

**BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37**

August 27, 2018

7:00 p.m.

Mayor Craig called the meeting to order at 7:06 p.m.

Mayor Craig called for the Pledge of Allegiance. I'd like to ask Committee Member Terrio to lead us in the Pledge of Allegiance.

A moment of silence was observed, keeping in mind the family of David Messier, a long time Manchester educator, who passed last week.

4. The Clerk calls the roll.

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

Absent: Committee Member Avard and Tessier.

5. Approval of minutes from the Board of School Committee meetings on August 13, 2018, if available.

Mayor Craig stated Item five is the approval of minutes. We're going to hold off on that until next meeting. They're not ready yet.

6. RECOGNITION/PRESENTATIONS

7. Longchamp Electric Recognition for Donations

Mayor Craig stated next is recognitions and presentations. Longchamp's could make it here for this meeting, so there'll be here next week or next month.

8. Zach Ziemba and Mike Garcia – for their Initiative with Cleaning up the Schools

Mayor Craig stated if Zach Ziemba and Mike Garcia could please join me up here. Come on up. So, I wanted to recognize these fine young gentlemen. They've taken it upon themselves to head

Approved 9/10/2018

over to our schools and do cleanups. So, I think the most recent one was done at Hillside. You had about 10 people with you and what I saw was that they picked up about 20 large bags of trash, a couple tires, a TV. And this is all volunteer. They took it upon themselves, saw a need and stepped up to the plate. And I just really want to thank you. We all want to thank you. I believe it's your goal to get through almost all of the schools before their first day of school and they're posting the days and times when they're going to be at schools on Facebook, so please keep an eye out because we can all participate in this. So, for Zach, thank you so much. And Mike, thank you.

Mr. Garcia stated wow. Very humbling. All started with just wanting to pick up trash along the streets. Me and Mike have a much bigger vision of what we want this to turn out to. We want to be involved with teachers and I think, but what an occasion to be here while you guys are all here and I hope everything goes well for you guys. We'd love to collaborate with you and be involved with a school board's. We want to promote community gardens, so people have free access to food, healthy food, and we want to just keep bringing positivity to Manchester, so thank you.

Mr. Ziemba stated It's all hands in New Hampshire. Oh, hello guys. Thank you for having me again. I really appreciate the opportunity to be here and this just started with an idea and we've slowly started to create a vision from it and then just wants to be a mission to really go out there and to pursue more that we could be doing for not only ourselves, but our local community and involve the community more engagement between each other, between other members, from different aspects of it and it's flourishing. I really enjoy where it's going, and I am really eager to really try to be more incorporated with the schools because it's really starts with the youth and really developing them and moving forward. So, thank you guys again. Thank you for having me.

Mayor Craig stated both graduates of Manchester public schools here too.

Committee Member Beaudry stated Madam chairman, can I just ask the question about they were picking up tires and are they working with the highway department? I hope they're not paying to get rid of this.

Mayor Craig stated they're working with parks and rec, yes.

Committee Member Beaudry stated okay, great. Thank you.

9. Manchester Proud Update Presentation

Mayor Craig stated we have Manchester Proud for a presentation.

Barry Brensinger stated sorry for the brief delay. There's a lot of Manchester Proud stuff in this computer. Good evening. I'm Barry Brensinger. I'm really pleased to be back with you after our last presentation in May and with me is...

Patty Lynoff stated Hi, and I'm Patty Lynoff, I am president of the campus at Southern New Hampshire University.

Arthur Sullivan stated and I am Arthur Sullivan, Principal at Brady Sullivan Properties. And I'll start off by saying it's so nice to be back here to give you a little bit of an update on all the good work we've been able to achieve so far. And I have to tell you May 14th, 2018 was a big night for Manchester Proud. We came before this board with the seedling of an idea, a belief that our community eager to unite in support of our public schools and thereby lift them to new levels of excellence. We highlighted the essential role the schools play in the lives of all who caught Manchester home, the parents of school aged kids to business owners and employees who drive our community and our economy and our residents who is safe and welcoming neighborhoods and the property owners who expect a return on their home improvements. We cautioned Manchester stands at a crossroads and we really believe that although we currently enjoy a benefit of a booming tech community, prestigious college and universities, a thriving network of arts and cultural organization, robust not-for-profits, our future may well be in jeopardy due to the limited awareness and support for our public schools. We propose to publicly fund a comprehensive plan for the future of our schools. A plan driven by community engagement and founded on the shared vision values are collected determination of what we want our schools to be. A plan to facilitate strong, enduring partnerships between our public schools and boards, broad spectrum of businesses and organizations throughout the city. A plan that will clearly define goals, assigned responsibilities and accountabilities for implementation. A plan that is inclusive, equitable, achievable, and inspiring, that redefines and celebrates the essential role of

our public schools and future of our city. And we received your unanimous endorsement, which we thank you so much.

Mr. Brensinger stated so, what has happened since May 14th? It's a long story. It's filled with remarkable success and progress to date, and we'd like to share it with you. So, empowered by your support, we have been moving forward with purpose and passion. Consistent with our commitment to make this a community wide movement, we have already established five active work groups of Manchester Proud. The first, our consultants search and selection group has a scope of defining the services, identifying required qualifications, drafting, and issuing RFP's for our two national consultants. The first consultant will conduct an objective third party analysis of the current state of the Manchester School District. As you know, we sent notice to each of you, the RFP for this phase of the work was issued on August 13th and proposals are due on September 14th. By the way, we had an online webinar related to reviewing the proposal and we had 26 participants from across the country, so there's a lot of interest in working with our district. Later this fall, we expect issue the second RFP for a planning partner that will take all that we have learned during the phase one assessment, combine it with what we will be learning through our intense community engagement process and work with us to explore national models ultimately leading our community and the creation of a visionary forward-thinking plan specifically tailored to the needs and aspirations of Manchester. Our next work group is the community resource mapping group. Their charge is to identify, define, and strategically align members of our business, cultural and nonprofit sectors who already have or might have developed lasting partnerships with our public schools. Our goal is to create expanded learning opportunities for our kids, instill pride and sense of ownership of our schools in a broad range of dedicated community partners and build on the incredible work already being done in the city. This group is organizing a resource mapping workshop with 50 community leaders that's being scheduled for October. Next, we have community celebrations, a group focused on increasing community awareness and celebrating the many good things happening in Manchester schools. I will tell you parenthetically that as part of this work, we've been doing research on case studies of other communities that have gone through similar processes throughout the country and not to my surprise, but to my great pleasure, we've discovered in several of them our own schools here in Manchester, Parker Varney and the School Of Technology being noted nationally as examples

of how to innovate in public schools. We believe that it's time to let our teachers and kids know that Manchester is proud of them and their achievements. Our next group, fundraising, is raising the money we need to engage the consultants I mentioned. There has been a very strong demonstration of support by the business community and we are more than halfway to our goal of raising the needed funds and we just began about five or six weeks ago. Lastly, we have a communications group. Their role is to inform the community of our progress and opportunities we discover as our work proceeds. We take our commitment to conducting our work openly, honestly, objectively, inclusively, and respectfully, most seriously. This group of media and communications experts is helping Manchester Proud build out all of the channels needed to engage as many Manchester residents in our work as possible. The premise of our work groups is that they are comprised of spirited and diverse community experts who have the skills and experiences needed to thoughtfully make decisions and move the work of Manchester Proud forward. These groups coupled with our champions council, our board, already represent more than 70 volunteer community leaders. They are complimented by several hundred champions, who have signed up to support Manchester Proud, who have volunteered for events in canvassing all hard at work to ensure Manchester Proud success.

Mrs. Lynoff stated so, what I'd like to do is fill you in on other achievements that we've been doing since the May 14th meeting when we were last here. So, we have additionally developed and adopted Manchester Proud's organization, roles and authority guidelines. We have developed and launched a volunteer survey to build community source capacity for upcoming engagement events. We have developed a qualitative data system to capture content from web and social media contacts, listening sessions, workshops, et Cetera, to ensure that we are responsive to all of our champions. We have held 45 meetings of champions council, work groups and community partners. We have held 51 fundraising visits. We have given monthly progress reviews with Mayor Craig. We have met with the New Hampshire Department of Education Commissioner Frank Edelblut. We have visited Pittsburgh, Pennsylvania to explore remake learning. We have created comprehensive communications, media plan with the new logo, website and Facebook and twitter pages. We have supported the health department's application for full service community schools. We have conducted one on one interviews with principals of 19 schools. We've held public gathering of Manchester Proud's growing list of

champions at the Manchester Public Library and that event was standing room only. So, what's ahead? Much of our work since May has been organizational, developing an effective framework and the spirit of a community movement, creating plans and schedules, and enlisting volunteers for the work ahead. Next month, as we begin a new school year, our work will shift into much higher gear with greater presence in our community, so the events we look forward to, include: we're going to complete our one on one interviews with the remaining principals of all 22 schools, public schools; we're going to conduct the deep canvassing across the city in September and October, Volunteers for that effort number over 100; we are going to take receipt of the proposals, evaluation and selection of our Manchester School district assessment consultant, the one that Barry referred to that you received the RFP on August 16th; we will conduct a community resource mapping workshop at SNHU on October 18th; we are going to partner with MSDs equity review team and coordinate initiatives; we will initiate our communications plan with informative articles and progress reports in local and statewide media; we are going to present Manchester Proud on Principals Leadership day, at the Chamber of Commerce Educational Summit; and, on September 24th we will be presenting at the New Hampshire School Administrators annual conference in Concord. So, we urge everyone present, watching or listening to please join us. Go to [Manchesterproud \(one word\) .org](http://Manchesterproud.org) for news and a calendar of events, coming on out, get involved, ask questions, voice your opinions. Thank you.

Mr. Brensinger stated powerful messages. We thought it might be useful to the board to provide some insight into what we've learned so far. Manchester Proud is in fact, we believe a first of its kind citywide movement to support our public schools. So, it's not surprising that we learn new things every day. And I'd like to summarize those for you. First of all, we visited many of the schools and we've seen firsthand the great work being done by teachers and administrators, including innovation such as those I noted just a moment ago. We also better understand the profound daily challenges they face. Challenges, we as an organization believe can only be met by the will and sustained support of our community, which is why Manchester Proud exists. Our communities, enthusiasm for Manchester Proud is remarkably strong among every group we've approached. In fact, the depth of support is greater than we might have first expected. Our businesses are stepping up with generous funding, volunteer time, and in-kind services. Our nonprofit leaders are embracing the opportunity to work together in the context of a plan that

coordinates and leverages their services to the greatest advantage of our schools and kids. We are hearing from teachers and administrators that Manchester Proud's promise of genuine community support has helped to rekindle their passion for their important work and our list of champions grows daily with citizens now saying, this is the time to get this done. What began as an initiative to create a strategic plan is indeed becoming a movement, bringing our community together in support of our public schools, but we've also learned that we're not alone. In a world facing critical shortages of skilled and talented workers, communities across the country are undertaking plans big and small, to transform their public schools and they are doing so understanding that real change, real innovation, most often begins locally by engaged citizens determined to make it happen. Make no mistake, Manchester has competition. Going forward there will be winners, those communities that treasure and educate their own kids and position themselves to compete successfully for outside talent, and there will be losers', communities where even traditionally strong local businesses falter due to inadequate workforce. Manchester has the potential to be a clear and decisive winner. Vibrant business, nonprofit and cultural communities, colleges and universities that educate, incubate, and broaden our diversity, citizens willing to work together like our friendship met friends at Manchester Connects, building our sense of place and with it our sense of self. Now, we must complete our qualifications with distinctive innovative schools that redefine and deepen our pride in Manchester. Manchester Proud is proceeding assertively, while also taking the time needed to allow our many volunteers to dig into this work, to ask important questions, to listen, learn, and build trust, to enable our growing number of supporters to help us further define the work and purpose of Manchester Proud, to make it theirs. As the community's engagement builds, so does our confidence in our ultimate success. Thank you. And we'd be happy to answer any questions.

Committee Member Bergeron stated thank you your honor. Thank you for being here and providing an update because I've been pretty much going crazy since the last time you've been here because I either have so many ideas or so many questions and I don't know where to go with them. You know, I want to be appropriate in how I engage in some folks said, oh, just call so and so, but I really do want to know because as I go onto initiatives or whatnot, I always think I wonder if they're working on something like that, so, it's things like long-term in that way that

we can share energy. So, I would like the best way to get in touch with you just so it's an appropriate. And I'm not going to call you with every thought even though I wanted to.

Mr. Brensinger stated certainly, you are more than welcome to visit our website, www.Manchesterproud.org. There's a contact sheet there and I'm following the meeting. I'm also happy to give you my personal email and you're welcome to reach out to me anytime, as are any of you.

Committee Member Bergeron stated thank you. And just as a follow up, your honor, I just liked the logo because it has to do with hands, just like you gentleman are all hands in, were all hands up in the district. I don't know if you've noticed that with our logo, but I like that. It looks really nice. So, seriously, I can get in touch with you. That's probably what I'll do.

Committee Member Beaudry stated Thank you Madam Chairman. First, I want to thank you all for being here. It is exciting to just hear you present, seeing people getting involved, I think it is something that I think this board has attempted to do, but we didn't have the success it seems that you're having. So, I'm really happy that you're out there, getting the public involved in this. A couple of questions I have as far as you said you have a budget. What is your budget that you expect to raise?

Mr. Brensinger stated our public fundraising goal is \$600,000.

Committee Member Beaudry stated six hundred thousand.

Mr. Brensinger stated we have an aspirational goal which is a little bit more than that, but the public goal is \$600,000.

Committee Member Beaudry stated and are you a 501-c.3?

Mr. Brensinger stated we are a New Hampshire Voluntary Corporation and the Granite United Way as our fiscal agent.

Committee Member Beaudry stated so if somebody donates it will be tax free?

Mr. Brensinger stated donations are made to Granted United Way, to the attention or to the account of Manchester Proud and generously Granted United Way passes those dollars through to Manchester Proud dollar for dollar without taking out an administrative fee. There had been a wonderful partner.

Committee Member Beaudry stated excellent. My last question is, and I think you stated this at one point, but what is your final, document date debt to have the strategic plan done and presented?

Mr. Brensinger stated it's a very good question and I'll be as specific as they can, but the honest answer is we're still developing a detailed schedule as we go, as we engage consultants and have conversations with them about scope of work. The current intent is that the phase one assessment piece will be completed in February of next year. The phase two piece, our current expectation will be delivered, will be completed late summer, early fall of next year. So, about a year from now.

Committee Member Beaudry stated a year from now, okay. Thank you very much.

Committee Member Lehoux stated thank you again for all you do. And of course, we've had great conversations in the past question I have, we could look in this room now and no matter what side of the aisle you're on, we all want our schools to succeed where we tend to have the clash is financially, right? So, how do we spend those limited resources money we have. When you create your plan, how much of your plan is going to take that into consideration? For instance, you mentioned perception and when we met, we talked about possibly one high school, the eliminating the river, make one high school. If it comes back that, yeah, that's probably the perception that we should do, but it's going to cost 150 million. Is that what you're going to throw at us and say, here's the recommendation. Good luck. How are you guys going to pitch this with the financial constraints that were already in?

Mr. Brensinger stated yeah. Well, first of all, let me say that we don't have, as I mentioned in our original presentation, we don't have preconceived notions of what the outcome of this is. So, we're not directing the process in any specific way. We're really learning as we go, as we engaged the community, we're letting that drive the process. We will be very deliberate about

presenting a plan which is realistic and achievable and that has in parallel with the plan itself, a plan for the financing of it. That's ultimately part of the goal of Manchester Proud. We're not going to put all this effort into some pie in the sky initiative. That's not achievable. What that may be? I honestly don't know. There are not only the traditional funding sources, there are partnerships with outside foundations. There are further partnerships with others within the community. There are lots of resources we can bring to bear on a plan that we think will ultimately make it achievable.

Committee Member Terrio stated thank you, your honor. A comment and a question. First of all, I'm fully supportive of Manchester Product. I'm very grateful for your efforts. I know you have to hire consultants, but I just want to give you a cautionary tale, I'm sure it will avoid this by just wanting to put it on your radar. There is an army of consultants out there, I guess you'd call them the education industrial complex, that would love to take your money and tell you how to fix things and the end of the day you'd have a lot of good ideas and nothing to show for it and tangible evidence of this is Mr. Zuckerberg from Facebook went into a school district in New Jersey to fix it. He spent many millions of dollars on consultants and nothing ever happened to come of it. So, just to keep it on your radar to avoid that. But the second thing is, here's my question. You said you went to Pittsburgh or you kind of looking at other school districts to see if maybe they've been turned around and similar districts to Manchester that have improved their education and the culture there.

Mr. Brensinger stated part of our work is to develop an understanding of what other communities in similar situations of Manchester have done related to the innovations within their public schools. So, we are in a case study fashioned currently kind of researching who those communities are and how they went about their work. And as we bring the second consultant on board, we expect them to be a partner in a deeper exploration of those alternative models. So, this is very much about not reinventing the wheel where we don't have to but understanding what has been successful in other communities like Manchester.

Committee Member Terrio stated Right. Thank you.

Mr. Brensinger stated and just coming back to your first point, much appreciated and well noted and we're very much aware of that. I guess I would leave the board with confidence that as I said, we have currently engaged in our various work groups 70 absolutely committed, really smart people from a broad spectrum of the community and collectively we are determined to make this a successful plan. This is not going to be, go out and engage some external consultant who comes in here with all the answers and then leaves and then we're left with nothing. This is a partnership and we're bringing them in as a partner, who will be guided by the community and the leadership of, of Manchester Product.

Committee Member Girard stated thank you, your honor. And thank you all for being here. I have a couple questions. First is, as part of your assessment of the district, are you going to include a review of the curriculum audit? That was done by the district in 2014. I personally am of the opinion that this board would do well to take more of what that audit said to heart and actually work on implementing it. So, I'd like to know whether or not you folks are looking to reinvent the wheel entirely or that document in particular is going to be part of your review?

Mr. Brensinger stated we are aware of that document and that document will be shared with our partners and it will be part of their assessment.

Committee Member Girard stated a second question I have is you said that you were supporting the health department's bid to make all of Manchester schools full service community schools? Did I understand that correctly?

Mr. Brensinger stated you did, the health department has applied for a very substantial grant to further the work that began as part of the neighborhood health improvement strategy in the development of community schools. And I'm talking to experts in the back of the room. So, maybe Amy or Jenn or Dr. Vargas can chime in.

Committee Member Girard stated and I would hope so, because the reason why I'm asking that is while I personally am not necessarily opposed to that, it seems to me that before the health department or anybody applies for a grant that affects the schools, that it would come before this board and be discussed and approved by the board before anyone starts sending paperwork.

Dr. Vargas stated we are supportive of that Mr. Girard, my understanding is that this community and this board have endorse the particular approach and that's it.

Person in public stated unanimously they endorsed Manchester Proud.

Dr. Vargas stated no, I'm talking about the community school approach. That is your question, right?

Committee Member Girard stated it is my question.

Dr. Vargas stated and they have about support basically in the work that is currently being done in the several of our schools, like Gossler and Beech Street and a couple of other schools.

Committee Member Girard stated and finally, your honor, you mentioned you were working with the school districts, did you say Equity Review Team?

Mayor Craig stated MSTs.

Committee Member Girard stated what's that?

Mayor Craig asked was it MST or the Manchester School district?

Committee Member Girard stated I thought I heard someone say they were partnering with the Equity Review Team.

Ms. Allen stated it's through the Nellie Mae grant that we received.

Committee Member Girard stated through the Nellie Mae Grant?

Ms. Allen stated yes.

Committee Member Girard stated Okay. Thank you, your honor,

Mayor Craig stated any other questions? Thank you so much for your time. Arthur, Barry, Patty. I just want to also recognize Mary Heath who's here, who's been instrumental in this. I attended the event that you held at the library. It was standing room only. It was a great overview

and just great participation and engagement by everyone there, so thank you for continuing to do what you're doing.

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.

Paul Kearney, 210 Tennyson Drive, Manchester, stated:

Mayor Craig, Members of the Board of School Committee. I'm here to address a grave injustice, which you as the school board have the to correct. As you know, all city employees, including teachers, have automatic experience pay increases built into their compensation plans. In the past, teachers were always advanced to the next step to which they were entitled with or without a new contract. Never were steps frozen when a contract expired. This was never done in the days before collective bargaining, nor was it done until recently. Unfortunately, it is a way to save money on the backs of the employees, not a very fair thing to do. These pay steps, which the employees are entitled to, we're meant to be automatically granted each year, instead of being used as a bargaining chip. In drawn out contract negotiations, sometimes lasting more than a year, they are then used as part of a pay raise. Truly an unfair practice that should end. I urge the school board to take the initiative and immediately reverse this practice, making it clear to the educators that these pay steps will be funded tonight, even before a final contract is agreed to. This would go a long way to show your concern for the teachers who have suffered this loss three times in recent years, because of this loss, some teachers will have lost as much as \$60,000 over their career. This is equivalent to legalized grand larceny. Please put a stop to this stuff to people's livelihood. Be strong advocates for our teachers. They need it so badly. You have the power and the money I believe in your budget to do this on your own by a simple decision. Please implement this bold change tonight showing the teachers your good faith in support of all

they do to educate our children. You would be correcting a longstanding injustice and improving teacher morale. Regarding the teacher contract, the present starting pay of \$37,250 is a disgrace. It should be at least 40,000. Exeter is now over 45,000 and next year will be more than \$46,000. To think that Manchester was once one of the best paid, not anymore, please help change that. Commission you're negotiating team to offer the best contract possible for the teacher's. Let's have round the clock negotiations and come up with a new contract so we can all be proud before the start of the new school year. It would be a move well received. Please act on this tonight. It would be fair, just and long overdue. Make a difference. Shoulder teachers are strongly you support them and make them proud to work for a city that removes obstacles from their path and makes them feel appreciated. Thank you.

Alex Kacavas, 1129 Union Street, Manchester, stated:

Hello everyone. I am Manchester Central High School's student council President. I'm here to advocate for student representation on this board. I believe the students of Manchester schools are the key stakeholders in the board and shall be entitled to the use of a school representative. We are not looking to have a vote, but simply a voice. I believe this voice will help the board make informed votes that otherwise might not be made without the perspective of the very people that it was created to help. As acting president of Central High School, I speak on the behalf of the student body and we will be happy to conduct an election for representative should you vote to allow this position. Thank you.

Maxwell Nakos, 287 Blodget Street, Manchester, stated:

I'm the student council Vice President at Central High School. I'm also the editor in chief of our student publication, The Little Green. I've had the privilege, thanks to efforts on this board and at the school to attend a couple of leadership conferences throughout my time at Central. Just want to start by saying that the most profound thing that I heard at any one of those things was that the adult voice is no different from the student voice as far as profile is concerned in regard to age, it's just that an adult is somebody who has the maturity to think of others before themselves. I think that is a skill that any student 14 to 18 has perfect capability of. I hope that many of you already perceived the addition of a student representative to this body as an asset to the decision-

making process that already exists. Twelve years as a student in this district informed my recommendation that a student have an official position, albeit non-voting on this board, and that's provided by state law. This isn't groundbreaking, if you want to look to a community where this works, Hanover, New Hampshire has an excellent relationship with their student population, in their high school. The decisions that the board makes ultimately affect the quality of the education it students receive. So, who better to give feedback and offer advice than the very people mostly affected by its authority. Here they come, NPR statistics, okay, these are infamous. They're from the 2016 presidential election. Young voters, that's eligible voters between the ages of 18 and 35, make up 35 percent of the electorate, yet only accounted for 18 percent of the ballots cast. Surely if you have the opportunity to promote the democratic process, instill in a young student population the spirit of community based political involvement, where students are given the opportunity to elect a representative to affect change in their everyday lives, you won't turn that away. I challenge that it's your responsibility just as much as making fiscal decisions for this district to work to bring our students into our community. I've lived in Manchester my whole life, I want to come back and make it better, but I think that's the spirit that we need to be giving all the students in our district. And I think that having a student voice on this board would be an excellent step towards that. Thank you.

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

Good evening, Mayor and Members of the School Board. First of all, I would like to say thank you so much to every Board Member that participated in the making of the proper student representation. We have all worked very hard and long to make this happen, which is why I'm very concerned that after all but one member chose to stick by the RSA, there is an alternative that was chosen, the students deserve for presentation and having that will be very beneficial to the community to hear what is going on in schools, to the school board committee to have varied opinions and ideas and most importantly to us students that needs someone in one of those chairs fulltime speaking for us so there is change on things the students feel that needs to be changed. As I always like to say, if we are not at the table helping to solve the problem, then we are a part of the problem. And if we are not at the table then it's not really for us. We learned that there might be a motion to reconsider tonight and I'm hoping that some of your members will vote to reconsider. Thank you.

Carol Backus, 1318 Goffstown Road, Manchester, stated:

Good evening, Mayor, Members of the School Committee. I've been observing this process of students seeking representation for quite some time. I'm a board member of the Granite State Organizing project, which has as its affiliate, the Young Organizers United, who had been advocating for this for a very long time and we thought this year we had seen tremendous progress when the board voted pursuant to RSA 189:1(c) to have a student representative on the school board. Then a subcommittee was appointed to consider just how we should have student representation and I attended a meeting in July in which a lot of ideas were thrown on the table and discussed and then suddenly somebody brought up the fact that we have a state statute already in place that says pretty much how we should do this. It's 194:23-f and so quickly people went around that idea and it was voted by the committee to follow that procedure. And it furthermore stated that they would present this at the August 27th meeting of the Board of School Committee, something happened, there was also a meeting on August 13 at which a substitute process of some kind was presented as a minority report. I recall no discussion at that earlier July meeting of the subcommittee of a minority report and it seems to me rather strange to act on a minority report before you have heard the report of the committee. So, I am very concerned about the process that you are using to arrive at decisions about this. I think it sets a bad example frankly, to our students and I would urge you to return to the normal order of business, which would be to deal with the committee report, certainly if there are other proposals to discuss the time to do it would be after you have heard the committee report. So, I think there may be a motion tonight to reconsider the vote taken on the 13th and I would urge you all to do just that, to reconsider and to think about the process you're using and return us to a normal order and set a good example for our students. Thank you.

Maura Widell, 60 Hubbard Street, Manchester, stated:

Before I speak, I'd like to ask us to take a moment of silence in memory and honor of Wayne Johnson, who was a history teacher for over 30 years at West. I am going to start by reading the sign I was holding. I teach my students to stand up for themselves and here is my turn. I've been an educator in this district for 36 years. I can't tell you how many snowsuits, boots, sneakers, lunches, milks, food that I have purchased for the children in my class. I have given my heart and

soul to this district. I am tired of being painted as a villain, a greedy, selfish individual when contract time rolls around. If I were to go into my class next week and use what the district has provided me, I have guided readers, three boxes of teddy bear counters, Geo boards, and some wooden blocks and folks that's it. Ninety nine percent of what I use to meet the common core standards, to carry out my curriculum is purchased out of my pocket, out of my family's pocket, and I am tired of having to defend my value and my worth when contract time rolls around again, I'm done, but I have not and I'm tired. However, I have only begun to fight. Thank you.

Natalie Schnick, 246 Laval Street, Manchester, stated:

I'm a music teacher at both Gossler Park and Hallsville elementary and I live in ward 11. I'm no stranger to the Manchester School district. I went to school here from k through 12. I was a student teacher, substitute teacher, a paraprofessional and I'm now going into my fourth year as a music teacher. What I'm here to talk about may sound that complaints, but they aren't, I'm simply here to talk about my experiences. This will be the fourth year that I will be teaching 27 to 28 classes a week teaching 600 plus elementary students a year. Truthfully, I have no idea how it will be able to get all my paperwork done, stay organized, lesson plan, read and understand IPS, find supplies, collaborate, and of course teach and working quote to the letter of the contract. Collaborating with teachers after school is going to be a big loss. After school is when I talk to teachers about students that might have had a tough time in class. This is where I find out about what is going on in a student's life and in turn helps me connect with the child. These five to 10-minute conversations are invaluable to my teaching and as a unified arts teacher I do not have time during the school day to talk to classroom teachers because either they are teaching, or I am. Teachers particularly deserve a fair contract because of the extra burdens our profession requires us to bear today. I graduated from college 10 years ago. There I learned about the material I was to teach different pedagogies and how to write lesson plans. Basically, what you would expect. Since teaching and Manchester, I continue to take workshops on how to become a better teacher. However, those have been sandwiched in between learning how to use a tourniquet, trauma sensitive training, including learning the science about how the brain is affected when a child has been traumatized and how they experienced aces. With new emergency plans being written to churches are going through extensive training on emergency drills including active shooters and taking FEMA courses just to keep our students safe. This has

affected me and the other teachers I've talked to on a personal level. I haven't even gone through all the training and already I can't enter a building without looking for escapes, places to hide, noticing open windows and thinking about how to help others in case of an emergency. These are big responsibilities we had been asked to take on. To be clear, all this training is completely it if I can help my students feel like they're in a safe environment and help them and not just learning about music, but learning about leadership, helping them find something that can be passionate about and trying to help them establish goals for when they leave Elementary School. I love the school that I teach at and will continue to do as much as I can to be a better teacher. I will deal with the obstacles, but I'm asking the school board not to add another one, an unnecessary one. I know the board cares about our students too, and I know that a sound majority of the board must realize that when they're appointed negotiator continually spreads the message to the public, that the MEA is quote, not bargaining in good faith and continues to make negative comments about teachers in the newspaper, such words can only damage the respectful and united relationship at the Manchester Educational Association and the School Board need to have with one another to best serve our children. Too often the frustration that comes from troubled negotiations outlast negotiations themselves. Please work with teachers on negotiating a fair contract so we can move beyond the situation in place and focus on what is most important, our students.

Maxine Mosley, 76 Shurburne Street, Manchester, stated:

Good evening, Mayor, Members of the Board, ward six, Vice President of the Manchester Education Association. I want to come to you tonight and talk about a couple of things. At the last board meeting, the superintendent talked about fair and just. I think we need to talk about what is fair and just when it comes to the employees of this district. Respect, equity. You heard Natalie and what she didn't tell you is she's one of the people whose steps were frozen. She's losing money staying with us. Her Mom is a long-term Manchester teacher who just retired. She's dedicated to stay here and continue her mom's legacy. We should be really proud of our young staff. Let's talk about fair and just and equity. Let's talk about how the Mayor, the Board of Alderman passed what it was affectionately known in the state of New Hampshire as an evergreen clause for the city side. Every city employee who is currently in a unit that's negotiating that contract has been guaranteed their steps and/or their COLA and/or their

longevity. We went before Mr. Avard and then Mr. Girard and asked that the Board of School Committee present that to the Alderman on behalf of their teachers. That has not been done, so where is the fair and just, where is the respect, where is the equity? No other profession that I've come across in my 40 years as a professional educator is expected, expected to purchase its own supplies year after year. We have asked our teachers going back to school to set up their classrooms. We have made that concession, to be fair to our students. Fair for the almost 70 positions that were vacated in June to retirement and people resigning this district. We've had almost 30 people moving schools. That's fair and just that the MEA said go in and set up your room. It's equally fair and just to say please don't use your own supplies. Families, parents, this community and this board needs to understand what your educators bring to the table every single day. On September 5th, we will be there, bell to bell. We will educate our students to the best of our ability. It's time for a little bit of respect back. Aretha has passed. Respect has not. Thank you.

Tara Haarlander, 21 Westland Avenue, Manchester, stated:

Ward Nine. Today I'm here to talk to you about a few different things, most importantly, my concerns as a taxpayer and a teacher in the Manchester School District. I'm a special education teacher at Central High School. I'm an inclusion trained professional, meaning I hold two certifications, special education k through 12, and elementary education which runs k through eight. I was afforded these opportunities because like many of the students that I service here in Manchester, I was one of those students that needed that community support, that needed the help of a coach or a teacher to get me through my days or to get me through practice or to tell me everything will be better tomorrow. I was recruited my sophomore year at a Memorial High school by a teacher, who I think is a Frank Sullivan who recommended me for the SNHU partnership program. What this did for me was that gave me a great opportunity to explore what I wanted to do for my career. I worked with a mentor from my sophomore year all the way up through my senior year. I was scholarshiped to go to Southern New Hampshire University, my first year, I later then transferred to Johnson and Wales for international business program, which wasn't for me. And then when I came back I returned to Southern New Hampshire University and did an accelerated education program in three years, with a dual certification. I think it's important as an educator in this district to share this information with you because it's all of our

students, not just the ones who are in the level threes and level fours, it's the ones not even in a level. They need our help. They need the connections, they need their relationships. And frankly, one of my biggest concerns is that we don't have the resources to support our students and in a way that they deserved, in a way in which I received services from my community. I'm also here to tell you that I attended the Manchester Proud meeting last Thursday, and I was very disappointed that there were no leaders, Board of School Committee members in attendance at that meeting, except for Mayor Craig. It's very discouraging to me to have celebrated my 11th year on the Manchester School district last year and you guys voted it through unanimously and you guys didn't even show up. So, please get involved, talk to our students, talk to your teachers, talk to your neighbors and get involved. It's important for our community. Thank you.

Sue Hannan, MEA President, Derry, NH, stated:

Good evening. I teach at Hillside Middle School and I am the President of the MEA. Coming up here, people were saying go get them and give it to them and I think you've gotten it all from everybody else before me. So, what I'm going to do is as we're starting a new year, put out a whole bunch of thank you's because I think it's important to understand how we all are actually working together. I do want to thank the district Superintendents' team and there's a lot of you on it because when we meet every month, that table is full, but I want to thank you for collaborating especially about specific people of late. I want to thank you for bringing PBL into this district, with the hundreds of teachers that were trained over the summer, it was truly an amazing set of professionals that were pulling something together that will be extraordinary in this district. I want to thank you for your conversations regarding safety and employment issues and all the other things that we bring up or the questions that I have because you're the ones who have the answers and it helps me a lot to be able to field the questions instead of them coming to you all the time. I want to say thank you to our negotiations teams, both yours and mine. All of these people have been willing to put in many, many hours both on their own teams and together as a group, researching information and seeing what we could do together and I'm really glad that all of us are willing to just, at this point put the past in the past and keep moving because we're not going to sit around doing nothing. We are a group of adults who can pull something together and I bet it will be pretty amazing. I want to thank Manchester Proud because I have spent a number of weeks this summer working with them and working with the amazing people at Reaching

Higher who have inspired me, just on the committee I was on, never mind all the rest of the things that they're doing, and I know that this has all worked to create a better system for us and I think we just have to understand that we're working, again, together to create that better system. I want to thank the educators in the Manchester School District. These are amazing people behind me. I want to thank those who are staying even without their deserved salary increases and those who are committed to doing more with less, although that should never be our mantra and I want to thank and welcome our early educators and our new educators and wish that they weren't coming into what they're coming into as far as our contract issues, but at the same time, so glad they're coming into Manchester with us. I want to thank the administrators for being supportive of their educators and understanding the place that we're in and not putting their educators in a bad light for it and I want to thank the students. They are the reason we're all here. I am just going to take complete and full credit for these two because they were mine in middle school and so I did all that. So, thank you very much. Have a good evening.

Pat Long, 112 Hollis Street, Manchester, stated:

Good evening Your Honor, honorable Members of the Board of School Committee. Just my impression, I was at that meeting with Manchester Proud also and my impression was they're not going to hire a consultant going to tell, advise us what to do. It's going to be community based and I don't think that's ever happened and that's why I'm excited about this, but I'm not here to talk about that. I'm here to talk about the HOPE program. I take full responsibility for not coming to the School Board on that. I'll take that. As an elected official, I make plenty of mistakes. That was my mistake. So, I'll take that responsibility. The reason why I'm here is I'm passionate about children who aren't able in the high school years to articulate like these two young people articulated today on the Central council with the hopes that at some time they will be able to articulate like that. I never graduated from high school. I had to go to Manchester Community High School, at Central, because I was missing it by one credit, to get my credit. I was never as articulate as one of these in high school. I wish I had the program like HOPE that would have helped pull me into that. This is important. And I'll quote from, I was reading the Board of Mayor and Alderman minutes and I'll quote from Alderman Barry, who said that in speaking with Principal Dichard that he had stated to him that these kids are in dire need of assistance, dire need of assistance. This program is working. This gentleman, Mr. Courchesne, had 10 years in

the system, in the school system. Ten years. And he's had these six months, that proven success. These kids don't have the luxury to wait another month or two to find some programs to assist them in, this program works. In my opinion is program is prevention, it's diversion, a diversion program. Anytime you take a child who needs some direction, they're at high risk, so with our opiate crisis this is prevention for them. This is a diversion program for them getting in trouble and the biggest part is it is an opportunity. So, it's an opportunity and that's all we're about is giving opportunity to these students. This is the only time in their life that people are going to get paid for their best interest. Give them that. Not all know if anything could happen. I would pray that September, when school starts that they would get the opportunity to work with this program again because it's successful. And I don't know how many people here have spoken with Mr. Courchesne, but my time is up, and I get the stop talking and go home. So, enjoy. Enjoy your meeting. Thank you.

Clerk Carey stated there is no one else signed up, your Honor.

Mayor Craig asked is there anyone else wishing to speak?

11. Mayor Craig advises that if there was no one else present wishing to speak, a motion would be in order to take all comments under advisement and further to receive and file any written documentation presented.

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

12. **ACTION AGENDA**

13. Health Department Revised Contract Language

Mayor Craig stated we're onto the action agenda. Item Thirteen. Health Department revised contract language. Ladies and Gentlemen, what is your pleasure?

Committee Member Girard stated question, your honor. I'll move for discussion.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Desrochers**, it was moved to discuss the revised contract language for the Health Department. All were in favor and the motion passed.*

Committee Member Girard stated wait, wait, wait a minute. I moved for discussion. I started by saying I had a question.

Mayor Craig stated I am back to you.

Committee Member Girard stated what did you just vote on?

Mayor Craig stated I'm sorry. I took a motion to move, I voted for discussion.

Committee Member Girard stated okay.

Committee Member Desrochers stated it was a unanimous decision.

Mayor Craig stated to discuss.

Committee Member Girard stated yeah, I obviously read the document and I'm not sure why it's here because it seems to reflect exactly the motion that was already approved by the school board at the last meeting.

Mayor Craig stated Superintendent?

Dr. Vargas stated I would agree with you, but in the interest in transparency, it's here for you. We just brought you the contract executed as was requested by this board.

Committee Member Girard stated okay. It seems to me that's an informational item, but if you want a motion I'll move to approve.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Desrochers**, it was moved to approve the revised contract language for the Health Department. All were in favor and the motion passed.*

Committee Member Beaudry stated excuse me, parliamentary question Madam chairman, why couldn't we just move to receive and file? We already did vote on exactly this language last month.

Committee Member Desrochers stated because it's in writing now.

Mayor Craig stated it's in writing. I don't see why we can't just formally approve it. Do you have concerns? I mean we didn't see it in writing. Had we not presented it in writing, we probably would have said gotten a question about where is it, it's not in writing. So, we have what we wanted, what we discussed last meeting in writing before us. There's a motion and a second to approve all in favor.

Committee Members Beaudry and Freeman were opposed. *Motion passed.*

Speaker 6: [01:14:12](#) myself as well.

14. Reconsideration of Motion to Receive and File Majority Report of the Ad Hoc Committee on Student Representation

Committee Member Scannell stated I would move the reconsideration question.

On motion of Committee Member Scannell, duly seconded by Committee Member Desrochers, it was moved to reconsider the motion to receive and file the majority report of the Ad Hoc Committee on Student Representation.

Committee Member Scannell stated thank you mayor. I'm requesting reconsideration of the board's decision to receive and file the so-called minority report of the Ad Hoc Committee on student representation. The process that resulted in the presentation of this report was grossly unfair, and affront to all members of the committee who had worked together cooperatively to come up with a recommendation that this board except student representation in the manner described in New Hampshire statute. In addition, the process was to quote someone who spoke earlier outside of our normal order. The process that produced the report was a clear

contravention of board rules. First, it's important to note that only one committee member voted against the proposal for full representation. This was not a close vote. The minority was made up of only one individual whose opinion I respect, however, it needs to be noted that the overwhelming majority of the ad hoc committee voted the other way. Second, without the knowledge of the majority, a minority report was produced. I'm using the passive voice intentionally. The question to be asked is produced by whom, that report consisted of the cut and pasted remarks taken from meeting minutes of the one member of the committee who voted against full representation. This committee member did not write an actual report, nor did he show up at the August 13 meeting to make himself available for questions. Significant questions about the minority report remain, who caused it to be included in the committee agenda? Did the individual whose remarks were quoted in 10 for them to be given an official an elevated status as a minority report? If not, how did they end up on the agenda? Given the mysterious nature of its composition in appearance, how much weight should it be given? In an effort to answer these questions I contacted the lone dissenter, Mr. Adamakos today. He told me that he was content to record his opposition with his vote and to except the will of the majority of the ad hoc committee. He approached no one to express a desire to write a minority report and he did not write one. Instead, according to Mr. Adamakos, whom I believe he was contacted by another member of this board, who requested a minority report. When Mr. Adamakos showed no interest in writing a minority report, it was suggested that a transcript of his remarks be included as a minority report. Mr. Adamakos did not object, but stressed to me that he did not initiate the drafting of a minority report and was once again content and willing to go along with the will of the majority. Third, as I noted earlier, no member of the majority, the overwhelming majority, was informed that a minority report had been filed. Without this knowledge or even the knowledge that they could enumerate their reasoning for supporting full board representation in their own report, without that knowledge, it does seem to me accurate to say that the majority was effectively silenced and disenfranchised. Fourth, members of the ad hoc committee we're given erroneous information about the date of the presentation of the ad hoc committee to the board. The committee was informed that it would be considered at the next board meeting. This is a meeting I attended, and I wrote this down and a date of August 27th was given for that meeting, a scramble before the last board meeting to inform the members of the committee of the actual date approved ineffective. Committeeman Terrio attempted to reach out to the students via

their principals two days before the meeting. One student showed up to address the board because the others never received the message. Our role is to model the behavior we want to see exhibited by our staff members and our students. Given what I've described, this was a fatally flawed process that will do considerable damage to this Board's reputation for fairness. We can correct the mistake by giving the majority an opportunity to present its findings to this board. If the reconsideration vote prevails, I intend to make an additional motion to ask both the minority and majority to present their findings either orally or in writing at one of our September meetings. Thank you.

Committee Member Terrio stated thank you, your honor. I voted on the losing side in the last meeting. I actually voted for the majority report. That being said, I'm going to vote against reconsideration. I was somewhat taken aback by the... Well, let me point out first that a subcommittee by its very nature is a minority of this board and obviously we can't bind a majority of the board, which we have tonight, that being said, I was somewhat taken aback by how strongly opinionated people were against the position of the subcommittee, but I'm somewhat excited, although I'm subdued right now, I'm excited because we're going to have more meetings and we're going to get together in September and I look forward to working with the student councils from each school, either together all at once or maybe individually. And one good thing about not working with the RSA is that we, it's a blank slate, we can do whatever we want. So, I'm looking forward to that. We are going to have student representation to this board, we don't know what the final form it will take, I would point out that as Rome and Manchester weren't built in a day, student representation wasn't built in a day. Let me make an analogy. So, this is a new process to us and I understand Committeeman Scannell's frustration, because Mr. Scannell and I believe Roy Morehead, your friend, Russell Muirhead had actually helped pass the RSA in 1983. So, it's been 35 years. It's been a long time coming. But what I would ask his patience, let us create this process. Let us meet some more in September, actually have multiple meetings, let's do something that the majority of the board can get behind and so, what I would say is that in a year from now, whatever the student representation we vote on, we can tweak it. We can say, let's go even further. But what I'd ask is patients from the board, that's why I'm going to vote against reconsideration, but I'm actually kind of excited about working with the

different student councils and creating something that will be accepted by a majority of this Board. And thank you.

Committee Member Beaudry stated thank you Madam chairman. I just want to read again from the School Board's Association attorney, Will Phillips, and he states, "Notwithstanding the express language of the two statutes, however, we do not believe that there is any impediment to a school board establishing a student position that is "less" than the "student board member" position governed by the two statutes. For instance, the board, by policy, could establish "Student Governance Liaisons", or such positions, and could outline what those positions entail. Under that context, and in order to minimize any challenges from disgruntled students, or other groups who might clamor for equal time at board meetings, the board might consider measures to distinguish the position it creates from the position described in 194:23-f. The title of the position is one example. Another, perhaps more important, is that restricting the student representative to addressing/communicating with the board at board meetings in the same manner as a committee report." So, I look at this and there's going to be under board communications, Committeeman Girard has a motion that he's going to present to us this evening that states exactly what the lawyer said we can do and I think they will be representation and I think it'd be more conducive to the students by coming before us as part of the agenda, like we have board communications, Superintendent Communications, we would have school representation Communications and they can come in, speak to the board what their issues are and we can move on. I don't believe that, in my opinion, that students should be sitting here till one, 2:00 in the morning. So, that's my position and I would hope that the reconsideration motion is voted down and that we look at either supporting Committeeman Girard's motion later on in the agenda or as Mr. Terrio stated and have another meeting because the meeting that they had realistically they shouldn't have been any minority report or majority report because it wasn't a legal meeting. They didn't have a quorum. So, we really shouldn't have any recommendation coming before us. So, either one of the two, that's what I would support. Thank you.

Mayor Craig stated thank you. I just want to clarify a couple of things. What you read by the attorney is an option, it's not the only option. It's an option. And what I heard loud and clear from students here tonight is that they do want an active role in our school board and to sit among us, not by voting but by communicating. And I think it's important, the conversation that we just had

here tonight because you're voicing your opinion as an adult and we have students here that voice drastic different thoughts here before us. And that's the point and the value of, to me, student representation on the board. And then to your point on the process that we followed, I talked to the solicitor about that and we acted on something, this board acted on a report from a committee, so we can't go back. We are meeting maybe shouldn't have been had, but we acted on something, so we can't go back on it. So, we have something in front of us that we can act on today if a reconsideration.

Committee Member Beaudry stated if we are going to have information from the Solicitor, Madam Chairman, can we have them in writing, so we can see them.

Mayor Craig stated sure.

Committee Member Beaudry stated thank you.

Committee Member Desrochers stated thank you, your honor, first of all I've would ask that we look at item number 14 because I think there might be a typo. Reconsideration of motion to receive and file majority report. Is that...?

Committee Member Scannell stated I think that's accurate.

Mayor Craig stated we're reconsidering that motion.

Committee Member Desrochers stated okay. Thank you. Sorry. I've supported this all along. I don't see a reason why we are going to change it now. What's being offered, that I've heard so far sounds like it's coming from a snake oil salesman. It doesn't sound like what the board or what the committee met to do.

Committee Member Girard stated I know, am I a snake oil salesman? Is that the inference?

Mayor Craig stated can you please.

Committee Member Girard stated there are several things that I will say on this, your honor, as someone who put this proposal forward for the agenda, but also came forward with that proposal

when the ad hoc committee first met. Actually, I think I brought it forward when the committee on coordination met to first discuss this meeting before it formed a committee. And the reason why I brought it forward is pretty simple. It's what happened when I was a student at West High School and it's what every high school did and while they didn't have an official position on the agenda that I remember, but every high school had a school board representative elected to their student council. But I'll speak to that later. I find the commentary about following the rules and being fair and just interesting because if we are going to follow the rules then we would... And I find it interesting because people have discussed this in such a way, whether they're members of this board or members of the public is to imply that intentional wrongdoing was undertaken in order to deprive students of their rightful voice on this board. And I find that unfortunate because if we want to take look at what happened, we would have to be honest, you cannot have a committee meeting without a quorum. You cannot just say, oh, we don't have a quorum, so let's appoint substitute members to serve on a committee. This board did not take action on the minority report, as it's been called. This board took two actions. It received and filed the majority report, which arguably it didn't need to do because the majority report can't exist from a committee that didn't have a legal meeting. And secondly, the subsequent motion of this board or action of this board was to refer the matter back to the ad hoc committee to allow it to develop alternative ways to have student representation. So, if we're going to go through these grand recitations as a way of implying that somehow people have acted dishonorably, dishonestly or otherwise in a manner to suppress somebody's voice, we ought to go through an honest accounting of what actually took place at this board and at the committee beforehand...

Mayor Craig stated which we did last meeting.

Committee Member Girard stated well maybe we did, but unfortunately we're discussing it again and we're discussing it again because someone was unhappy with the outcome and wanted the opportunity to try to do it all over again. And if that's how we want to play this, I mean, just think of all the reconsideration motions that this board could be dealing with meeting after meeting, after meeting if people don't get the result that they want.

Mayor Craig stated we lived through it with the health department.

Committee Member Girard stated so, the final thing I will say is I still do not believe that it is proper for this board legally under state law to take this vote, RSAs 189 and 194 are clear and that their representation or the ability of students to serve on this board is in addition to membership as established by RSA 671:4...

Mayor Craig stated and you...

Committee Member Girard stated I've discussed this with the solicitor and...

Mayor Craig stated and you copied the Union Leader on your emails...

Committee Member Girard stated she understands my point, I discussed it with her, after those emails were exchanged, I'd be happy to release them all. But...

Mayor Craig stated you have to the Union Leader. It's kind of odd that you copied the Union Leader on your emails to the solicitor, but not this Board.

Committee Member Girard stated well sometimes you have to do what you have to do to get answers, your honor. And if I may continue...

Mayor Craig stated please. But she disagrees with your position.

Committee Member Girard stated yes, I understand that, and I have stated so...

Mayor Craig stated and this board should know that.

Committee Member Girard stated but in as much as she disagrees. Then the question she still hasn't answered for me is why do we not have the number of Representatives on this board that... and it's important to understand why she disagrees. She says that if there's a conflict between state law and a charter than state law reigns Supreme.

Mayor Craig stated correct.

Committee Member Girard stated I don't disagree with that. However, the statute in question does not apply to the City of Manchester, your honor, we don't have a board that has three, five,

seven, or nine members and we do not have the authority on this board to change our membership. We don't have...

Mayor Craig stated we, we...

Committee Member Girard stated excuse me, your honor, we don't have a board, and this is what the statute requires, we don't have a board that serves three-year terms. We don't have a board that has staggered elections. There is nothing in the statute, the very first sentence of the statute called applicability says the officers of all school districts, including cooperative school district shall be elected according to the provisions of this chapter. We are not in this city subject to the provisions of this chapter what-so-ever. If we were, we would have a much different board, a much different election process, we'd be holding elections in March instead of instead of September and November. So, reconsidering this does what, you know what it does? It shows that it's okay to break the rules. It's okay to ignore the process. It's okay to make false accusations...

Mayor Craig stated I completely disagree.

Committee Member Girard stated all in an attempt to get your way.

Mayor Craig stated the city solicitor disagrees with your position.

Committee Member Girard stated yes she does, but that doesn't mean my position is not...

Mayor Craig stated Committeeman Freeman.

Committee Member Girard stated is not valid. I'd be willing to put that one to court.

Mayor Craig stated go for it.

Committee Member Freeman stated thank you, your Honor. So, I do have some concerns and I think that it's really important that we do vet through the concerns. There are members of this board who are very concerned about some of these implications and to minimize our concerns by overriding a vote that we already took, instead of trying to find a way to either come up with an

alternate plan or at least address the concerns that board members, like myself have, about a pointing student to the board, to me feels very disingenuous. I have concerns. Committee Member Beaudry has concerns. Anyone in that vote who voted the way they did the last time, has concerns. To try to sweep it under the carpet, really to me, does not feel like doing what's in everyone's best interest, especially the students. It's important that we vet through those things, not to be impulsive and emotional because people want the students on the board. Well, we want to hear the students. There's no doubt in anyone's mind. There's not anyone sitting on this board who doesn't want to hear what the students have to say, what their concerns are, what their issues are and help them to address those, but I just feel that this reconsideration is the second bite at the apple and as a board, we do not operate in that manner. We have rules. The ad hoc committee, there shouldn't have been alternate. That was not a quorum. Whether the solicitor agrees or not with that, it's just not the way we do things. We have other subcommittees setup that if that were to occur, that vote will be invalidated. It's the same with this. Again, it's not about the students, it's about the process that we got to this point that really is going to tear us apart as it is now. So, I would really ask my fellow Committee Members to think long and hard. Do we want to do this right or do we just wanted to do this? Thank you.

Committee Member Bergeron stated thank you, your honor. Oh, where do I begin? Okay. I guess at this point we came here. Let me just ask you your honor, based on the fact that you were on those emails that I didn't know about...

Mayor Craig stated I wasn't included. I got it from the solicitor.

Committee Member Bergeron stated thank you. I appreciate it. Now when it comes to the committee, are we two sections of the community, students and board members, but I don't understand why that wasn't, because the majority voted in favor of going with the essay of this statute. I don't understand why we didn't have a quorum. That confuses me.

Mayor Craig stated the student, it's my understanding the number of students that were supposed to be there weren't there. So, the meeting continued...

Committee Member Bergeron stated there was two out of three.

Mayor Craig stated minutes were taken, it was put on our agenda. We acted on it.

Committee Member Girard stated it shouldn't have happened.

Committee Member Terrio stated just a clarification, your honor, that is correct. I apologize, I didn't realize I didn't have the authority. Several students couldn't be there. So, I asked the principals to appoint other new students to take the place of the students that Vice Chairman Beaudry had appointed. I didn't realize I didn't have that authority. So, that's what Committeeman Girard and Committeeman Beaudry appointed to, is that those students weren't supposed to be on the committee and weren't supposed to be voting.

Mayor Craig stated I sort of liken it to public comment and people bringing information forward. We took the information, we reacted to the information, we voted on the information, you know, we now know, we're not going to do that again, but we didn't at the time. So, it's here.

Committee Member Bergeron stated so what would have been a quorum? Only because, so, basically it wasn't a quorum because as a whole of the committee, I believe we did. So, you break it down, I'm confused by that. If you could just explain that to me, you know, because I was under the impression we had a quorum and we basically came here to the board with recommendations from exactly what was said at that meeting, and I'm not going to rehash it, but Mr. A was just representing perhaps the time interests of the student acting as a Principal, but at that point in time that wasn't his intention to do what was done last week. But I'll tell you, I still don't understand why we didn't have a quorum, but we did represent actually the majority and the students were really excited about going forward with the RSA and I can tell you why, just to get going, and I had these romantic notions too about getting back with the students and I was going to miss them already. But, we were going to work with them on that day, because that came from Committeewoman Want, that was her idea to have sort of, what did you call it a day of, if you don't mind me asking you?

Committee Member Want stated Congress.

Committee Member Bergeron stated that was going to happen. That was going to be organized, not necessarily by us, but that's the feeling I got maybe as a joint effort. I'm not sure,

but you know, we would have been involved with that anyway, but we're just kind of basically delaying the whole thing. That's what we're doing, so I appreciate you coming forward and giving us an opportunity to speak on this and I don't know, can we act upon it tonight? I'm not sure. Thank you.

Committee Member Ambrogi stated thank you, your honor. I think where we are rehashing a lot of ground that we covered last time, but I just want to let my fellow board members know I will be supporting this motion for reconsideration. I think that one of the things that's bothering me is that the people who are in favor of sending this back to committee are saying, we're going to send it back to committee and talk about it, but here's how we're going to do it, and that really, really bothers me. And I think the other thing that bothers me, and I don't remember whether I spoke on last time, I don't understand why people sitting here on this board are deciding what's in students' best interests. Students shouldn't stay up late. Well, I got news for you having raised three students through high school, they stay up late. I don't really think that's an issue and as the young people that came forward and spoke tonight so amply demonstrated, they have the interest they want to be involved. I think that the fact that the committee, which as my recollection is, we can argue about whether there was a quorum, but there was in fact a quorum of the Board Members present. The recommendation was to simply follow the statute. The statute gives us a very clear organization, whether it was meant for our district or not. Why the heck can't we follow it as a guideline for how we organize, and I have a feeling that there are people on this board who were going to keep arguing this even if we reconsider and vote to follow the statute. I'm sure there are people who are going to continue to argue about it, but our students are here. They're telling us is what we want to do. I think 35 years is enough time. I'm in favor of reconsideration. Thank you.

Committee Member Want stated thank you, your honor. I just want to point out a few things. When you read Attorney Phillips, from the New Hampshire School Board's Association, letter to the Board about student representation, I did pick up on the words that he used that we are able to create a position that has is less than a student representative, so by going with anything other than the RSA, we are doing less than what the law provides for. I'm all for what the kids are for. I want to give them what the law gives them and what they deserve. I think they deserve a rightful voice on this board. I want to see them have it. I too will be voting for reconsideration

tonight because I think it was wrong the way it went down. We had eight people from the committee there, if you count that we had a student representing for another student. So, we had three students there. We had three of our board members there. Ms. Allen couldn't make it, so Dr. Vargas was there in her stead and so we had eight of us there discussing it. We spent over two hours that night working and I think it's a disservice to the committee that night that worked hard to come up with the decision that it did to not even vote for reconsideration. And I would like to see a table until our next meeting because I think most of all we promised the students that we would like to have them come back and be part of the committees presentation to the full board on student representation and how we'd like to proceed on that and I think the students deserve, the ones who are on the ad hoc committee to be part of that process. And I feel like we promised them that that night in the non-meeting of eight people who were standing were sitting there talking, believing they were having a meeting. So, I just feel like we owe it to our students to follow through for their sakes and for the district state. Thank you.

Committee Member Georges stated thank you, I just want to really understand it a little bit. What we are looking for, the student voice or just the student to be a board member. That what I want to know. What's the problem we are here? The student voice or just the student to be here and have representation because...

Mayor Craig stated voice.

Committee Member Georges stated I can say we have the demonstration, they have a seat over there after, when we talk about that, they have their time, they're going be there to explain all their problems. We start to discuss or ask a question. And what I want to know, what are the students looking for? Because for me, last time I said we want to hear their voice. The voice is very important, but my problem is they're going to be here all night. They're not going to vote, they're not going to be in non-public and we're going to finish late. That's my opinion and I don't understand where we are at, why we are bringing this back again, because the last time was a full conversation.

Mayor Craig stated I think it would be tremendously valuable if we had a student representation on this board right now to tell us, right? I mean that's how I see this. They sit at right here at this table with us and they participate in the discussion.

Committee Member Georges asked how many of them?

Mayor Craig stated one.

Committee Member Georges stated but there are four schools.

Mayor Craig stated that's up to you and they can figure out how to rotate through. That's their prerogative and how they identify the students. Committeemen who haven't... Committeeman Lehoux hasn't spoken yet. And then Beaudry and Girard.

Committee Member Lehoux stated just to build on that, like Max spoke earlier and he said, student voice is important, and the student's voice should be heard. And I 100 percent agree with that. But as I stated at the last meeting, it's kind of a conundrum where those that appear to be sounding like they want student voice, want one voice here and those that appear to not want student voice actually want a whole committee. I mean have 100 in a room. And then also if they had some type of Congress or some type of committee like Mayoral's student council or whatnot, not every issue that you guys deal with is a policy issue, so you can work directly with the superintendent outside of this right here, in that setting. If you're sitting here, you're dealing strictly with issues and you don't have to deal with the superintendent. I would venture to say that 80 percent of student issues are non-policy and deal directly with the Superintendent. so again, I'm going to stay with my vote that I had because I think the vote that I had actually includes more student voice. I want to hear from students that are dropouts. I want to hear from students that have a hard time. I want to hear from students that absolutely hate school. I want to hear from students that love school and I don't think one student on the board can give us an indication of four high schools. So, that's that.

Committee Member Beaudry stated I just wanted to say so the public is aware of the committee, the way it was developed, I put the people on the committee that had volunteered. The people that volunteered were all pro having somebody sitting on this board. Unfortunately,

that was the minority of the majority of the board and as Committeeman Girard said, you lost the vote and now you're coming back for a second bite of the apple and every time somebody loses a vote, are we going to come back to reconsider and when does it stop? When this vote passes, or it goes down, do we reconsider again, and we just keep going. The board, for lack of better terms, the subcommittee was stacked with people in favor of having somebody on the board. If I chose five different members of this board to be on that subcommittee, we probably would've had a different outcome for the majority report. So, it's really whoever was sitting on a board and I stated whoever wanted to volunteer get on the board. So, I think the majority spoke last meeting and we should work through it. There's a motion that's going to be made later on. If we like it, we can support it. If not Committeeman Terrio said he would go back to the table and come up with an alternative where they can be heard. I agree with Committeeman Lehoux, I want to hear from all of them. I mean when I was on the C&I committee, we had kids coming from Memorial that had a problem with one of the subject matters that they had, we listened to them and we went with their decision. They still have the right to come forward and speak to us and I think we're going to set it up so that they have an actual part of the agenda, where they can come forward and speak on what their issues are and we're going to listen to you. I think you spoke very eloquently tonight, both of you gentlemen and you're a chip off the old block...

Committee Member Scannell stated and Charity did a great job too.

Mayor Craig stated three people.

Committee Member Beaudry stated yes. I'm sorry. Well, they all did. But Mr. Kacavos you're a chip off the old block. You're as eloquent as your father is. So, I just want to let you know that.

Committee Member Girard stated thank you your honor. Just two quick points. I think it bears reminding that the young lady who sat through our meeting on the 13th from Memorial, after hearing our discussion, said she thought it probably would be better if students wanted to have input on outcomes to participate at the committee level, not at the board level. And I did want to address one more thing that I had intended to address when I was distracted from the solicitor, she wrote in one of her emails to me that the RSA does not prohibit Manchester from having a school board representative, even if even if she agreed with my point of view. The problem is

people who have served in our legislature know, New Hampshire is not a local control state. We talk about local control, but a heavy percentage, if not half of the legislation that moves through our legislature each year is enabling legislation, and what that means basically is unless state law specifically allows us to do it, it can't be done. And with that, your honor, I'll move to question and call the roll.

Committee Member Georges stated thank you, your Honor. They really speak out, I love the way they speak, but I know what is better, is not for one person to stay here, that is not going to do anything because here we're going to discuss and maybe they're going to be confused, but if you guys are the group, like all four representation for all of the schools, to get it and with the president making all of this what you have as a problem and everything to bring it in front of us, you can make an already your decision what you think about this problem? What do you think about this curriculum? What to think about this? And bring it back here and already just make a decision, I think that's going to be a big voice. It's going to be really heard, but just one person, just to be here, that is what I can say. And as a mother, I don't think so. I'm not going to allow my son or my daughter to stay here until one in the morning or midnight when they need to go to school.

Committee Member Girard stated roll call your Honor.

Committee Member Beaudry stated Parliamentary inquiry.

Mayor Craig stated can you read the motion back please?

Clerk Carey stated the motion is the reconsideration of the motion to receive and file the majority report of the ad hoc committee.

Committee Member Beaudry stated so, parliamentary inquiry. So, if we vote, if we want to reconsider the report, you'd vote yes. If you don't want to reconsider, you would vote no, correct?

Clerk Carey stated correct.

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

Committee Member Terrio stated if I could just say your Honor, we'll have more meetings of the committee in September. I look forward to it. I wasn't going to say this to influence anybody's vote, but could you imagine having a young Richie Girard on the school board? It would be like Dante's ninth circle of Hell.

15. Ratify and Confirm the phone poll conducted on August 23, 2018, by the Committee on Coordination and Administration, to approve the Employee Handbook and send to the Full Board for approval

Mayor Craig stated ratify and confirm the phone poll conducted on August 23rd, 2018 by the Committee on Coordination Administration to approve the employee handbook and send to the full board for approval.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Girard**, it was moved to ratify and confirm the phone poll conducted on August 23, 2018 and approve the Employee Handbook.*

Committee Member Scannell stated I have a discussion question, I spoke with Mrs. Mosely beforehand, and she alerted me to if we turn to page 29/33, the bottom number, 33 bold at the bottom. Procedures for delayed openings, early releases and snow days can be found in the collective bargaining agreement. The indication that I received is that, that not the case and that was a big enough issue, there are some smaller issues but that was a big enough issue that we might need to resolve that or in some way address it tonight.

Dr. Vargas stated I am happy to take a look at that for the accuracy. And you could capture that by stating it is a condition of your vote.

Committee Member Scannell stated its page 29 and then 33 in the bold, 29 in the smaller print.

Mayor Craig stated so there's a motion to approve. And with the note of confirming the validity of that information are making.

The motion was amended to include confirming the validity of the language on page 33 of the agenda, page 29 of the handbook, that indicates the Procedures for delayed openings, early releases and snow days can be found in the collective bargaining agreement.

All were in favor and the motion passed.

16. CONSENT AGENDA (ITEMS 16-23)

- 17.** 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 item 16. Consent agenda. Would anyone like to remove any items from the consent Agenda? Committeeman Lehoux?

Committee Member Lehoux stated 18 a, 18 d, 22 a, 22 c.

The Balance of the Consent agenda consisted of:

- 18.** Report(s) of the Committee of Coordination/Administration, approval of the following policy changes:
- b. Volunteer Athletic Coaches Policy
(Note: This item was approved by the Athletic Committee on 6/12/18 and by the Coordination Committee on 8/14/18.)*
 - c. Communications Release Form*
- 19.** Report(s) of the Committee of Curriculum and Instruction, if available.
- 20.** Report(s) of the Committee of Building and Sites, if available.

21. Report(s) of the Committee of Athletics, if available.
22. Report(s) of the Committee of Finance, if available.
 - b) Line Item Transfers FY18
 - d) Manifest of Authorized Expenditures (June 2018) by Karen DeFrancis (\$13,265,641.88)
 - e) Manifest of Authorized Expenditures (July 2018) by Karen DeFrancis (\$14,469,792.01)
 - f) Grant Report by Sherri Nichols (\$71,730.00)
 - g) Grant & Donations List by Sherri Nichols
 - h) Request to contract with Making Community Connections Charter School by Jim Connors
 - i) Assurances for USDA Commodities for Food Service by Jim Connors
 - j) Contract Binder for Student Assistance Program Services by Mary Steady
 - k) Guide for Placement of Students presenting International Transcripts by Wendy Perron
 - l) UNH-MSD STEM-Professional Development Proposal by Sherri Nichols
 - m) Bishop O'Neil Contract Renewal by Sherri Nichols
23. Report(s) of the Committee of Student Conduct, if available.

*Having DULY read the consent agenda, on motion of **Committee Member Freeman**, duly seconded by **Committee Member Ambrogio**, it was voted that the balance of the consent agenda be approved. The motion passed.*

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

- a) Missing Required Policies as outlined by New Hampshire School Board Association (NHSBA)

Committee Member Lehoux stated yeah. Hopefully these will be quick. I just had a question in regard to, it's on page 49 Foundation 102 Drug Free Workplace and how are we going to facilitate that? Is there a random drug test? How do we enforce this I guess is what I'm asking?

Dr. Vargas stated the first thing, the expectation by the policy. This is a common policy that is required, if someone were to complain, we would investigate.

Committee Member Lehoux stated so this is basically just a blanket, but we're not actually.

Dr. Vargas stated we are not going at that level.

Committee Member Lehoux stated all right, thank you on that. On page 55.

Mayor Craig stated do you want to make a motion to approve 18a?

Committee Member Lehoux stated yeah, sure.

*On motion of **Committee Member Lehoux**, duly seconded by **Committee Member Desrochers**, it was moved to approve item 18a of the Consent Agenda, Missing Required Policies as outlined by the New Hampshire School Board Association. Committee Member Girard was opposed. The motion passed.*

Mayor Craig stated 18 d?

Committee Member Lehoux stated a page 55, the opt out procedure and form. So, the parents have the option to opt out. Are they going to be given a syllabus of what's being discussed in class?

Dr. Vargas stated that has been discussed before and normally, you will have a course syllabus or outline, I do know that there are times in the discussion where, let's say you have a current

event that I was around for September 11 when we shift everything, and you had to give some latitude to the teachers at some point. So, to the extent that it's possible that will be done.

Committee Member Lehoux stated okay, yeah, so, if they know about it or whatnot... if it's something that's going to be addressing in health, obviously those are probably...

Dr. Vargas stated correct, the parent has a right to know generally what is, I just want to be clear that you cannot, no parent can... like teacher, like all of us, we engage in discussion and the discussion could lead this way and you can't tell the teacher, well, can you stop there because I didn't talk to the parent. I mean that is the delicacy of the situation. So, sometimes, the student comes back to the parent and I said, well in class we were talking about this, then the parent will call me or call the principal, call the teacher. I said, I don't agree with your discussion and I didn't know anything about that and that's where it gets a little messy.

Committee Member Lehoux stated no, and I would agree with that as well.

Ms. Allen stated for like sex education at the elementary that there is a form for parents to opt out and they get it in advance, in the rear view, what topics...

Mayor Craig stated Committeeman Freeman, Girard and Terrio.

Committee Member Freeman stated and to address what you're asking Committee Member Lehoux and I, an assistant superintendent, Allen, just addressed that, there was just a state law that was passed last year that all parents must be notified of any questionable material, which specifically is sex education, that parents have the right to review the material two weeks prior to the teaching of the material and have the option of opting their child out. So, I think that's what you were referencing. That's now a state law. So, and I do know the administration is aware of that as well. Thank you your honor.

Committee Member Girard stated thank you, your honor. I will probably vote against this policy. Not because I disagree with it, but because the district actually has pretty poor track record of notifying parents of things they're supposed to be notified in advance and while I have greater confidence in the current administration than I did in the past, administration was a

number of infractions took place. There still is to my knowledge, no procedure to adequately notify parents in advance and I might add that a proposal to require syllabi be sent home to parents and advance is lost somewhere in the bureaucracy and has not seen the light of day for more than a year, so I think there needs to be a proactive and constructive methodology of notifying parents. It's nice to say they have the right to know, but all too often in this district we find out after kids come home and tell their parents what happened in class today and that's happened to me on a number of occasions. So, I'm in that boat with a lot of other people. I will vote no on this.

Committee Member Terrio stated thank you, your Honor. Just to clarify, what Committeeman Lehoux's concerns pass Boards have vetted this in to great detail. I understand that Committeeman Girard is unhappy about, but we do have a process and a procedure. My only concern is if we had to send a paper syllabus for every student for every subject, for every school, we would have to cut down all the trees in New Hampshire. So, I think that the process that we've come up is in detail and addresses his concerns.

Committee Member Beaudry stated Thank you Madam chairman. I support the documents as drafted but just a recommendation, so that you don't have to do it annually on page 55, the last sentence where it says opt out requests must be submitted annually and are valid only for the school year in which they asked submitted. If somebody puts an opt out form in why we wouldn't just leave it for that child's 12 years, unless somebody ops back in.

Mayor Craig stated I think part of this approval, if I'm not mistaken, is that there may be minor edits to these. So, that's a great suggestion that we can run by.

Committee Member Beaudry stated okay, just to make it simplistic, but I am going to support the policies that have been drafted.

Committee Member Georges stated well I just will start to say the minority parents, maybe they can bring those over for them to sign the paper. I don't think the kids are going to be able to explain to their parents what they're asking to do and that's going to be a problem for the minority. Especially those who doesn't speak English. If a parent doesn't speak English, because they don't know what the asking them and they can give the paper to the kids, they are not going

to sign. They're going to have a problem, I think so, for signing about field trips. Most parents don't sign about the field trips because they were asking me if there was a way that they can just make it like when they go back to school they can just sign off on the field trips because most of the kids that don't go on the field trips, it is because their parents don't sign the papers.

Mayor Craig stated so you have great feedback as well. Can you work with, I'm not sure if it's Dr Vargas or Ms. Allen, but I think it's important to provide that information to the district when they're putting their process in place? Absolutely.

Committee Member Bergeron stated thank you, your honor. I just wanted to mention one thing about opt outs in general is if you look at, for example, the communication one, I should have taken that off the table because last year I had a situation with a student who was ready to, we were talking about pictures and I know it had had to do with something at Central and then all of a sudden of course I asked if they had opted out of the communication or pictures or presentations and they didn't even know that their parents had opted out in ninth grade. So, in other words, I don't know if at 18 that kids can make their own, basically say listen, or do parents need to be asked every year, at this point if every year if their opinions changed or if for example, if their student talked to the parents and the parents mind changed as a result of that. But is this just one blanket thing and sort of like where once it's done now, there's no annual review of do you still want the opt out or what do we do in general.

Mayor Craig stated so as it's written right now it's every year. Committeeman Beaudry suggested potentially once you sign it, you're good. I think it's something that we just said we'd have the superintendent, work with the attorney or their school board association on what the best approach is for Manchester.

Committee Member Bergeron stated so now you have my opinion on that just because I saw a student really surprised that they didn't even know what their opt out was.

18-d) Scaling High Quality Project Based Learning for Deeper Learning
Impact

(Note: This item was approved at the 6/26/18 Curriculum & Instruction meeting and by the Coordination Committee on 8/14/18.)

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Desrochers**, it was moved to approve item 18d of the Consent Agenda. All were in favor and the motion passed.*

22. Report(s) of the Committee of Finance, if available.

a) Financial Reports:

- Financial Update by Karen DeFrancis
- Operating Statements for FY18 & FY19 by Karen DeFrancis
- Treasurer's Report submitted by Freda Hawkinson

Committee Member Lehoux stated yes, 22 A. Actually, I said c, but it was d, but 22 a. Sorry. Where am I?

Mayor Craig stated 22 a and 22 c is what I have.

Committee Member Scannell stated I took your 22 a, because I had something that I wanted to ask, if you don't, I do. So, this is still part of the, this thing is so long I got so confused. I have a question on page, I don't know which one it would fall under...

Committee Member Beaudry stated page 68 would be 22a.

Committee Member Lehoux stated page 68, it's still part of A. I had a question.

Mayor Craig stated it's already been approved.

Committee Member Girard stated let him ask his question.

Committee Member Lehoux stated so no or?

Dr. Vargas stated you can send me any, like I said, the handbook is a living document that I think that will change for all kinds of reasons.

Clerk Carey stated this is the policies.

Dr. Vargas stated we can update and tell the members. It is not a dead document.

Clerk Carey asked can I make sure that I am cc'd on all of these beings I have the word documents, for the policies.

Committee Member Lehoux stated yep.

Mayor Craig stated well he would have to approve them.

Committee Member Lehoux stated just really quick, page 150, I see Highland Goff Fall PTO in here for a loss, I just don't know why a PTO would be... page 150, it's the third one down. Is there something different about their PTO that it would be in here?

Dr. Vargas stated looking for my page 150, say that again please.

Committee Member Lehoux stated so page 150, third one down, 740215617, Highland Goff Falls PTO.

Dr. Vargas stated and your question is?

Committee Member Lehoux stated one, why is a PTO in here.

Clerk Carey stated so this is the Donation report.

Dr. Vargas stated yes, this is a donation, yes, thank you Ang.

Committee Member Scannell stated on 22 a. Are you done Mr. Lehoux?

Mayor Craig stated I think that is what we are on, we are on 22a.

Committee Member Scannell stated So, Dr. Avar, I think very intelligently, has asked that our legal fees be broken down and on page 152 there is a review of the amounts and the category, so you can see a listing there. The single biggest item is the OCR Compliance Review at \$22,432 and I'm just wondering Dr. Vargas, not really a finance question, given the fact that that number is as high as it is. The other higher numbers I think incorporate a lot of different cases. I know that you gave us a substantial amount of information in a recent Superintendent's communication about the OCR compliance review, but for the new board, I'm wondering if an oral presentation

might be in order and so I'm not, it's not a motion. I'm just wondering if that's something that might be considered for the appropriate committee at some point in time.

Dr. Vargas stated yeah, no, I think the actual for the whole Board as you can see spending a significant amount of resources and I want to thank Amy Allen and Jennifer, I will say to you, and other, Kelly, I think she's here, we have a whole team of people, the entire organization was focusing will taking this seriously. We do know one of the proudest works that we had done in recent year is a responding to our agreement. Now I understand that some member of this Board, or many members on this Board are not in agreement that we have even had an agreement. But I will tell you, as this Board would advise you, that this is something that we are taking seriously, and I do believe that the Board needs to be well informed around this issue, because the potential implication if we fail is enormous in many fronts. So, we will give you a briefing at some point in the very new future. Thank you.

Committee Member Girard stated Thank you Madam Chair. Also, on that page, I just wanted to point out, first of all, could I ask Committee Member Scannell, did you say the largest item was...?

Committee Member Lehoux stated single item. I'm looking at employee union grievances as something that contains a number of grievances, legal defense kind of nebulous, but I suspect it's a number of different things. I looked at the compliance review as a single issue, \$22,000. The biggest single-issue ticket.

Committee Member Girard stated well, okay. I'm glad you clarified Special Ed, MEA grievances and the other item that you mentioned are at least double those items, but with respect to the line item on MEA contract negotiations. I would like to advise the board that I had a discussion some time ago with Attorney Upton, as result of mounting legal bills and the concern that members of our committee had expressed about that and that is why he is now not participating in the day to day discussions that we're having with the MEA and since it got brought up in the newspaper, I'm addressing it and that when we draft proposals or otherwise receive things from the MEA, we will use him in that manner. But Attorney Upton believed that the committee was handling things well enough that he didn't need to be riding shotgun with us

at 250 bucks an hour in all of these discussions. So, I don't expect to see any rapid rise in that line item unless of course we are getting to a point where proposals are being drafted and reviewed.

*On motion of **Committee Member Lehoux**, duly seconded by **Committee Member Terrio**, it was moved to approve consent agenda item 22a. All were in favor and the motion passed.*

c) City Services Billing by Karen DeFrancis (\$1,005,106.50)

Committee Member Lehoux stated just on 22 c, did I say, oh I did say. Okay. Did these end up here after they had gone to committee?

Mayor Craig stated yes.

Committee Member Lehoux stated so I must've missed it. My question there.

Committee Member Beaudry stated everything we are voting on here has gone through finance committee.

Committee Member Lehoux stated page 186 and page 187, can we send that to building and sites?

Mayor Craig asked what page in the agenda?

Committee Member Lehoux stated so it's page 186. It's item 81259, Highland Goff's Falls, 16 hours, mowing and trimming is one of them. And the other one was page 187, item 81479, 15 and a half hours, mowing. And then it was on page 190, Livingston Park, they have \$5,000 in repairs and grooming for the city park. So, not for the discussion here, but is there a way to move that to the building and sites committee for discussion? Can we move it up?

Mayor Craig asked do you typically look at the manifest or the detail in finance?

Committee Member Girard stated I'm sorry, what was the question?

Mayor Craig stated do you look at the detail or the backup from the finance, usually?

Committee Member Beaudry stated no, we don't usually get the backup.

Mayor Craig stated if that's what you want to do.

Committee Member Lehoux stated yeah, if we could move that to there.

*On motion of **Committee Member Lehoux**, duly seconded by **Committee Member Girard**, it was moved to take item 81259 on page 186, item 81479 on page 187, and item 79461 on page 191 and move these items to Building and Sites for a discussion. All were in favor and the motion passed.*

COMMUNICATIONS

24. Superintendent's Communications.

a) Opening of School, including Transportation and Staffing Updates

Dr. Vargas stated thank you, your Honor, and thank you to each member of the board. We are so exciting about the opening of the school. Let me repeat, September fifth, we are waiting for everyone, our children to come to school and our teachers. I want to thank the Teacher's Union for what you heard tonight, that they are making a commitment to make sure that we continue our focus on our students learning. That is the primary function. As we have said to you, a great organization takes care of all of their members. So, the administration has been working very hard to make sure that our buildings are ready, our staff and that we have an incredible opening of the school, which is our goal. So, in a few minutes you're going to hear some detail around transportation, which is a big issue for district because we do transport over close to 10,000 students to so many different places and I know that that's an area of concern to families. Also, out staffing is another area that we will touch on, overall operation with the district from facility to making sure that we have all our staff in place by the opening of the school to the extent that is possible. So, I'm going to ask Mrs. Gillis to give us an overview around the opening of the school and the areas that she had been working on.

Mrs. Gillis stated good evening. The last time I spoke with you, I gave an update on transportation. We were about ready to do the data pull to send the postcards and we recognized

we had an error that was affecting a pocket of students. We stopped, we went back, we corrected that error. The postcards will be in hand to our families by this coming Friday. We have corrected the errors to make sure that we're not sending information out that is incorrect and then having to backtrack, correct and then domino into more and more families to correct that error. The last time I spoke I also gave you an update on staffing. At that time, we were looking to fill 54 positions. We're down to 13 at this point, six that are currently in queue, meaning we've got six that are right now in process. So, we are narrowing in on the home stretch of getting all of our staffing fully up and running by the start of the school year. Mrs. Hogan is working directly with our team to make sure that we have the schools updated, it's moving very quickly, and we know we're getting closer and closer to that start date for the school year. We've also been connecting routinely with the building principals to check on building readiness and supply readiness. So, we have been doing those checks and to date we look like we are in pretty good shape to start the school year off on a good step.

Dr. Vargas stated I just wanted to add...

Mayor Craig stated I just want to ask a question because it came up in public comment, a teacher commenting about supplies, so can you talk a little bit about that and whether teachers will be equipped with what they need?

Dr. Vargas stated let me respond to that, it's not, this shouldn't be news to anyone of you, when I say that we have extraordinary teachers that are investing significantly amount of their own resources. This district, as I have put a list to you, about some essential items that we need. We do the best that we can with what we have. But we sometimes fall short in providing our teachers and our staff with other supplies that I wish I could provide to them.

Mayor Craig stated okay. Any other questions?

Committee Member Bergeron stated thank you. I just, you know, I always ask the same question relative to this, do you think some of that was going back to, we had a freeze on any kind of ordering, a couple of good parts of the school year, so did anybody comment on that whether that kind of impacted people from thinking they couldn't have what they wanted in the classroom?

Dr. Vargas stated every time that I go through the budget season I have repeatedly said that Manchester does more with less than any district that I know in New Hampshire or the country. We can be proud of that. And I am proud of that. But in the long run, and you heard Manchester Proud, we are going to have to take an in-depth look at our situation. And I say, and I am someone that is hundred percent for efficiency, but we borderline through a way that efficiency gets to a point that you become ineffective. If you don't give our teachers the tools and the texts and other kinds of support that they need, for example, I have in the area of technology, there are things that other districts take for granted that we are not able to provide to our staff. And when you are talking about supplies, I have talked to you about Music, having instruments, having a process in place that can prepare some of our student's instruments. So, when you talk about supplies, it's very global, it's not just paper and pencils like it used to be at some point. And for those in the listening audience, today supplies could range from a device that involves technology, it could be arts, materials for our students, it could be a range of things and it is not just limited to papers and pencils.

Committee Member Bergeron stated as a follow up. And the reason I'm asking this is because we made, I think there was a good decision and we had to make those financial decisions when we did, but when it's not the case, I'd hate for people to think they couldn't have something when they know they can. So, it's just, it's not that we don't want them to have things, it's just, at that point it's just one of those things where if they think, oh, I probably can't have it because it's probably frozen, that kind of thing. I just want to make sure people are aware of that.

Dr. Vargas stated let me say that constantly I'm asking teachers about what they need. I met with Ms. Mosely the Vice Chair of the MEA, with a teacher today. She made a request. We are responding to that request, we have found some furniture in their room that she is moving towards. So, we have been very responsive. However, I have asked teachers and others in the system to understand that sometimes it takes us longer than if you could be more proactive and doing a thorough inventory what people need. I do know that teachers, for example, have asked me for art supplies, and other things and we have responded. So, while we recognize our situation, to answer your question, we're constantly are asking people to tell us what they need. One of the reasons that I'm able to communicate to you what we need, is because teachers do tell me. And by the way, it is not unreasonable when teachers tell us they are spending 4-500 dollars

out of their pocket, to support the classroom, and that is much appreciated to everyone that does that.

Mayor Craig stated thank you.

Dr. Vargas stated we would like to entertain any questions, we are paying attention to the special education and making sure that we have what the students' needs to the extent that is possible. Special Education or English language learner are a specialized group of students that we are paying close attention to and we feel today that we are pretty much on track to be where we were last year for our performance. One of the issues that we have worked this year, which I'm very appreciative of, is the registered students during the summer. It has been the practice in this district that we close the door for about 90 days and no family can come in and register. That put us in disadvantage when you're talking about a district in the 21st century, it's like a business if you were to do banking and you only went the open like it used to be, I think when I came to this country was 9-3, something like that. I'm not that old. But no bank for example, could operate that way. School district today cannot operate the way that we do. And I can wait for the Manchester Proud and for this community to begin to take a look at some of these issues, like for example, making sure that we are responding to our family's needs, and our staff, 365 days a year and I wanted to thank Ms. Allen. And I want her to talk about a little bit about the preparation that she has been working on with her colleagues around professional development for teachers. Which is part of opening the school. And we have received an incredible amount of positive feedback from our teachers about the quality of the professional development around Project-Based Learning, which we did secure a significant grant. So, our teachers have been working. I was asked the other day, your summer must be very easy, I said I wish, but the biggest myth that non-educators sometimes believes is that the system shuts down and that there is no activity going on. And by the way they do have a good reason, if you are a parent here and you came here in June 20th and you wanted to register your kid, and you know that we are not open for business for certain activities, they formulate those kinds of points of view. Which is something that at some point we will need to address, but I'd like you to speak to some of the work that was done at the end of this school year and throughout this summer around professional development.

Ms. Allen stated sure. So, in June we had a 140 teachers and administrators go through project-based learning training to look at high quality projects and last week we wrapped up another 110. So, we currently are going into the school year with over 240 teachers and administrators trained. We have projects ready to be implemented and people are really excited. The feedback has been terrific. Some of the best professional learning they've ever had and the collaboration that the teachers had through these three days working with other teachers from different schools was truly amazing and a true testament as Dr. Vargas said that teachers are working hard this summer.

Dr. Vargas stated finally, I just wanted to thank our facility folks. They have assured me that by August 30th all of our buildings would be ready to receive our kid and that gives me great joy. I know that that's a concern of this board, you want to make sure that our buildings are functional. We are very appreciative of all that work that has taken place and tomorrow we're meeting with our principals and we will assess where they are, in particular in Thursday each department will be with the principal taking question and asking what area do we need to pay attention because we have at least a week or more before we open the school. So, we're very pleased with the work that is being done and we thank each one of you for your support. A final request make sure that each young have you visit at least one school during the opening school day. Come in and have lunch with us. We have the best food for our children and they actually like it. You'd be surprised. Although the high school kids complain about that, but it is fun to have lunch with the kids. And you talk about student engagement, that is a good way to see the joy of the work that you do. Coming here, sometimes you don't see what you are doing on behalf of kids, but I could tell you that I could give you a laundry list, which I did to the prior board of our accomplishments that we have accomplished, that you need to be in touch with it, and I think that it might help us come back tomorrow, even though we will leave late tonight.

Committee Member Beaudry stated thank you Madam chairman. I just want to stay as far as the opening of school, I did take the opportunity to go to West High School and look at the construction over there. It's phenomenal the work that that construction company is doing there on time, it seems like for their timeframe and I think the district and even the school itself is going to be very happy with the way it's being implemented and having our administration up there, so it looks really good. Thank you.

Committee Member Lehoux stated Mrs. Gillis, I was in a group with parents yesterday and some of the kids got their teacher's names, some had no idea. Is there like a definitive deadline of when they will have... I know with everything you're dealing with, it's kind of a juggling act, but I'm asking because I was told to ask, are some of the kids, especially in sixth grade going into junior high, going to be notified prior?

Mrs. Gillis stated so typically the middle school has been notified the day they come to school where their teams will be. If you want to connect, I can figure out which schools you're looking at to figure out who's getting what information, so we can make sure we're getting more consistent.

Committee Member Lehoux stated okay.

Dr. Vargas stated I'm glad you asked that question. We are falling short in that department, typically the high school level, I don't know of any other district, that provides schedules to their kids so late. Once again, we are competing with Charter Schools and with other groups and in the 21st Century we have to work together. And there's nothing that gives the joy to parents and kids then to know who their teacher is going to be at least a week in advance. And I am going to be discussing the one other thing for this board that is going to be a priority that I am going to share with you is the Master Schedule. Which will drive our ability to make sure that we present our parents with advance information around some of these things and it is a formal parental engagement tool. And when I interviewed for this job, I made an observation. I said I didn't come here to react, I will come if I join you to execute in some low hanging fruit and I would consider having a good master schedule, something that we have the technology for, there is not a matter of financing here, and we have the great people that know what to do, and therefore we should be able to deliver, on a timely basis, in terms of providing parents and students and teachers with information. Teachers themselves like to know their assignment in advance, rather than waiting until the last minute, and unfortunately some of them do, which is an issue that was brought up to me by the MEA Leadership and we will work together and collaborate to make sure that we again continue to position the district to deliver services like what you suggested.

Committee Member Lehoux stated yeah, I think what you're saying is extremely right on, especially if we're going to go to the redistricting stuff on the west side, fifth grade, sixth grade, they're already going to be apprehensive, so that might be a good opportunity there to really shine low hanging fruit there.

Dr. Vargas stated excellent, Ms. Allen is taking notes because she is executing on the West Side redistricting.

Committee Member Girard stated thank you your Honor. Dr, Vargas, recently I was invited to a local Catholic school that was having a parent informational session for the coming year where the administration covered with the parents, a variety of things, how to order lunch, where to drop off your kids, where not to drop off your kids, when to show up, when not to show up. And it struck me at that meeting, given some of the constituent issues that I've dealt with particularly say at Jewett Street School, where drop offs and pickups and traffic are bad, do any of our schools, and that's by the way, I think one of two or three meetings at the school is going to have or open houses at the school is going to have for parents and their kids, to meet their teachers, see their classroom, get familiar with the building. It doesn't seem to meet we do any of that at any of our schools. And if that's correct...

Dr. Vargas stated we're going talk a little bit, you are correct that we're not as good as we could be, but we do some of that and I am going to have Mrs. Gillis talk about the transportation piece about providing them with information...

Committee Member Girard stated and there were questions about when they were going to be notified of their bus routes and times and everything else, which of course they couldn't answer at the time.

Dr. Vargas stated but where you are correct is that parents, for example, in the US, most parents the part, despite what you hear about education, most parents are very happy with their local school and they are happy when you have a strong relationship between the staff of the school and the family. And you do certain thing like open house before school, orientation, both of you are right on it when I talk about improving our response to families, because they are asking for this kind of thing. And we have to find a way to do more of that, particularly when we are

competing with Charter Schools and parents have choices. We have to make sure, and I know that is a goal of yours, and I am a great believer in benchmarking, if Bedford does something and they do it well, I want to do it better than they do. But we have to have an organizational cultural also that enters into that domain or that arena in which we see ourselves and we are good, but we definitely could do better in some of the areas that you are suggesting.

Ms. Allen stated I believe both Bakersville and Hallsville or hosting similar events on Wednesday night at 6:00.

Dr. Vargas stated they're having an ice cream social at Hallsville and you are all invited by the way. The new principal there has that kind of energy, that I hope will translate into action.

Ms. Allen stated and Bakersville has a block party at that same time.

Mayor Craig stated and I know from my experience with my children at Webster, we didn't have anything before school started, but within a few weeks of being in school there was an open house and you sat down, and the principal went through a lot of logistics like you're referencing, but it would be very valuable to have it before school started.

Committee Member Girard stated frankly, I thought it was pretty impressive the way they handled it and they talked about everything, sports teams, how you sign up and when the lunch is. It just dawned on me that we would probably preempt an awful lot of the issues, logistical issues we have with especially with parents coming to school to pick up or drop off their kids and some of the other issues, if we were doing this in advance of school opening and that's why I went. I was curious to see what they were going to do. So, when I was invited I went.

Mrs. Gillis stated the only thing I would add is that a number of our middle schools do those transition evenings in the spring. What we need to do is figure out a way to share that information over the summer because I think we've got families that move into our community that need to make sure they have that information as well, but they hit those same topics that you're talking about from this summer.

Committee Member Freeman stated thank you your Honor. Thank you Mrs. Gillis for addressing the transportation issue because I have received about a half a dozen phone calls, parents being concerned that they haven't received any information, so I'll be passing that along. I did want to ask, you did address personnel and the staffing issue right now, I've also received some phone calls about some staffing issues at the Wilson Street School and wanted to see what the progress was around that.

Ms. Allen stated I can speak to, they have a nomination for an Assistant Principal, which we will be bringing forward. And currently they are looking for two paraprofessionals.

Committee Member Freeman stated so we filled all of the teaching positions at that school. correct? I want to be 100 percent sure before I start making phone calls.

Dr. Vargas stated according to this, that is accurate based on the information we have.

Ms. Allen stated there may be a Special Ed position that Mrs. Golden spoke to me today about, we had a candidate that I'm after vetting realize that would not be appropriate to move forward.

Committee Member Freeman asked do we have any hope of putting a new assistant principal in there before the start of the school year?

Dr. Vargas stated that is our hope.

Ms. Allen stated before school starts, no. Soon after, it would be at the next board meeting that Assistant Principal would come forward and could start immediately after.

Committee Member Freeman stated I appreciate all your hard work around that. Thank you.

Dr. Vargas stated allow me to clarify something here. When it comes to this staffing, it's a moving target, anyone could resign, people get ill. If any parent is listening to me, it's not that we told them that you are going to have a teacher, things do happen. So, it should be a rare situation, but in a complex system like this where you have 100's of teachers, those things do happen.

Committee Member Bergeron stated thank you your honor. I don't know if I said this before, but I did want to follow up on the PBL training that Assistant Superintendent Allen was referring to because I sat in on the first 140 bunch. I spent the morning at Memorial High School in the afternoon at MST and it's PBL 101 I believe, but it's to the point where I enjoy this part of it that everybody puts their projects on this large post it and they go around and especially in the library and then you kind of very silently go and put a post it and add your opinion, what you actually think about their project and it's kind of like you don't put your name on the post it. And I found that to be a pretty powerful way of providing feedback. So, I asked if I could take advantage of that at times with my projects electronically and I was provided a way to do that. And so, I have that option when I go to it. So, it's called a gallery walk. But in this case, an e-gallery walk, so I found that to be very powerful and to wash the educators, it was pretty amazing. And then I guess to respond or to kind of follow up on something that Assistant Superintendent, I guess when it comes to some of the comments that were talking about having an event at schools or at the beginning of the year, what I see the benefit of feeder patterns because I know when we were talking about feeder patterns, the fact that they'd be more coordination between schools. I can see us taking advantage of that and really kind of kind of embracing that when it comes to the beginning of the year, it'd be ideally nice if by the end of the year you knew who your teacher was before. So, there's that kind of sendoff. But I see, I see that becoming a really positive tool for us.

Committee Member Desrochers stated I'm sorry I was late to the party. You all were talking about orientations and I didn't hear Gossler mentioned, but Gossler has a meet and greet August 31st from 11:30 to 12:30. And Parkside has one August 30th from nine to 12 for sixth grade.

Committee Member Lehoux stated thanks. So, just a real quick, Tara who spoke earlier and public session mentioned that she was disappointed we didn't go to a Manchester Proud event. I don't recall ever getting an invite. Nobody really did. And I don't know if that's by design. I don't know if that's what they, just to keep more of the public and not necessarily get political on it, but if you can ask them, I don't know if it was here...

Mayor Craig stated I saw it on Facebook or something. So, it was on social media.

Committee Member Lehoux stated maybe we can ask them if they have invites, if we can get invited.

Dr. Vargas stated it was a great event. The mayor and I were there, and they were looking for volunteers. So, like you heard tonight, if you want to volunteer, there is a way that you can fill out a form and they have a list of things that they are asking people to volunteer for.

Committee Member Lehoux stated but as far as their function so we can record it.

Mayor Craig stated I can put the word out.

Dr. Vargas stated but I can see them saying they'd consider you engaged already. So, I think they might be trying to attract people that might not be already involve.

Committee Member Georges stated I have the form, for if you want to volunteer for that, I can send it out to Angela and Angela can send it to everybody. I have what they're going to do on September 15th.

25. Board of School Committee Members' Communications.

a) Board Questions

Committee Member Georges stated it's been touched on, but I am going to repeat it, this Wednesday, August 29th, from 6-7 p.m. is the Ice Cream social at Hallsville School and it is nice that we really did make a great choice of Principal McDonald, we did a walk through the other day and he is so excited to be the principal of a school. He was just bursting with enthusiasm and ideas. So, I look forward to that.

Mayor Craig stated thank you. Any questions or comments on the board questions, item a?

Committee Member Scannell stated Superintendent Vargas, I know that's probably not something that you've had a chance to look at. I did send you a letter. It doesn't require any board action, but if there's any way that you and the city clerk's office could work together with voter registration in our high schools. I think that would be a worthy and noble undertaking. I know

there are limitations on both sides, but I just hope that something that could work out in some way, shape or form.

Dr. Vargas stated I saw your email and also saw the reply from and I concurred with her and I concurred with her as far as the timing of the situation to engage, ideally we would have a structuring here that lends itself to civic education about citizenship, involving engagement, as far as participating in elections and that sort of thing. But I think that she was accurate when she said that right now, we are beginning school on the 5th and I think the election is the following week...

Committee Member Scannell stated it doesn't have to be for September.

Mayor Craig stated that is something we've been talking about too.

Committee Member Beaudry stated thank you Madam chairman. I know Karen was on vacation and she was out today for family matters, but the question that I had as far as Livingston Park with the \$5,000 bottled gas, still haven't gotten a response and I know Committeeman Lehoux asked about Livingston Park also, why we're paying for so much for this stuff. So, that question I think was asked a while ago. I don't know why.

Dr. Vargas stated I think we have sent that to the committee, my understanding.

Committee Member Beaudry stated the one for Jimmy Lehoux, but this is a different question that I asked in finance months ago.

Dr. Vargas stated repeat the question again.

Committee Member Beaudry stated the question that I asked is why are we paying for anything at Livingston Park in response to \$5,000 paid for bottled gas coming in higher. The park is owned by the city and 50 percent, if not more of the time, the park is utilized by the public.

Dr. Vargas stated we will try to get your question answered as soon as possible. Hopefully by the end of the week, sorry for the delay.

Committee Member Terrio stated so, we've asked that in building and sites in the past, what was explained to us was that because the school also uses Livingston Park responsible for 50 percent of the upkeep and the materials and so what they're supposed to do is when we have a bill, they're supposed to prorate it so that the school pays half and the city pays half. I don't know if they did that in that case, but that's the answer that we received in building and sites.

Committee Member Beaudry stated I'd like to get an answer why we're paying what we're paying. Is it half?

Committee Member Girard stated none of our field events requirement heat.

Dr. Vargas stated we will look into it and provide you a written answer.

Committee Member Beaudry stated Committeeman Girard makes a good point, all of our events at Livingston Park are summer or fall events, we don't play any winter events. So, what are we paying gas for?

Dr. Vargas stated I wouldn't go into detail, all I know is that I have participated in an event there and there were a lot of children and we were serving food and other stuff. But that is not an answer, don't take that as an answer. We will provide you a complete answer as soon as possible.

b) Discussion Regarding Unsealing of Minutes – Girard

Mayor Craig stated item b, discussion regarding unsealing the minutes of meeting August 13th, I received a request from Committeeman Lehoux, you've got a written request in our packet from Committeeman Gerard. When I received the request, I just had suggested that we have the minutes reviewed by our attorney and they have said that they're fine to release to the public. So, we can do that upon a motion when the minutes from the meeting are done, which is scheduled for tomorrow.

Clerk Carey stated so, what I would do is I would make the motion to go ahead and unseal them and then they will become a part of the minutes that will be sent out tomorrow.

Committee Member Girard stated just one point on this, your honor, and I won't belabor it, but one of the unfortunate things of this board going into nonpublic to have that discussion was that a member of our staff, in my opinion, was nearly slandered by, on multiple occasions by a member of the press, who on a local radio show was trying to figure out why our board might have done what it did and this member is, I don't mind saying it was Assistant Superintendent Gillis and it was said that because she had problems with the HOPE program at Southside, maybe that's a reason why the board took an action as if to somehow infer that she was the impetus for the board's action, when people see the minutes, they'll see she had no part in the discussion at all. So, I think we have to be careful when we do things like this because we do put our people's reputations needlessly at risk when we go into nonpublic on matters that we should not be going in on.

Clerk Carey asked can we just confirm that when you're making this motion that it's for the 8/13 meeting and just the HOPE discussion please.

*On motion of **Committee Member Girard**, it was moved that the Board of School Committee unseal any nonpublic main meetings from August 13th having to do with the hope discussion.*

Clerk Carey stated before we have a second on that, in my conversation with the attorney, she wants me to forward her other minutes prior to us unsealing those and then getting back the response from her.

Committee Member Girard stated I just said with respect to the August 13th meeting.

Mayor Craig stated follow the attorney's recommendation with that motion.

Committee Member Girard stated let me restate the motion. I will move that we unseal the nonpublic minutes involving hope from August 13th and further forward any other nonpublic discussions that we've had regarding hope to the attorney to determine whether or not they should properly be unsealed.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Lehoux**, it was moved that the Board of School Committee unseal any nonpublic minutes involving HOPE from*

the August 13th meeting and further forward any nonpublic discussions that we have had regarding HOPE to the attorney to determine whether or not they should be unsealed.

Committee Member Bergeron stated I'm perfectly confident with what I say at those meetings, but I think if I go into nonpublic, I'd like to know if those meetings are going to be released when I'm in that nonpublic meeting.

Mayor Craig stated we seal minutes for reasons that we talk about, but when a situation is resolved, those minutes can be unsealed and should be unsealed for the public. So, I guess at any point in time a nonpublic minute can be unsealed.

Committee Member Bergeron stated like I said, I think it's just fair to us to know that. I guess anytime we're in nonpublic there's a possibility of being released at some point, so.

Committee Member Scannell stated sure, but just to clarify, even though we believe that there is information that may adversely affect someone, who is not an elected member of this body and that individual did not have an opportunity to indicate that he or she would be content to have a public discussion. We are still obligated to vote in this way.

Mayor Craig stated you can vote as you wish. We did run it by the attorney. They read the minutes and felt that we are okay releasing those minutes.

Clerk Carey stated if you want, I did make copies of her decision that I can give out to everybody.

Committee Member Freeman stated thank you, your honor. I'd like to point out as well that, everything that we talked about in that nonpublic session almost exactly mirrors a joint committee meeting with the Alderman and the school board. So, I do understand when people have concerns about. I also want to point out that there was no one in the HOPE program that's employed by the district and that RSA is specifically for employees of the district. So, while I do understand the concerns around releasing nonpublic minutes, I would again say that there was nothing in those minutes that weren't already available to the public.

Mayor Craig stated the RSA is regarding any person and the concern was the reputation of the person. I erred on the side of caution. Dr. Vargas agreed when we were going through the minutes, we went through legal and I'm supporting making those minutes public.

Committee Member Lehoux stated just in that note for future reference as well, I wasn't on the board, you weren't on the board at the time, but when the gentlemen came before the board for driver's Ed, was he made aware that that could be, he should've had that nonpublic because it could have defamed his character or was that the intent of having him here? So, I think I agree. We got to be careful on when you know what, when we do go into nonpublic and why.

Mayor Craig asked do you have a question?

Committee Member Bergeron stated I do or maybe just a comment I'm just uncomfortable with these requests are made or if they are motivated by, I won't say politically motivated, but if they're motivated by somebody's personal beliefs, then I'm a little uncomfortable with that. But I know I guess I employ somebody here to make that decision. If they feel it's really a request to unseal the minutes are for not great reasons, then I guess I don't know who makes that decision.

Mayor Craig stated that's why I thought it was important to run it by legal, so there were no unintended consequences and making the minutes public. We have the response here and they've agreed that we can, and you can vote how you choose.

Committee Member Bergeron stated that says whether somebody might be defamed or whatnot, but it doesn't necessarily address like political, what the motivation is behind it. But I understand. I'm glad you did that. Thank you.

Committee Member Desrochers stated move the question.

Committee Member Girard stated I'm fine with that because I will say as the person who made the motion, the motivation is to make public a record that should never have been nonpublic as myself and several members of this board said during that meeting.

Committee Member Bergeron stated if that's the case. Yeah.

Mayor Craig stated all in favor?

***Committee Member Scannell** was opposed as he hasn't had time to digest this, well I voted, I'm opposed.*

Motion passed.

c) Discussion on Student Representation on School Board – Girard

Mayor Craig stated item C is a discussion on student representation on the School Board.

Committee Member Girard stated your honor, I would be happy given the hour and what we have here to refer this to the discussions that will be had by the ad hoc committee. I know it's an idea, I think provides ample opportunity for students at all four schools to address the board on a regular basis, so the board can be responsive to their concerns, but I understand that other members may have other thoughts about how that could be better accomplished, so I'd be happy to refer it to the ad hoc committee.

Mayor Craig stated thank you. Do you need a motion?

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Lehoux**, it was moved to send the discussion on Students on the School Board to the Ad Hoc Committee on Student Voice.*

Committee Member Scannell stated If I just had one thing, if I made that as that this is contemplated, if there is in fact a presentation, if that's is what is agreed on, I would hope that we would move that presentation to the first part of our agenda. The earliest part so the students would get home to address the concerns that others. I would just add that, but that's part of that.

Committee Member Girard stated I will be glad to make that... and for the public's edification, the proposal is simply this, it's for this board to request that every high school student council create the Office of School Board representative and that this board create a spot on its agenda early in the meeting, so that students can regularly come as a part of our agenda and address the concerns that they have at their schools with this board in a public sessions, for it to consume whatever time it may in a dialogue back and forth between the board and the students and have

that be the way that student input is had. And like I said, it's not an original idea. The high schools used to have that seat. I don't know why it went away. I don't know necessarily how it was managed back when I was in high school, 30 some odd years ago, but I distinctly remember a school board representative position elected by the student body to the student council at West High School. So, back to the future, I guess.

Mayor Craig stated back to committee item d, discussion on recommended amendments...

Committee Member Girard stated I think you need a vote to move it.

Committee Member Bergeron stated (inaudible at points as Microphone was not on) what it was for all of us in the subcommittee to want to add suggestions like that, which that is actually a really good one, and we have to go back and we decided to go with the RSA for example, it's really tempting, but I felt like we were leading them on policy or a process that they need to create and not us. That's my point tonight. We sort of are basing decisions on (inaudible) on board members giving them independence. But at that point and time it was tempting to want to give them all these suggestions. I had to lay back and just realize it is going to be them who creates it. So, I guess that is all I am going to say, when we want to give suggestions to them on how to create this.

All were in favor and the motion passed.

- d) Discussion on recommended amendments to Board Rules –
Scannell

Mayor Craig stated item d is a discussion on recommended amendments to board rules, Committeeman Scannell and Girard.

Committee Member Girard stated point of order. I would, I have nothing to do with Committee Members Scannell's proposed Board Rules and I would like to be removed as having submitted them.

Committee Member Scannell stated thank you Mayor. You and I had a discussion about this. I am not inclined to put this up for a vote because you have indicated to me that I may change my

mind, but I do take very seriously, there have been three occasions by my account, which I have requested that something be included on the agenda and that has not been the case. We rely on the accuracy of what's before us to make decisions and I think it is very important whether you agree with me or not on any given issue, that we look at this agenda and we're able to say that this is an accurate reflection of whether it's a committee process or what an individual board member has requested for discussion. If pressed, I can go into details. I would rather not go into details in the spirit of comity. C-O-M-I-T-Y. So, I will move this then for a discussion and I would just add that as I've looked through the rules which are before us in this agenda writing process, there is no one beyond the clerk, who is explicitly given any right to write the agenda. And indeed, the officers who are mentioned as being part of the meetings simply attend the agenda setting session and I will put that out there and see if there is a second and we can go from there.

*On motion of **Committee Member Scannell**, duly seconded by **Committee Member Want**, it was moved to approve the following: The reports of Standing, Special, Ad Hoc and all other inferior Committees or Subcommittees, to the full Board may contain Majority and/or Minority reports, members of the Committee shall be given the opportunity to sign these reports and may do so if they wish. All members of these Committees shall be notified that Majority and/or Minority reports are being submitted. No Committee person who is not a Member of such Committee shall draft or cause to be drafted a majority or minority report.*

Committee Member Terrio stated thank you, your honor. Just a reminder under our rules of 2.12, to suspend or amend our rules, it requires two thirds vote and then it has to lay over unless we then suspend our rules again by two thirds vote to not let it lay over. I'm not sure of the merits of this rule change. I think it'd probably be better in coordination. I what started this was a Student Ad Hoc and that a non-committee member got involved in it. I guess my thoughts on this is that people on the committee should do the majority of report, the minority report, but we do give a lot of leeway to the Chairman, obviously you, your honor and the Vice Chairman. And so, I don't know since they are creating the agenda, I understand that you're very frustrated and took a front to this, but I don't really have a personally don't have a problem with the Mayor as the Chairman or the Vice Chairman, whoever that will be in future boards, putting some extra information into a report.

Mayor Craig stated I think one important point here though that we should clarify is that no committee person, who is not a member of the committee, can sign off on a majority or a minority report. I think that's a valid point that should be considered whether we do that here or in coordination. I mean there are... I agree with all of it.

Committee Member Bergeron asked would it matter if it were the Vice Chair.

Committee Member Scannell stated not in our rules.

Mayor Craig stated no. Anyone else have any questions? There's a first and a second on the motion. All in favor?

Committee Member Girard stated Committee Member Beaudry had something.

Committee Member Beaudry stated well, I just want to state I'm going to vote against this because I mean a Committeemen Scannell said, he doesn't know how things get on the agenda. I mean it's clear in 2.11 any items of business required board decision, or any action shall be submitted as an agenda item to the clerk no later than noon on Tuesday before the meeting and shall be placed on the agenda, SHALL be placed on the agenda. So, the mayor or anybody else can't take it off, shall be placed on the agenda in consultant with the mayor for the next scheduled meeting of the board. So, if you want something on the agenda, you go through the Clerk and it goes on through a communication. So, this is another act...

Mayor Craig stated with all due respect when...

Committee Member Beaudry stated when somebody doesn't get their way and they want to change the rules.

Mayor Craig stated can we please not make this personal.

Committee Member Beaudry stated I'm not making it personal, I'm just stating that...

Mayor Craig stated you are. So, let's think through the process that we were when we did the agenda review of last week, Committee Member Scannell's requests that he put in with plenty of time wasn't on the agenda. This I had to ask to have it put on the agenda.

Committee Member Beaudry stated what do you mean?

Clerk Carey stated because I overlooked his request for the board rules and she brought it to my attention, but it wasn't something I advertently left off the agenda.

Committee Member Beaudry stated can you speak through the mic? I didn't hear what she said. Say that again please.

Committee Member Girard stated she said it was a mistake. It was an oversight on her part.

Committee Member Beaudry stated it was an oversight. So, we're not going to shoot the Messenger.

Mayor Craig stated I'm not trying to. I'm just saying something was left off the agenda. It happens.

Committee Member Beaudry stated so, we're going to change the rules because something was left off one time. We're going to change our rules, our rules only six months old.

Mayor Craig stated and I think similar to the rules that we talked about with the school district, our rules should be a live, living document and we work for six months, seven months and we may find that things work one way better or the other way. They can be changed if we vote in favor of it.

Committee Member Scannell stated thank you Madam Chair. At our organizational meeting, I put together a number of proposals. I received word from the previous clerk that you were not in favor of those proposals. And indeed, I agreed to withdraw a couple of them. One I insisted on, I received word from our previous clerk. It was not going on the agenda because of your opposition.

Committee Member Beaudry stated well, I don't know how that could be because our rules specifically say that it should be on the agenda. So, this is hearsay. You like to bring up hearsay David, you're the one that mentioned if you want to make this personal now, that you don't even read your agendas and that's why we questioned some of this stuff.

Mayor Craig stated there's a motion on the floor. Someone wants a roll call.

Committee Member Freeman stated roll call.

Mayor Craig stated can you restate the motion please?

Clerk Carey stated the motion is to make, you want me to read the entire thing that he read, that reports to standing, special ad hoc and all other inferior committees or subcommittees, hereinafter Committees, to the full board of school committee may contain majority and/or minority reports. Members of the committee shall be given the opportunity to sign these reports and may do so if they wish. All members of these committees shall be notified that majority and/or minority reports are being submitted. No committee person who is not a member of such committee shall draft or cause to be drafted a majority or minority report.

Roll Call: Committee Members Bergeron, Desrochers, Ambrogi, Scannell, Want and Mayor Craig voted yea on the motion. Committee Members Freeman, Thomas, Girard, Lehoux, Beaudry voted nay on the motion. Committee Members Avar and Tessier were absent. Committee Members Terrio and Georges abstained. Motion failed.

Clerk Carey stated so that is 6 for, 5 against, 2 abstentions, motion fails.

Committee Member Ambrogi stated it passes.

Clerk Carey stated it has to be 2/3 for a board rule.

Committee Member Ambrogi stated I see, it's not 2/3.

Mayor Craig stated there are other items listed here. Did you want to send those to coordination or do you want to address them?

Committee Member Scannell stated the next item I would recommend that we send to coordination for discussion of its effectiveness in terms of limiting the times of our meetings, but this would not be the only thing. I would hope the committee on coordination would take up other time saving measures that we might possibly consider, so I would move that to coordination.

Dr. Vargas stated excuse me, your Honor. I would like to offer my little expertise that I have in this regard to work with you and Vice Chairman to come with a proposal before the Board in how we can make our meetings more efficient and effective. I'm also willing to put us in contact with people who have great deal expertise, so, that at the end of the day, it's what I am saying to you is that it is not how long the meeting is, but in to the event that we can monitor ourselves and say are being effective. There are so many issues in this district that this board needs to pay attention to it, that I desperately need your help. And you are working so hard, by no means is this a criticism, I rarely see anyone that is willing to stay until 1:00 in the morning. I'll be here to stay here overnight if it was as effective for our children and on the people that we serve here and our kids. But I offer that and I hope that you and Mr. Beaudry would take me and we can spend one or two hours and I could bring some suggestions forward to bring you for consideration to the board.

Mayor Craig stated absolutely. Are you withdrawing your motion or would you like to send that to?

Committee Member Scannell stated I appreciate what the superintendent says. I withdraw my motion.

Mayor Craig stated thank you.

Mayor Craig stated I have one other thing that I would like to share with the Board. Committee Member Tessier came in to see me last Friday and she gave me notice that she is resigning from the board. I want to publicly thank her for her service to this district, years as a principal and teacher and serving on this board. She is someone who has championed for what's right for kids and we're going to miss her. With that though, I would like to ask this board to write a letter to

the Board of Mayor and Alderman and asked them to nominate the processes for them to nominate someone to fill her position.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Beaudry**, it was moved to have the Board of School Committee write a letter to the Board of Mayor and Alderman asking them to nominate the processes for them to fill Committee Member Tessier's position on the board, with regret. All were in favor and the motion passed.*

26. Personnel Report.

*On motion of **Committee Member Desrochers**, duly seconded by **Committee Member Ambrogio**, it was moved to approve the Personnel Report. All were in favor and the motion passed.*

The personnel report that was approved by the Full Board on 8/27/2018, is as follows:

NOMINATIONS: ADMINISTRATION

Name	Position	Building	Salary
Kelly Kujawa	Special Education Coordinator	Administration	\$58,000 / \$50,149.44
Barbara Wirth	CTE Manager	MST	\$55,000

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Christopher Baron	Teacher - Social Studies	McLaughlin	\$67,423

NOMINATIONS: CERTIFIED STAFF

Name	Position	Building	Salary
Deborah McGinty	Teacher - Special Needs	Hillside	\$71,893
Lea Themea	Speech and Language Pathologist	Beech/Child Find	\$71,893
Catherine Cyr	Teacher - Special Needs/EBD	Beech	\$59,600
Patricia Zink	Teacher - Special Needs/Autism	Smyth	\$55,130
Tayla Timpe	Teacher - Elementary	Highland	\$50,660
Taylor Stoltz	Teacher - Elementary	Beech	\$44,700
Josue Caceres Cruz	Teacher - Physical Education	Beech	\$41,720
Ryan McDonald	Teacher - EL	Beech	\$41,720
Marina Nickerson	Teacher - Special Needs	Hillside	\$41,720
Susan Petersen	Teacher - Special Needs/Autism	Smyth	\$41,720
Jillian Amaral	Teacher - Science	Southside	\$37,250

Colleen Gaughan	Teacher - Social Studies	Parkside	\$37,250
Jennifer Nadeau	Teacher - Elementary	Green Acres	\$37,250
Kerry Twomey	Teacher - Special Needs	Wilson	\$37,250
Arianna Zulauf	Teacher - Mathematics	Hillside	\$37,250

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Mariel Carmelo Ruiz	Bilingual Parent Liaison	Beech	\$20.53
Robin Budryk	Paraprofessional - Special Needs	Webster	\$17.14
Bryan Mancuso	Food Service Worker I	West	\$12.67
Kelly Gordon	Food Service Cook II	Southside	\$12.64
Kristen DuCasse	Paraprofessional - Special Needs	Webster	\$12.45
Patricia Cronin	Paraprofessional - Preschool	Jewett	\$12.03
Robert Curran	Paraprofessional - Autism	Parkside	\$11.91
Kathy Kitchell	Paraprofessional - Special Needs	Wilson	\$11.91
Hannah Schell	Paraprofessional - Special Needs	Southside	\$11.91
Doreen Xirinachs	Paraprofessional - Special Needs	Webster	\$11.91
Matthew Dickey	Paraprofessional - Special Needs	Highland	\$11.77
Alexandra Guillemette	Paraprofessional - Special Needs	Northwest	\$11.77
Dino Quimby	Paraprofessional - Special Needs	Northwest	\$11.77
Charissa Wolgamott	Paraprofessional - Special Needs	Wilson	\$11.77
Shalisha Bowman	Food Service Worker I	Green Acres	\$11.06
Carole Carlson	Food Service Worker I	Bakersville	\$11.06

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Jason Cutrer	Food Service Cook II	Southside	\$12.46
Lauren Makarawicz	Paraprofessional - Special Needs	Memorial	\$11.77
Elicia Morgan	Paraprofessional - Special Needs	Southside	\$11.77
Kevin Tilson	Paraprofessional - Special Needs	McDonough	\$11.77
Eugenia Kupisz	Food Service Worker I	Hallsville	\$10.90
Erlyn Marcano Portes	Food Service Worker I	Beech	\$10.90
Lynda Prunier	Food Service Worker I	Parkside	\$10.90
Tami Sargent	Food Service Worker I	Bakersville	\$10.90
Debra Zorawowicz	Food Service Worker I	Southside	\$10.90

TRANSFERS: CERTIFIED STAFF

Name	To New Assignment	To School	From School
Brandon French	Assistant Elementary Principal	Webster	Wilson
Brian Foote	Computer Game Design	MST	Memorial
Shauna Gagnon	Library Media Specialist	Parkside	Parkside
Rebecca McHugh	Social Studies	Hillside	Hillside
Lea Rembis	Preschool Special Needs - Autism	Weston	Weston
Kathy Carlson	Behavioral Health Counselor	District/Webster	Webster/Southside
Kate Donovan	Social Worker	Wilson	Gossler
Jo-Ann Mulligan	Preschool	Bakersville	Jewett
Laurie Webster	Preschool	Bakersville	Jewett
Kathleen Wheeler	Social Worker	Beech	District/Middle Schools

TABLED ITEMS

27. NEW BUSINESS

Committee Member Beaudry stated thank you Madam Chairman. Just one quick thing is, should have probably brought this up on the communication, but Dr. Vargas can you just enlightened us a little bit and maybe Committeewoman Freeman would want to chime in, when transfer administrators, because I did have a discussion with Committeemen Freeman about the transfer of the assistant principal over at Wilson and the impact that had on that school and what's your decision making and if you take under consideration what the void is in the school that that person's leaving, especially if they're well respected by the teachers and parents and we might be helping one school out by the transfer, but then you're jeopardizing or hindering another school.

Dr. Vargas stated no, that is a good question and I welcome the opportunity to. I might have to speak in generality here because I can now go into personnel issue, it doesn't necessarily mean the person that is transferred, but when you look at your schools, you have to look at a team of people and you look at multiple variables. But at the end of the day, you have to assess the needs of a particular building and this should not be strange to any of you that we are experiencing significant challenges in the building that he was transferred to. He has an expertise that we believe that could help that building, at the same time that we're looking at Wilson and making

sure that we secure person that can equally fulfill that void that I appreciate in the people that have spoken to you about the decision. But, rest assure that both school interests we're taken into consideration as far as transferring the Vice Principal from Wilson to Webster. And, later on we will go, I have a something under nonpublic that I'd like to talk to you that might shade some light, that might give you better insight about the driving forces in here in terms of moving people from one building to the next.

Committee Member Beaudry stated if this is about the same subject, go ahead. I want to bring up one other thing.

Committee Member Freeman stated thank you, Madam Chair. Dr Vargas, the phone calls that I received were kind of concerning, that assistant principal was very highly revered at that school, number one. Number two, I think the message that I got was the abrupt nature of it in the fact that at that specifically the staff were not alerted to it and I've known the Wilson Street School for 20 years since I moved to Manchester. We've always had the feeling at times said Wilson Street was the redheaded stepchild of the district, so they are really feeling that right now. And I think anything to alleviate that with them and to help that staff feel a little more comfortable with what's transpiring would, would definitely be a step in the right direction. I appreciate your attention to this. There was not one person that I spoke to that was angry, but just incredibly concerned and upset about how it transpired and the lack of notice that came.

Dr. Vargas stated no, I share this sentiment. I appreciate where they are coming from. Ms. Allen is going to be there the first day of school, actually she will be the principal for that opening day. And she supervised the school and she will be assessing. I will say to you that no school should depend on one person, just like this district shouldn't depend on me or any single person. But rest assured that we didn't take this lightly, that it was done thoroughly. Ms. Allen and I, who supervise the school, met and we are confronting a difficult situation. And in an organization you have to reach out to where you can sometimes to resolve a problem, but that does not mean you're not, my ego doesn't allow me, it's not that big at least to thing that I cannot make the perhaps the wisest decision, but everything that we took into consideration is pointed to the interest of both buildings, both of them, Wilson and Webster.

Committee Member Freeman stated Dr. Vargas, I don't doubt that for one second. I don't doubt that for one second. But, like I said, I think the biggest concern was the abrupt nature of it. And, the fact that there really was no notice over there. So, I'm happy to hear that Ms. Allen is going to be at the Wilson Street school the first day. I will as well because I usually go there.

Dr. Vargas stated great. Thank you. As I mentioned earlier, some of the challenges facing doesn't have a single day and time that you could fix them. You as the Board and the administration just need to work on this thing. We will come with a joint resolution. Hopefully we get a good group, we are interviewing the next candidate. You will hopefully see that person at the next meeting. We have a candidate that is very strong that we believe that could step on day one, a person that has some experience in running a school, so we will not be someone that doesn't have any experience and also has a strong commitment to Manchester.

Mayor Craig asked, Committeeman Beaudry did you have anything else?

Committee Member Beaudry stated I'm all set, thank you.

Mayor Craig asked any other New Business? Okay, great. Now we get to go into nonpublic.

28. A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c, j, and l) 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; consideration of confidential, commercial or financial information that is exempt from public disclosure; and, consideration of legal advice provided by legal counsel.

*On motion of **Committee Member Georges**, duly seconded by **Committee Member Ambrogi**, it was voted to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c, j and i) 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, for consideration of confidential, commercial or financial*

information that is exempt from public disclosure; and, consideration of legal advice provided by legal counsel.

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

- 29.** A motion is in order to call the meeting back to order.
If the board so desires, a motion is in order to seal the minutes of the non-public session.

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

ADJOURNMENT

- 30.** If there is no further business, a motion is in order to adjourn.

*There being no further business, on motion of **Committee Member Ambrogi**, duly seconded by **Committee Member Freeman**, it was voted to adjourn at 11:28 p.m. **Committee Member Terrio** was opposed. Meeting was adjourned.*

A True Record. Attest.

Respectfully Submitted,



Clerk of Committee