original motion is disregarded. So, strange as it is our rules actually give precedent to the hostile amendment. If the amendment fails the original motion is again on the table, rule 2.09 amendments.

Mayor Craig asked do you have the motion?

Clerk Carey stated so then the motion would be that on a vote on Committee Member Scannell's conflict of interest.

Committee Member Terrio stated and I'd ask for a roll call.

Committee Member Bergeron stated I don't see the policy.

Committee Member Want stated so how is it worded?

Mayor Craig stated yeah. You have to state it as a yes or a no. What is your motion?

Committee Member Terrio stated for this board to make a determination if Committeeman Scannell has a conflict of interest.

Committee Member Girard stated your motion has to be that he has one.

Committee Member Terrio stated that he has a Conflict of Interest.

Mayor Craig stated so your motion is that Committeeman Scannell has a conflict of interest.

Committee Member Terrio stated yes and I'd asked for a roll call.

Committee Member Girard stated so he's moving to amend the motion and we're going to take a vote on the amendment. Do I understand that correctly?

Committee Member Terrio stated yes.

Committee Member Girard stated so I guess I will keep my second as an amendment to the main motion.

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

Committee Member Girard stated technically isn't a conflict of interest when you vote on a motion regarding whether or not you have a conflict of interest. That was a question when that went around the Board of Mayor and Alderman. You can't vote on your own.

Clerk Carey stated the motion is that the ad hoc committee shall include a member of the Y.O.U. Organization.

Committee Member Girard stated roll call.

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

Committee Member Girard stated Madam Chair, I don't believe that motion was in order because the motion should have been reconsidered or the rules should have been suspended. We are we are not following our rules and what we've just said is that anybody who doesn't like a special committee appointment can now challenge the Vice Chair. That is a violation of our rules that requires at a minimum suspension.

Committee Member Avard stated that the parliamentarian, she except it.

Mayor Craig stated yeah. Committee Member Terrio.

Committee Member Terrio stated so we just voted for the Ad Hoc committee. It says that Vice Chair Beaudry, does that mean he has to appoint the person, what if he refuses? How does that work?

Mayor Craig stated I'm hoping that we can all be adults. We just voted, and that Committeeman Beaudry can appoint somebody.

Committee Member Ambrogi stated I will stand by my statement that I will be happy to recuse myself in order to keep the numbers on the committee the same.

Committee Member Beaudry stated with all due respect Madam Chairman, I'm not accepting Committeeman Ambrogi's resignation. I applaud her for what she's doing. The two people that are complaining the most about Y.O.U. group, why are they choosing to get replaced?

Committee Member Desrochers stated Your Honor, I will gladly resign from this.

Committee Member Beaudry stated we will take both of you off and then I will choose a Y.O.U. Group member.

Committee Member Desrochers stated he's going to take both of them off. I'm volunteering. I resigned from that committee. I'm done. And to put this on the record, I already offered to resign the seat long before this whole garbage came up.

Mayor Craig stated both Committeeman Scannell and Committeeman Desrochers suggested that they would resign prior to this meeting and hopes that we wouldn't get into this mess that we did tonight.

Committee Member Beaudry stated well obviously they didn't want to put that on the record.

Committee Member Desrochers stated I just did.

Committee Member Beaudry stated I applaud Committeeman Ambrogi for putting it on the record.

Committee Member Desrochers stated oh that's bullshit.

Committee Member Desrochers left the meeting at this time.

22. Personnel Report.

Committee Member Avard stated I would like to pull off number 5 for discussion in non-public if we can please.

*On motion of **Committee Member Ambrogi**, duly seconded by **Committee Member Avard**, it was moved to approve the balance of the Personnel report. All were in favor and the motion passed.*

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Janis Diamond	Teacher - Special Needs/LD	West	\$67,423
Bethany Koehler	Teacher - Kindergarten	Beech	\$64,070
Marc Sullivan	Teacher - Chemistry/Earth Space Science	Central	\$58,110
Elizabeth Lennon	Teacher - Biology/Physical Science	Memorial	\$46,190

Name	Position	Building	Salary
Jennifer Gillis	Principal, Middle School	Southside	\$106,509.59

Anna Daly	Teacher - Elementary	Wilson	\$46,190
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Name	Position	Building	Salary
Rachel Campbell	Paraprofessional - Special Needs	Highland	11.77
Therese Holmes	Food Service Worker 1	West	\$10.90

Name	Position	Building	Salary
Laurie Logue	Paraprofessional	Bakersville	\$13.50
Taylor Jones	Paraprofessional	Wilson	\$12.03
Sara Basbas	Paraprofessional	Parker-Varney	\$11.91

Name	Position	Building	Salary
Robert Lemay	Food Service Worker I	Highland	\$10.90

Pam Hogan asked your Honor; can I also add another item in non-public.

Mayor Craig stated yes.

23. NEW BUSINESS

Committee Member Beaudry stated thank you Madam Chair may have a couple of things. One the junior fire muster is going to be this Saturday at 1:00 o'clock at the JFK. It is put on by the Manchester Fire Department. It is funded by the Firefighters Local 856. They give every student a T-shirt. It's a great event it's all the fifth graders in the city, including parochial schools and public schools, to participate and it's a great afternoon. So, I hope people will attend. And secondly, we were handed in our packet facilities agreement. I don't know when that was going to be brought up, but what I would like to suggest this evening is that pages, actually 1-11, they are numbered weird because you get a bunch of number ones, but Page 1 where it says custodial duties and then it ends on page 11. I would like to send that out to all our principals and have the principals look at what their duties are, what their expectations are and give us a grading system back, so that when we go into this contract we know we get feedback from our principals are

they actually doing what the contract said they should be doing and what quality of work are they doing it, so if we can send that out to all our principals and get some feedback I'd appreciate it.

Committee Member Girard stated point of order on that Madam Chair. That was sent out, I'm not exactly sure why the entire board got it, but buildings and sites requested that, so that we could review the contract with city staff and perhaps Aramark at our next meeting, I'll stand at the correction of the chair, but my recollection is that because of a report Buildings and Sites received we wanted that information so that we could gain clarity on what was going on. So not to preempt the vice chair but I believe that is what Buildings and Sites has already got underway.

Committee Member Beaudry stated I still, and I respect that, I just think we need to get feedback from our principals.

Mayor Craig stated I thought that when Aramark was here they talked about that process and that they do that, but there's no error in over communicating.

Committee Member Beaudry stated right, but now that we're looking at extending their contract I think we should get some real feedback on what their expectations are under the contract and are the principles satisfied with those expectations.

Mayor Craig stated Dr. Vargas can you make sure the principals have the information. Thank you. Any other new business.

Committee Member Scannell stated Dr. Vargas may I ask you a question, when do you anticipate responding to Alderman O'Neil's email...

Committee Member Girard stated he has, it was in the board update.

Committee Member Scannell stated I missed it then, I missed it, my fault. Thank you.

Committee Member Lehoux stated I just want to commend all the schools that did a fantastic job last Friday, on Memorial Day Celebrations. It was great to see Facebook, since we are talking about it, actually light up with some positive about our school district and also the parade

was incredibly attended. It was fantastic. So, I just want to commend all our schools and all our administrators and teachers and students for a job well done.

Mayor Craig stated you all have this in front of you, too. I just want to make sure the public knows that we'll be honoring, Committeemen Scannell brought this to our attention and we've been working on it but honoring those students who are entering the military this Thursday night in the chambers at 6 o'clock. So, if any of you can join us or if the public would like to we'll be here.

24. A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c and j) 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 and consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.

*On motion of **Committee Member Ambrogi**, duly seconded by **Committee Member Want**, it was voted to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c and j) 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 and consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.*

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

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

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

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

*On motion of **Committee Member Want**, duly seconded by **Committee Member Freeman**, it was moved to approve the modifications to the Personnel Report and item 5. All were in favor and the motion passed.*

*On motion of **Committee Member Avard**, duly seconded by **Committee Member Girard**, it was moved to authorize the Superintendent's office to enter into tuition agreements with individual family members or individual families from any willing or interested party that they deem is appropriate to bring into Manchester.*

ADJOURNMENT

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

*There being no further business, on motion of **Committee Member Beaudry**, duly seconded by **Committee Member Girard**, it was voted to adjourn at 12:35 a.m.*

A True Record. Attest.

Respectfully Submitted,



Clerk of Committee