BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

March 13, 2017 **7:00 p.m.**

Mayor Gatsas called the meeting to order.

Mayor Gatsas called for the Pledge of Allegiance.
Parkside Middle School: Forrest Ransdell, Principal

Committee Member Desrochers stated I have the honor of introducing sisters, Zoe and Paige Szumiesz to lead us in the pledge.

A moment of silence was observed.

The Clerk called the roll.

Present: Committee Members Ambrogi, Langton, Georges, Want, Freeman, Bergeron, Tessier, Girard, Terrio, Connors, Beaudry, Avard, Desrochers, Van Houten, Mayor Gatsas

5. Approval of minutes from the Board of School Committee meeting on February 14, 2017.

*On motion of **Committee Member Terrio**, duly seconded by **Committee Member Desrochers**, it was voted to approve the minutes.*

The meeting was recessed to meet with legal counsel under the provisions of RSA 91-A:2 I (b).

***Mayor Gatsas** called the meeting back to order.*

RECOGNITION/PRESENTATIONS

6. Recognition of Arielys Liriano Trejo for being named one of the top youth volunteers in New Hampshire in the 22nd annual Prudential Spirit of Community Awards.

Ms. Laura Lord, Assistant Principal of West High School, stated good evening. It is my pleasure to welcome Stacy Colonna from Prudential Group who is joining us here tonight to present one of our West High School students with one of the prestigious Spirit of Community Awards.

Ms. Stacy Colonna, Prudential, stated good evening. It is a great pleasure to be here today to honor a very special young woman. My company, Prudential Financial, in partnership with the National Association of Secondary School Principals sponsors a national award program to honor middle level and high school students for their outstanding voluntary service. All over the United States young people are using their creativity and compassion to improve their own communities and the communities of others. We hope that by identifying and honoring these young volunteers and holding them up as role models, others will be inspired to volunteer too. Thousands of young people across the country were considered for the 2017 Prudential Spirit of Community Awards. From all of these, a select few in each state and the District of Columbia have been selected for special recognition. Here in New Hampshire I'm delighted to report that one of our distinguished finalists in this year's program is your own Arielys Liriano Trejo. Arielys, would you please come forward? Arielys has been a volunteer teacher since October 2015 with Breakthrough Manchester, a program that provides middle schoolers with skills and tools to help them pursue a college education. Arielys, to honor your accomplishments, I would like to present you with an engraved Prudential Spirit of Community bronze medallion in recognition of your outstanding community service. Arielys, on behalf of everyone involved in the Prudential Spirit of Community Awards, congratulations on a well-deserved honor.

The City of Manchester, a Resolution:

> Be it known that the Office of the Mayor extends its congratulations to Arielys Liriano Trejo, Manchester High School West, in recognition of being named a finalist for 2017 Prudential Spirit of Community Award for volunteerism;
>
> Be it further known that the City of Manchester extends its best wishes for continued success.

Committee Member Beaudry stated I have three brief ones. One, I just want to recognize the ROTC program at West High School. They had their annual inspection and again, it was a great success. Committee Member Freeman actually spoke at the event and maybe she can enlighten us a little bit more about it. The students did an excellent job and they brought back the drill team this year. They did a really fantastic job with the drill team and I hope they succeed. I know that they were without it for a couple of years and they are bringing it back. Also, elementary school basketball. I want to congratulate the Highland Goffe's Falls girls for winning the elementary school basketball championship and also McDonough boys for winning the boys' basketball. I also want to give a shout out to Bakersville Bulldogs. It was their first year in ten years that they had a basketball team and some of the principals talked to me saying that they had a great year for a team that just started up so I just want to give a shout out to the Bakersville Bulldogs. Also, Central High School's championship for the mock trial team. They will be going to Hartford, Connecticut, for the nationals on May 10-13. I specifically want to thank Ashley Scott and Jaime Meyers. They are the two coaches, the attorneys who helped them out. That is another great accomplishment from Central High School.

Mayor Gatsas stated and we will be bringing in Central's team at a School Board meeting.

Committee Member Beaudry asked do we recognize the sports? Can we recognize the two teams that won the elementary school basketball championships?

Mayor Gatsas replied sure we can.

Committee Member Connors stated I just wanted to congratulate the Jewett Street teachers and students on their performance. About a week ago they did an assembly for dancing and

drumming. The music and phys ed teachers worked together and they put on an amazing performance. I also wanted to congratulate the fifth graders from Green Acres Elementary on a successful season at Enterprise City out in Dover.

Committee Member Freeman stated I would like to say how proud and pleased I was to see Wilson Street Elementary up at the State House. I had the distinct pleasure of accompanying them on a little bit of their tour. It was wonderful to see about 80 fourth graders get together and learn about the history of the state as well as what our process looks like. I got kudos from the State House staff on how well behaved this group was and it was the best group they had seen all year. I would like to definitely send kudos out to Polly Golden and the teachers over at the Wilson Street School.

Committee Member Bergeron stated I spent some time over the past couple of weeks going to the four middle schools to recognize the spelling bee participants and winners so I went to their school and got on the morning announcements and embarrassed the heck out of them so mission accomplished. I sat around and talked to them for a while. It was pretty amazing and you would tell they were all excited to participate in that. I know that the geo bee has happened since then. I have to say, it was fun and I just asked them to spread it so more kids get involved in that. I was pretty impressed with all of them. I don't know if we talked about the opioid forum. Is there something formal about that? I just wanted to say I was pretty impressed. First of all, I was impressed at how the students received it. I basically did an independent poll after, asked about 30 students outside and I would say that out of a population of 30 about 27 gave it a five so I think it was a success from that regard. The students really got a lot out of that. I thought that was a good use of their time.

PUBLIC FORUM

Mayor Gatsas 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; that any comments must be

directed to the Chair; that any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

Ms. Maxine Mosley, 76 Shurburne Street, stated:
I'm a school counselor at McLaughlin Middle. I'm here this evening to talk about the school resource officers, the SROs, at the middle schools in Manchester. I am personally so appreciative each and every day for the presence of our SRO at McLaughlin Middle. There are many things that the SRO assists us with daily—safety of our students, staff and building is of primary importance. We have some students that significantly disrupt the learning processes of others and create unsafe situations. Bullying, physical and verbal confrontations, vandalism, and, yes, even weapons, alcohol and drugs can be a part of what we as a middle school staff are asked to cope with in our schools. We would all like to believe that 10-14 year old students would not be involved in such behaviors, but some are. It disrupts their learning and the learning and safety of themselves and others. We do have adults that come into our buildings that can be belligerent, angry, aggressive and at times under the influence and our SROs assist us in these situations also. Our SROs assist us to maintain order, civility and safety. To share SROs at the middle schools is not advisable in my personal opinion. None of them are sitting around with nothing to do. They are forming positive relationships with our students at times when many of our students need these relationships the most. When a SRO says to a student you can come and talk with me, they mean it and it means everything to our students. The middle school SROs also cover the elementary schools and while, again, we would hope that a police officer is not needed in these schools, they are called away at times to assist with situations with these younger students and their families. Behavioral difficulties, gang involvement, drug and alcohol use and mental health concerns do not start at age 16. For many children these issues impact them much earlier. WE need all of the intervention tools at our disposal every day. I urge you strongly to not allow the SRO positions at the middle schools to be minimized or compromised in any way. One full time SRO at each middle school supports our need for intervention and safety. I would ask you to talk with the SROs doing the job today. Visit our schools and spend time observing a block of time to see how some of our students behavior. Students and staff deserve safe learning environments and the SROs are an important component at our middle schools. Thank you very much for your time and your consideration.

Ms. Sue Hannan, Derry, stated:

I teach at Hillside. Thank you, Dr. Vargas, for calling tomorrow off early. We appreciate it. I would like to address a couple of things tonight, one being the budget. A little bit more of a positive approach. I'm very appreciative of the process this year that the administration has taken the view of the teachers into consideration. There have been some really innovative thoughts and I had hoped there would be more conversation, but time did get the best of us. It is never a good idea to balance the budget on the backs of the teachers and I know people are working really hard to figure out different ways to make the budget work. I'm also appreciative of the thought processes of many involved with the budget and how supporters have basically thrown away the box, never mind thinking outside it. There are good solutions out there so keep thinking and keep asking. I would also like to address a hiring practice of the new SAP counselors. From the information I have these professionals who are signing a two year contract to do some very difficult work with our middle school students will end up being paid at a substitute rate and without benefits for this year. Although this may be general practice for replacing a teacher or counselor at the half way point in the year, these professionals are not replacing anyone. They are being paid through a grant. Their names are not being brought forward to you tonight for the personnel report because human resources considers them as temporary help rather than full time professionals. These two people would not have signed a contract for two years if they knew they were being paid at the sub rate and without benefits. Please consider their predicament and order that these individuals be paid as their full time contracts indicate. These are full time positions that are recognized by the collective bargaining agreement and therefore should be treated as such.

Mr. Glenn Ouellette, 112 Auburn Street, stated:

Middle school, junior high, all the same, but why is it that our middle school students are the ones that get things taken away from them? These are the kids in grades six through eight that are going through the most difficult changes in their lives as an adolescent, yet we do not have a full health class for these kids. It makes no sense. We took away, when we created middle schools, a lot of their opportunities, yet that was not the option or the goal when we created middle schools, yet we did. Grade six through eight needs so much guidance because of their

growth in life. It is very important that we get it in those grades before they reach the high school level because if we do, they have better chances in high schools and everything goes much more smoothly and they grow up better, faster. Please, I'm a strong believer in do no harm. When you create a soccer team and then a year later you get rid of it and a large population of that school is using it, you offer them an opportunity and then you took it away. That is not how we operate or it should not be how we operate. Money: I have fought for years from the very beginning when you wanted to sell Ash Street School for those of you who remember. For those of you who were on the board at the time, not all of you were, you know going ahead that you were going to lose 60% of that sale because you were breaking the contract with Amoskeag. As long as it was used as a school it was ours to use. It didn't cost $1 million to repair as we were told it would. It cost about half a million. It was a jewel to our community and then you took the money, the $400,000 and spent it in a high-tech area for your administration to rent for five years before you buy the condo. Now, as I have said before, it should never have been bought. I want to congratulate the administration and the superintendent for doing the right thing. It is about our children. I have done my homework. A lot of school administrations have their administration offices within a working school. Why should we be different? As you work on your budget, please remember, especially the school board members because you have to work with the administration, do no harm.

Mr. David Scannell, 838 Maple Street, stated:

I have been observing the good work the YOU group has accomplished over the years. Their good work was on display earlier tonight at the budget hearing and you will be hearing from others, I think, after me. Their work underscores the critical role that informed student activism can play in a school district and it highlights the need to recognize in a formal manner an official mechanism for listening for student opinions. I am here tonight to renew a request I make probably once a year for allowing a student representative on the school board. State law has allowed for school districts to have student representatives since 1983 and many school boards in the state have enjoyed the benefits of providing students with an official outlet for student voice for a number of years. Further, schools as diverse as Hanover High School and Pittsfield High School provide students with additional power sharing opportunities that enhance school culture and increase individual student academic aspirations. Manchester is a bit behind the times when

it comes to providing students with this important asset and outlet. I would urge the board in some way, shape or form, perhaps a study committee of some sort, to address this issue, and again, make some determination whether there would be a positive or negative recommendation, but I think this is something that is ripe, something that the time has come to provide this formal mechanism or at least explain why Manchester would not want the benefits of having all the knowledge that a student representative could bring to this board.

Ms. Rhama Osmun, Auburn Street, stated:
I'm a senior at Central High School and I'm a member of YOU, which stands for Young Organizers United. The campaign that we are working on right now is… YOU, we believe for student success for high school careers. We are currently working on a campaign to have school representation on the school board committee. Not only does Nashua have student representation, but our neighboring town, Goffstown, also does. Manchester School District has the largest student population in the state and serves over 15,000 students. We have a voice. We would like for you guys to hear us, you know what I mean? I would like you guys to think about us when you guys make choices. When you guys talk about budget cuts, when you guys talk about having school officers, think about us. This about your kids. Think about my nieces and nephews. Think about my friends. Think about my brothers and sisters. Think because the choices you guys make do affect us. They do. I understand you guys just want the best for us, but sometimes what you guys think is best for us really isn't. That's all.

Mr. Jim O'Connell, Prospect Street, stated:
I was listening, just to mention some of the great things that are happening, it is a little dated, it is two weeks old, but I think it is important to recognize Southside Middle School for its achievement in basketball because they won three of the fours, girls' A/B, boys' A/B, three of the four championships in the city so go Southside. Then McLaughlin won the remaining one for girls' A team. Also on the geography bee, it was a wonderful geography bee at Hillside last week. Officer Barbee's son Brennan is the city champion and I would like to see him recognized for his work. He will be going on representing the city. The Little Green newspaper at Central High School received an award from the New England Scholastic Press Association based out of Boston University. That is a big deal to get that award for its writing. Katsy Levasseur won the

state 55 meter championship and is going on to New England. The Central High School track relay team, 4 x 800 meter girls' team, won the state championship and went on. I love all our schools, but Central had a pretty blue period there for a few weeks. We had a young man whose name I don't have who also won a state championship. Lastly, on the awards thing, a man who I admire a lot, who, as you know I have a soccer hat I wear sometimes and Arra Tamzerian who has been on the board of Manchester North Soccer League for many years was awarded the state soccer recreational coach of the year award on Sunday. He is in the middle of work right now and we are working on trying to establish a soccer presence, recreational soccer, in the city center. I would like to see him recognized as well. There are many others, but I'll leave it to the 14 of you to name everybody else. Let me go to the subject that I was going to talk about tonight. The budget obviously is number one. I worry that and I just don't have the time in three minutes to do this and I recognize that's all I have, but I would like to share a couple things with you. Let me give you some class sizes today in Manchester from the elementary school from this week. Green Acres third grade, three classes of 30. That's this past week. Beech Street, fifth grade, one class of 30, one class of 29. Gossler Park, fifth grade, one class of 30, one class of 29 this week. We are talking about getting rid of 47 people out of our school district, possibly. Highland Goffe's Falls, grade three, one at 30, one at 29 and one at 28. Northwest Elementary School, third grade, three classes of 29 and one of 30. Grade five at Northwest, one class of 30 and three classes of 28. Weston Elementary School, grade four, two classes of 29. Just think about this and we are talking about even 44 reductions is two teachers per school that we are talking about possibly eliminating. I'm going to try to finish off as fast as I can. I would like to point out that this past week at Central High School there was a young man who was challenged in that he couldn't speak English very well, was brought into a math class at Central High School where there were more than 30 kids and there was no seat for him to sit in and no table to be at. That was this week on Wednesday or Thursday. There was a chair and table wheeled in so he would have a place to sit. That is Central High School in the year of our lord 2017 before we make any cuts. I worry, Mr. Mayor and board, that we acquiesce too easy. I know there are some people on the board who think that if we apply enough pain and this is being said expressly, if we apply enough pain to the situation we will cause the board to have the bravery to make difficult decisions. I don't agree with that. I think it is an awful way of approaching things. I could go on. I have a lot more. I just wanted to give you some

information. Maybe you know it already and it just doesn't ever get spoken about and we go on to talk about all the other things on the agenda except for kids and classrooms in front of teachers and that's why I'm bringing that to you tonight. If you don't know it I want you to know it and I want the public to know it as well. Again, I wish you well in your endeavors. I know it is a difficult topic, but we have real issues. Lastly, I worry that after the public session with the Board of Mayor and Aldermen that there was a terrible turnout and that is mea culpa, mea culpa, mea maxima culpa on behalf of the public to be in a situation in the city that we are actually in and with 14,000 students and their parents at home, I don't judge anybody, but it seems awful to me that the Board of Mayor and Aldermen did not have input in front of us, the dire need of our School District. I could talk for a long time about where those needs are. Thank you for the extra time tonight.

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

ACTION AGENDA

9. Field trip request from Memorial High School.

Committee Member Desrochers *moved to approve this item. The motion was duly seconded by* ***Committee Member Van Houten***.

Committee Member Beaudry stated I don't know if there is anybody here that can answer the question, but on page three, it says provide a brief explanation of the field trip that correlates with the school curriculum. There is nothing on those lines. There is a brief, if you read through the document, there is something that states on page four what the experience includes. I have a question, how does this relate to the curriculum they are trying to teach. Second of all, on page four it says were we share our personalized learning experience that engages student before, during and after the tour with the option to create a final reflective project for academic credit. What is that all about? Answer those two and then I have one more.

Ms. Beth Dooly, Memorial High School, stated thank you for having us. I'm an English teach at Memorial High School. I also happen to be the student council advisor and alpine ski team coach.

Ms. Kendra Guay, Memorial High School, stated I am also an English teach at Memorial High school as well as the varsity cheerleading coach and the program coordinator for the cheerleading teams that have been started up at McLaughlin and Southside underneath the 21st Century program. I'll let Beth answer that program for you.

Ms. Dooly stated I'm sure many of you guys looked and were wondering about the curriculum affiliation with our program. First of all, we are both English teachers and we also both happen to teach world mythology. Part of what we are going to be experiencing on our particular trip, such as the Colosseum, the Pantheon, and numerous other particular ventures is what we actually teach in class, that we are actually going to visiting what we discuss. Some of our Greek mythology, Roman mythology, plus many other cultures that we will be visiting, we are actually going to be seeing it on the forefront. I hope that many of you guys will understand when students can actually see for themselves what it is we talk about, on hand materials, is something that is a benefit for all of our students. In addition to particular mythology curriculum as English teachers, we are also writing teachers. What is it that we teach, but to write about your personal experiences? I'm sure many of you guys have students who are in your own homes who are working on personal narratives, college admission letters, trying to get into school. What do they want to see? They want to see eye opening experiencing. What else is there that could be more experiencing than the first time you roamed around the Roman forum or walked down the path where Julius Caesar was assassinated. We are going to be showing this to them. We are going to be having experiences on the steps where history actually took place and saying hey, this is what we read the other day. Do you remember Julius Caesar's speech? This is where he gave it. Our students are going to be seeing that in addition to the fact that when you want to discuss our core values and curriculum and our Manchester School District policies and the standards you want us to be teaching, civic, academic and social, I think this meets that. I actually don't think it meets it, it is on our website what we are trying to teach and that would be global awareness

and multicultural diversity and respecting and promoting awareness. I think that we are talking about this all the time. I think experiencing and actually going to visit other cultures is in our mission statement.

Ms. Guay stated a lot of our students aren't coming directly from my mythology classes. They are coming from a lot of different classes. Going forward with this program, we do not want to limit it to the students who are lucky enough to happen to be in my classes or in Ms. Dooly's classes. We would like to open it to the school and to students so that everybody can have these opportunities, so everyone can develop their personal integrity and their global awareness of everything that is going around in this world. For us, not only are these things important and maybe being able to correlate it to our curriculum, but real life experience in the world and we feel like our students deserve that opportunity and that's the opportunity that we are trying to provide to them and that we are asking you to help us do.

Committee Member Beaudry stated thank you for that. The cost is $3,500 per student. You have 15 students it looks like.

Ms. Dooly stated and nine adults.

Committee Member Beaudry stated and nine adults. Who is paying for the nine adults?

Ms. Dooly replied as of now, they are. Everybody is basically paying for themselves except for Kendra and myself. Part of the EF program is if you would like to actually promote education abroad we will paid for that, we will pay for you too, but everyone else is coming out of their pocket, which is one of the reasons we are addressing you because it is sort of a heavy burden on young people to pay this out of their pocket. We, at this moment, are not allowed to fundraise and help support their cause. If we were given this opportunity they might actually be able to have a bake sale or two or something to help cut the cost of a junior in high school who is paying for this themselves or a senior in high school.

Committee Member Beaudry asked who came up with the plan? You two are going for nothing. Who promoted this plan? Was it you two or was it the students?

Ms. Dooly replied I first came up with it and then I asked Ms. Guay who is a phenomenal fundraiser for school and for Memorial as a person to come on who would have great opportunities and ideas to help cut the cost for young people. I was given the idea because I had have many discussions with other teachers from other districts, Merrimack, Nashua, Portsmouth, Windham High School—I could go on and on from other schools that actually do this and they have all said when you see a young person's eyes go wide from looking at what they are experiencing, whether it is going into a medieval basilica church, whether it is, again, experiencing the language and the cultural experience with other people, their eyes go wide. Colleagues from other districts have told me that you need to do this for your peers, you need to do this for the students who are in school because, especially in our district, there aren't a lot opportunities for some of the young people that we work with. We can provide that. Many of these people will never have an opportunity to ever leave our country, never mind even leave our city. If we can raise money to help them see the world then I don't think that that's a bad thing.

Committee Member Beaudry stated that's my concern. How many people are under your domain… There are 15 going, but how many students do you have total?

Ms. Dooly replied that's 15 students. There are going to be nine adults to have eyes on them basically.

Committee Member Beaudry stated right, but that's all you have, the 15?

Ms. Dooly replied yes.

Committee Member Beaudry stated that was my concern, someone who can't afford to go, will there be grants or something for that student to be able to attend?

Ms. Dooly replied if we go forward, we had hoped to actually build this program so that we can help the young people who can't afford it have an opportunity to do so. We need you to sanction it.

Committee Member Beaudry stated right now you have 15 students and you believe that you will be able to raise enough money for all of them to go.

Ms. Dooly stated those students have already actually paid. They are in it 100%. They are saying and agreeing that they will pay it out of their pocket or their parents will be gifting it to them as a senior graduation gift.

Committee Member Beaudry asked have there been any students excluded because of cost?

Ms. Dooly replied as of now, no.

Ms. Guay stated not that we are aware of anyways. When we present this opportunity to the kids of course the costs have to come up. We have to be very up front about these things with them and the parents. We do have a big open meeting. We actually had a big open meeting discussing the idea of this trip last year and we brought this information to the forefront. I do think that because of the cost it did shut off some people and that is part of the reason why fundraising is so crucial to this. That is part of the reason why we are not really asking for much, except for some support from you guys so we can do that. We can start fundraising over a year in advance to really make this happen. That is our vision for this program, to make it so that kids who can't afford it can see the world.

Committee Member Beaudry stated I thought you said there was nobody shut off, but you just said that some people did say no because of the cost.

Ms. Dooly stated we are not sure. When we say these are the costs, if someone does return to the next meeting, we are not sure why in some cases.

Committee Member Beaudry stated again, I would hope that if we are going to do this for our students and you say it is right for our kids then we should find some way to have grants or something that you don't exclude somebody because of their socioeconomic background.

Ms. Dooly stated this is our hope.

Ms. Guay stated I think you are absolutely right.

Ms. Dooly stated we are not allowed to fundraise in our school right now because it is not a school sanctioned field trip. Once we have these opportunities it is my hope that in the future we can actually turn this into a really great organization, where from the beginning, from freshman year moving on, they can start saving and fundraising so that way they know, my senior year I'm going to have the opportunity of a lifetime. Again, at the moment, we are not under those capabilities.

Mayor Gatsas asked what is the cost for the adults to go?

Ms. Dooly replied it is actually a little bit more expensive than the students. It would probably be around $4,000.

Committee Member Freeman asked has this trip ever been embarked upon before?

Ms. Dooly replied it has been done by prior teachers.

Committee Member Freeman stated this specific trip.

Ms. Guay replied this specific trip no.

Ms. Dooly stated I know that several years ago there were programs that were done and it has been tried before, but I don't think it was ever sanctioned as a school field trip. It was basically done through vacation time and allotted as a completely not related to school situation.

Committee Member Freeman stated I understand that you are under a time crunch because the trip is scheduled for April 19. Is that correct?

Ms. Dooly replied yes, it is.

Committee Member Freeman stated so there is no time for fundraising at this juncture.

Ms. Dooly stated no. We have tried doing a couple of things just in the hopes that this would be sanctioned, but not in school basically. We have considered other options like Go fund me and other things like that, but we didn't do that either. Essentially the students are paying for it.

Committee Member Want stated this opportunity sounds really fantastic. It sounds to me that maybe this year is a little bit of an experiment to prime the pump or get the ball rolling. I do know that at Central the music department has a field trip every two years where they go to New York City and they participate in all kinds of wonderful music experiences there for the kids, but the kids know to expect it because it comes every two years. They have student accounts that for those two years they can build up their money in that student account that the school hangs on to that money for them so all of the fundraising that is done during those two years will help to contribute toward the student portion of that field trip. We do all kinds of things during the year. They can go out and sell ads for the program book and all kinds of different things. It has been years that that has built itself up and become a thing where everyone understands that that is what's available and this is how we are going to fund it. Now we pretty much have an awful lot of kids and I know a lot of them who are socioeconomically challenged who participate because this program got started way back when and a process was put into place for them to be able to save money at the school in their student accounts where they can participate in fundraisers and then that money accrues until the field trip comes, probably twice in their four year career at the school. I want to applaud you guys. I hope that this works out. I hope you get it going and I hope ten years from now everyone knows this is coming up. For four years they are saving up for it and if they are really go-getters and their junior year they are able to go and if not, maybe it

takes them four years to get all the money and their senior year they go. It is a tremendous opportunity. I applaud you. Thank you for your effort.

Ms. Dooly stated thank you. We hope for that as well.

Committee Member Girard stated I just have one question given that Europe hasn't exactly been safe over the recent months with all of the domestic issues and the issues of migrants in many of the countries you will be visiting. I'm wondering how security of the tour is going to be handled and what measures will be in place to safeguard those taking the trip with you as best as possible?

Ms. Dooly stated first, I would like to say that it hasn't been exactly safe here in the United States either. All of our parents and our travelers are aware that there is risk, but there is risk to go to Boston. In that situation, they are made very well aware of where it is we are going and what we are doing. EF has a 24 hour on tour guide with us who is very aware of multi-lingual, knows all the areas 100%. We have an emergency contact system that is open 24 hours a day. The students are allotted a band that has a contact number to call in case they just happen to get lost or separated. In any situation they have plans in place in which we are never left alone at all. It doesn't matter what country we are going to or where we are travelling. There is something with us with EF at all times and at all manners and all matters. I know from colleagues' prior experiences that while they were gone I know that there were situation just within the last couple of years where student tours from other schools were in France or other particular countries and the teachers who were getting ready to go on other tours got emails and phone calls immediately saying everybody is safe, everybody is accounted for, we know exactly what is going on and everybody was calling their parents and there was a system put in place. Again, I would like to state that I think being fearful and being afraid of what is going on in other parts of the world is going to happen. I'm sure that many of the students and the parents are feeling that, but not one of them has actually brought it up to me. They are all ready to go because they don't believe that they should be afraid to travel and to go there. They are ready to see these experiences and understand the risk and the assessment because, again, you could go to New York and the same situation could possible happen.

Ms. Guay stated just to add there, with safety and things, they also pay for travelers insurance, which covers their healthcare, so if anything should happen while they are over there in regards to their health, they are completely covered. If there is an emergency and someone needs to be sent from home, EF will pay for that person to come to them wherever they are outside of the country. If they need to be sent home on an emergency flight, EF will pay for them to get there. No matter what happens in regard to their health, so just to add to the safety situation, they are 100% covered.

Ms. Dooly stated or even vice versa, if a young person has a panic attack because it si the first time they are away from home, EF will actually pay for the parent to ply out and meet them as well. That is covered also under the required insurance.

Committee Member Girard stated I will just say this. I appreciate the answer, but I didn't ask it out of fear. I think it is reasonably prudent given what is happening on the old European continent to ask what is in place to monitor the kids and make sure if anything happens there is a way to communicate. I think some of your answer, respectfully, was unnecessary, but thank you.

Ms. Dooly stated no disrespect. I just wanted to make sure that everyone understood that there is definitely a system in place for that. As far as I'm concerned, no one has actually brought it up.

Committee Member Girard stated things are considerable safer here than they are in Europe.

Committee Member Terrio stated since it is April vacation, I assume you could just do this on your own even without the board's approval. I assume the board is going to approve this, that's my guess, but if the board approves this, does this allow you to get discounts or price breaks to the kids because it is officially sanctioned by the school?

Ms. Dooly replied no, not technically. Again, it just allows us the ability to help fundraise and that is why we are trying to move forward on it, one of the reasons at least.

Committee Member Van Houten stated I love the ratio of chaperones to students. Could you maybe tell us who the chaperones are, no by name, but by category—parents, policemen, friend of a friend?

Ms. Dooly replied sure. The two specific teachers obviously on the tour are Ms. Guay and myself. We are also bringing a nurse, another in-school aide and then the rest are parents who actually wanted to come along, whether they just wanted to join their young people to make sure they were there or for whatever reason. The total is nine to 15, but again, two teachers, technically, a teacher's aide and a nurse is also coming along.

Committee Member Bergeron stated I wanted to just reiterate what Committee Member Want had said about the student accounts just because I was fortunate enough to join Memorial's music department in DC for one of those trips and just to watch the students and see what they see, it was pretty amazing. I'm glad you brought that up because the student accounts were an effective way and I believe they can be handed to other siblings so the money can always be in a family's account, if you will, if you have siblings. It was pretty effective because there were ongoing fundraisers that they also do. It really helped us fundraise for that trip. Speaking of which, I'm one of those parents paying that money that you are saying, because, for full disclosure, my daughter is going. I have gotten to see the other side of this whole thing and the preparation and the meetings and whatnot. I'm going to support it just for that reason. I guess I do have one suggestion. I know that EF is probably working with local government sources, to address Committee Member Girard because I had thought of the same things. I'm sure they are working with representatives that actually do work with people and they are going abroad to keep them informed. If you want to directly work with our delegation that is certainly not a bad thing, if they have local offices and just inform them and that way they can inform you directly. I think there is something set up for that. I can't wait until she gets back and reports on all that and if there is any kind of presentation that is done, if you could invite us that would be fantastic.

Ms. Dooly stated absolutely. As you pointed out, this is, hopefully, the beginning stages of something that could be a fantastic opportunity for everyone. Any suggestions we would love to hear in order to make this an endeavor that is going to be worthwhile and something that all youngsters will want to take part of.

Ms. Guay stated I actually do student accounts for my cheerleading team so it is something that is certainly feasible. My cheerleading team fundraises 100% all year long and I create student accounts for them because they can't afford half of the opportunities. They can't afford to go to summer camp. They can't afford to go to four different sessions of tumbling classes that cost them almost $200 just to compete with schools in other cities. I do that already with my athletes and there is no way that we would never want to do that for these kids.

Committee Member Georges stated I just want to say that this is really… I'm going to support you. I was concerned about the insurance, but when you explained everything, you really did everything that you were supposed to to empower the young. I'm going to say congratulations for your trip. For the fundraising, I believe you are going to have it because that is a good encouragement for you, for what you have done to empower the young. I love that.

Mayor Gatsas *called for a vote on the motion to approve the field trip request. There being none opposed, the motion carried.*

10. Research request for an undergraduate student from Endicott College.

Committee Member Connors *moved to approve this item. The motion was duly seconded by* ***Committee Member Terrio***.

Committee Member Beaudry stated I have two questions. On page 12 of our policy it says the superintendent will consult with the appropriate administrators and department heads and program directors as to the appropriateness of the research project after reading the research proposal and the approved IRB report and then they are supposed to give the recommendation to

the board. The reason why I asked that, did Dr. Vargas look at this? The letter was addressed to Dr. Brennan. This is over four years old. Dr. Brennan left four years ago.

Dr. Christine Martin, Assistant Superintendent, stated actually, Your Honor, if I may, Mr. Beaudry, the letter is addressed to Ms. Brennan, the principal at Beech Street School.

Committee Member Beaudry stated okay. That's my faulty in misreading. Superintendent, are you recommending this?

Dr. Bolgen Vargas, Superintendent of Schools, replied yes, I do recommend it. I rely heavily on the principal and the people that are working with this particular person.

Committee Member Beaudry stated thank you. Sorry for the misreading.

Committee Member Van Houten stated I have a couple of questions too. I'm normally a proponent of having this sanctioned outside the board and then just being passed, but I do have a few questions about this and I would just like to raise them. Is the candidate available?

Committee Member Want asked can I speak to that? The young lady who has written this proposal is a Central grad. She is actually on her spring break now and she had tickets and got on a plane yesterday so she could not make it here today. I'm perfectly happy to speak on her behalf. I have been in contact with her. I have known the young lady for nine years and have talked to both her…

Mayor Gatsas asked spring break?

Committee Member Want replied she's in college. She's a senior at Endicott College. This is her senior thesis project for her bachelor's degree.

Mayor Gatsas asked do you have any questions of Committee Member Want?

Committee Member Van Houten replied I'm not sure that she can answer them.

Committee Member Girard stated Principal Brennan is here and since it is being done at Beech Street School perhaps she could come to the dais. I'm assuming she is aware of the project as well, with all due respect to Committee Member Want.

Ms. Christine Brennan, Principal of Beech Street Elementary School, stated I met with the student, Jennifer, and I went over her project that is required for her to graduate from college. I feel confident that working with her closely and monitoring what is happening that it is okay to do.

Committee Member Van Houten stated as I said, I support this type of thing. I really believe it is part of what we do to help to groom teachers and to be transparent about what we do. Having worked in this area for a bit, item number four on page nine, she mentions having teacher help her to choose what would be fitting for the study. I'm not sure that some of this is maybe fully flushed out or maybe not fully thought through. She also mentions at some point that she will be doing a combination of qualitative and quantitative and yet she talks about a survey. Then she talks about observational research. There are some questions here. I'm probably not going to vote against this, but I guess I will ask you and trust you to sit her down and let her know to fine tune some of these things to get a little greater specificity will help her with her research study and help her to accomplish what she is looking for. I think some of these things are just a little bit… For instance, she talks about having access to grades. I don't know how that will help her with her research question.

Ms. Brennan stated just to make sure I have the timeline correct, probably the information that you have here has been updated because I had some of the same concerns that you had. I feel that if I work with her closely and make sure that some of the questions are more specific, I think she had a very broad perspective on what she wanted to do for her project and I feel like we need to support our future teachers and educators. I agree that some of her ideas were board.

Committee Member Van Houten stated like I said, I don't think it is enough to stop this. I will be glad to help you in any way if I can come in to talk with her, I have done a lot in this area and I really do believe that we have to foster the growth of our young teachers and also look at our school through the studies that they bring. As long as you have those issues and you are aware of them, I appreciate that.

Committee Member Girard stated Principal Brennan, I don't know if you can answer this question, but in reading over her proposal, it is essentially hoe poverty impacts learning, I wonder how she is going to control for that. In other words, what is her comparison?

Ms. Brennan replied I think she is still at the learning stage and some of the ideas that she has to work on are not fully developed. She and her professor will be working on that to get her project more concise.

Committee Member Girard stated it doesn't seem she has a basis. If she was going to compare the kids to Green Acres School, for example, to yours in a list of categories, you would have a comparison, a basis for determining what is and isn't affecting how kids are learning in school.

Ms. Brennan stated I believe that she is still developing ideas of the project. From what you have in front of you, I think some of the questions have changed. In order for her to move forward to get the project done in a timely fashion, she didn't have it fully developed.

Committee Member Girard asked you will be working directly with her?

Ms. Brennan replied absolutely, very closely with her.

Committee Member Freeman stated Ms. Brennan, thank you for speaking with us. Jennifer is an undergrad and she is doing this thesis project for her bachelor's degree, correct?

Ms. Brennan replied I believe it is her bachelor's degree. Yes, it is.

Committee Member Freeman stated so she is not an undergrad, she is not going for her master's or her doctorate.

Ms. Brennan stated not at this time, no. It is undergrad work. It is more of a project.

Mayor Gatsas *called for a vote on the motion to approve this item. There being none opposed, the motion carried.*

Committee Member Beaudry asked are we going to get feedback, Ms. Brennan? We had a study done on our STEAM program and we haven't heard back from that individual yet on how that program is going. Is there a deadline when the research is going to be done and will we get feedback?

Ms. Brennan replied I can ask her if she would like to show her results and show her paper that she comes up with and share it with the board once it is completed. But I don't think it is as an in-depth project as the one from STEAM. This is more of a project. It is a thesis, but it is more of a project for her. It seems as though it is more exploratory for her.

Committee Member Beaudry stated I would be anxious to see it.

Ms. Brennan stated absolutely.

11. Approval of the part time athletic director job description.
(Note: At the 1/23/2017 Board of School Committee meeting the board voted to have the superintendent create a part time job description and bring it directly to the full board for approval.)

Committee Member Beaudry *moved to approve this item. The motion was duly seconded by* ***Committee Member Girard****.*

Committee Member Van Houten stated I just have a few questions about some of the changes. I'm unclear as to what the teaching certificate in the assigned curricular area would be in the case of an athletics director. That is under minimum qualifications and requirements.

Dr. Vargas responded it is common for a person to have that kind of background. They are going to be working with students.

Committee Member Van Houten stated yet we don't ask for, I don't believe, teaching experience.

Dr. Vargas stated correct. Someone could be an administrator or business teacher or a counselor or a psychologist, someone who has an understanding of child development is what we are asking, not necessarily classroom experience.

Committee Member Van Houten stated just a couple of other quick questions. You have talked about unifying this position potentially with another half time position. Do we have a lot of half time positions in our district? I know there are a couple in the district office. I'm not sure of others.

Dr. Vargas stated not that we have. I don't know how many, although I could deduct from the part time workforce, but we could get that back to you.

Committee Member Van Houten stated it is not really essential. I'm just asking for clarification because I know of a few in the district office and I'm not sure if we have half time teachers.

Dr. Vargas stated I believe we have some. I don't know the number, but I do believe that is quite possible.

Committee Member Van Houten stated you don't have to get back to me, that's fine. You took out elementary. I realize that our athletic programs in the elementary are quite limited, but should we develop any athletic programs in the elementary level they would not be under the auspices of this director, they would be under the principal.

Dr. Vargas responded the principal for the most part in the elementary school, along with the vice principal and sometimes parents and volunteers and so on and so forth. It is just a question of the resources. Ideally you want a full time person, but we don't have that available to us. The person will concentrate mostly in the middle and high school level.

Committee Member Van Houten stated if we approve this tonight this will go out very quickly, very soon?

Dr. Vargas replied it will be used for advertisement of the position.

Committee Member Tessier stated I'm going to vote against this to Mr. Girard's chagrin. I read in the paper this past weekend that if we hire this position, fill this position, it is a waste of time. Those were my sentiments exactly. There is no one person that can do all of this and particularly in the middle schools, I think the middle schools will suffer. The middle school athletic program has grown and it is our intent at the Athletic Committee to see that it grows again. I am going to vote against it because I do not think that a competent person can be hired. That's my worry.

Committee Member Want stated I wanted to ask, Committee Member Van Houten made me think that right now we do have basketball schedules and other schedules for elementary school and people who are coordinating referees and what not… Who does that now and who will do that after this person comes on?

Dr. Martin replied at the elementary level it varies. It can be the assistant principal or the principal and it is only one sport for a fairly short season. I'm confident that with the one sport it can continue to be managed appropriately.

Committee Member Want stated if we can figure out ahead of time who that falls on, I think it would be better than waiting until after we have made this decision and then try to identify who that responsibility falls on. The basketball program right now is a healthy one in the elementary school and I would hate to see that suffer.

Dr. Martin responded Committee Member Want, it historically has always been the administration in the building. It functions very well so it is not something that is being left behind.

Committee Member Tessier stated also, the coaches have input into that. AT Beech Street school the coach always assumed that responsibility.

Mayor Gatsas *called for a vote on the motion to approve this item. The motion carried with Committee Members Bergeron, Tessier, Desrochers, and Van Houten voting in opposition.*

CONSENT AGENDA (ITEMS 12-19)

Mayor Gatsas advised 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.

13. Report(s) of the Committee of Coordination/Administration, if available.

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

17. Report(s) of the Committee of Information Technology, if available.

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

19. Report(s) of the Special Committee on Redistricting, if available.

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

a) Program of Studies
(Note: This was forwarded from the Curriculum and Instruction Committee without recommendation.)

Committee Member Girard stated just briefly, I opposed this in committee not because I'm opposed necessarily to the program of studies itself but because there is an ongoing pattern that the committee has been trying without great success to correct and that is people bringing us things after they have done them. The program of studies should have been brought to the committee, especially given some of the discussions that have taken place around the budget. I don't know why it wasn't brought to the committee except in committee it was said that it wasn't brought to us because it was the same thing that was sent out last year. That does not mean that the Committee on Curriculum does not take a look at documents that it is asked to take a look at and have approval over before it gets sent out. My objections are procedural. As a matter of making a point I will continue now to vote against anything where people just do what they want and bring it to committee or to the board after the fact seeking a forgiveness for acting without our permission rather than the permission they should be seeking.

Committee Member Van Houten stated I voted in favor of moving the program of studies forward. There are a variety of reasons. I believe that Mr. Girard's points are subordinate to what this is. It is about a document. I t is about putting the document out. I t came to us with a recommendation of the administration. It is already out. It has not changed. We do realize that the document will guide the course selection down the line and it is not the course selection in and of itself. It is simply a document under which students will select classes. Those classes may or may not be held. I don't want to be insensitive here, but Committee Member Langton also spoke about the reason why it wasn't on the agenda. She of course can speak to it as well. There are personal reasons and there are other reasons why it didn't make it to the agenda. I

really think that not approving this and letting it be out there in public and to do the job that it is supposed to do would be a disservice to our administration and to our students. There is no change. It is a document to guide something going forward. I understand that another committee member is upset about the process, but the vote is not about process, the vote is about the document. I would urge you to vote to put the document forward and to allow the process to go forward, the correct process, not the process that is being referred to.

Mayor Gatsas asked Dr. Vargas, can you tell me, this is the second semester, is that correct? Have we started the second semester?

Dr. Vargas replied yes.

Committee Member Girard this is for next year, Your Honor.

Mayor Gatsas stated hold on. I know what it is for. It is a different question if I may, Mr. Girard. The second semester has already started. I know the board took a vote in the first semester to make sure that we have a distance learning class that would be up and running by the second semester of this year so that if there were four kids in one school that were taking a course and six in another and three in another that they could all participate in a distance learning course. This board took that vote, sent a very clear message to the administration. Can you tell me if that's happening?

Dr. Vargas replied it is not happening.

Mayor Gatsas asked Mr. Ryan, can you tell me why it is not happening?

Mr. David Ryan, Assistant Superintendent, stated my understanding it was for next year.

Mayor Gatsas stated no, I think it was very clear what this board said.

Mr. Ryan stated I was unclear on that, Your Honor. I thought it was for next year.

Mayor Gatsas stated it was very clear it was this year.

Mr. Ryan stated I'm just telling you what my recollection was.

Mayor Gatsas stated you are being insubordinate on that. It was for this year. This board was very clear. Does everybody remember that vote? Clearly this year.

Committee Member Desrochers stated I do not remember that.

Mayor Gatsas stated get the minutes and get it to these board members so they can read them. It was clear it was for this year to see if it would work for next year.

Committee Member Van Houten stated I do remember that to which you refer, but maybe I'm misinformed, but to me, that's a procedural part of the course rather than the course itself. I don't know that it necessarily has to be… Am I right? I don't know if it has to be in the program of studies that it will be a distance learning course, just as it doesn't have to be in the program of studies that it will be a lab course of that it might be a course taught in the botany room or something of that sort. That's my understanding.

Mayor Gatsas stated I think what you are missing is a point. This board took a vote, made a motion that we would put those, clearly put the instruments that a lot of people donated to this school district and put them in effect for the second semester of this year.

Committee Member Van Houten stated second semester, okay.

Mayor Gatsas stated that was a clear motion by this board. I know because I made the motion.

Committee Member Beaudry stated Dr. Vargas, the discussion in C&I as far as the program of studies, was that it went out before it went to the C&I Committee. Were you aware that that went out before it went to C&I?

Dr. Vargas replied yes, I was.

Committee Member Beaudry stated you were aware that that happened?

Dr. Vargas replied yes.

Committee Member Beaudry stated maybe I'm phrasing the question wrong. Did you authorize that?

Dr. Vargas replied like I said, to me it is a routine procedure for something having approval and there was no change, as I mentioned earlier to the Curriculum Committee, my advice is that you put that for December. Every December the administration will know that this board expects any changes and review that you want to go through for you to approve it. I'm not familiar with your standard procedure. Being on a board, if you pass a document, if you don't make any changes the assumption is that it is in effect until otherwise changed by the board.

Committee Member Beaudry stated we will chalk it up to your newness. I agree with what Committee Member Girard said, but I also respect what you had stated as far as moving this forward because it is a document and these classes can be changed depending on enrollment, they could be cancelled or whatever. My only concern was that we are in a budget process and I know that you know better than most of us on the board that the $6 million deficit that you are facing and we work very hard to try to do the best that you can without affecting classrooms, but we may, as a board, have chosen to eliminate some courses because of lack of participation or maybe chose to make those courses a VLAC course like the mayor had stated or distance learning course. That was my only concern. We are going to be talking about a budget very shortly and I think the program of studies has a lot of impact on the budget.

Dr. Vargas stated it I might, I think this is where the clarity for me needs to be established. One thing is approving the course selection or the course of study and the other is the implementation. For example, this board has said that you would like to see 15 students per course. That is something that we can give you a report, let's say this May at the latest, that outlines for you every single course that has less than 15. I might make a recommendation for some of them to say continue with this number, but let's reduce the one that has less than ten or less than five or by area. There are certain areas that students need for all kinds of reasons that you might need that information before you make the decision. That is precisely what I'm trying to say here. One thing is the document. For example, that document, your course of study, should not be changed in a significant way from year to year. I do understand that you want that and that's one thing and that's important. It is extremely under your domain. The course selection, also, you are giving us some parameter that you want in place and that is the number of students enrolled in the course as a criteria for offering that course. That comes at a later time. In my case, I would say to you that we can provide that information to you in the month of May.

Committee Member Beaudry stated some of the changes, things evolve through technology and I'll use language as an example. We used to teach French in our classes. I don't believe we have French in the high schools anymore. We still do? Now people are starting to add additional classes, Spanish. Some wanted Chinese. There is German. As kid progress and want to go into different venues, we should allow them to do that as long as the numbers are there.

Dr. Vargas stated it is clear to me that the board has an interest in online learning from what I'm hearing from members. Blended learning would be my preferred terms. It is being used all over the world. I told you in my own interview that I got the radio. That's why I'm here before you. I wouldn't take that opportunity from our students. Actually, I will submit to this board that you ought to require that every student that graduates from here, like some college and universities, would take at least one online learning course. It doesn't mean that any teachers or any person who works here has to fear that. That is a way that we can do more for our students with the resources that we have. I believe that many teachers embrace that. I think Committee Member Connors asked me at some point would I recommend to this board that you should have two meetings, one which is a study session in which I can make you a presentation or various

presentation until this board studies an issues, let's say blended learning. What is it? You can hear form our teachers, our principals, the administration, other experts and make a decision. I think that one of the challenges we are facing is that you want to do things, but sometimes you don't have unity or purpose here. That speaks to the nature of the board work. My hope is that we, very soon, get behind what I would call a unit or a purpose. If this board, I have heard at every meeting, you want to make sure that students, if you have seven kids that applied for a course at Memorial and three at Central and two at West in the same class for the same subject, you think that is more effective and efficient way to provide that course to that group of students. I think that is a valid point. It is something that we should be able to achieve given the technology that we have in the district and given the expertise of our teachers.

Committee Member Freeman stated Superintendent Vargas, you explained to me very well how fluid this process is as far as nothing is carved in stone. It is all open depending on how many kids sign up for these courses. There is no guarantee that those courses are going to be implemented based on how many children do sign up for those courses. On the other hand, we are left with a program of studies that people take as an unwritten Bible of a course description that they are going to get. The problem that we have right now is that people are under the impression that these classes are going to happen and that we are going to go back and say at some point that there weren't enough kids who signed up for that class so we are going to pull that class. The problem is, with the ICT classes, it has already been predetermined that that is some of where our cutbacks are going to be. The horse is out of the barn, that's the expression. The program of studies has already been put out there. No matter what happens with the sign ups, the collateral damage has been done. It is out there that this is what you are signing up for, but I think it is going to be pivotal that we explain to people and especially administrators in each of the schools that they need to explain to the students that just because you sign up for this class it is contingent on how many kids and where we are in the budget process.

Dr. Vargas stated that is precisely what we need to do. There is a reason that we call some courses elective. If it is not happening here, I will ask Mr. Ryan that by tomorrow we send a memo to the principals and the counselors that makes that explicitly clear, that if you are offering an elective class and there are not enough students hat signed up for that course that that course

might not be offered for obviously reasons. I f it is an elective you cannot force someone to take it, right? I shouldn't use the word force, but it is not like a class that is required for graduation or otherwise. I notice in the course selection that it has to happen because you have so many elective courses in here I can't imagine that in some of those courses, at least if the student and we are working with students, that they would not have a significant number of those courses that you have a student that you don't have enough, let's say 15 students, which is your guideline that would be signing up for them. I have said to this board that each one of you talked to me about class size. You could reduce class size at the elementary level when there is opportunity through attrition, through retirements and otherwise, and make the appropriate adjustment. There is a tradeoff. You cannot do everything, but you can do a lot of things well here. One of them is class size and I hear that from you over and over again. If it is a priority then you should charge to come with some strategy so I can guide the administration for us to achieve those strategies and it cannot be something that we change our mind from meeting to meeting. It has to be explicitly clear that the board wants me to reduce class size. I just alluded to you one strategy and then everybody in the system, with your support, would have to align themselves to deliver that. It doesn't mean that you, as I said earlier, that you let go teachers. Perhaps as people are retiring at the high school level, let's say, you maybe switch some of those position to the middle school. I will say to you, for example, that if tomorrow I had an opening that I could switch from high school to bring a health teacher to our middle school, I would do that immediately. This board understands that better than I do. However, it is not going to happen because we wish to do so. We are going to have to have a plan and I say desperately have some sense of direction from the board that is clear. I get it. It is clear to me that you don't want less than 15 students. However, I will tell you that there are times that I will have to give you a different recommendation. It is up to you at the end of the day to make that decision.

Committee Member Girard stated a question and a comment. Dr. Vargas, playing off of the questions that Vice Chairman Beaudry asked you, did anyone on your staff make you aware last year that the Committee on Curriculum and Instruction was very interested in receiving and reviewing and giving prior approval to the program of studies before being released to the schools?

Dr. Vargas replied no, I wasn't aware.

Committee Member Girard stated just in response to what Committee Member Van Houten said, Your Honor, I don't know why we have to approve anything. The thing has been sent out. The kids have chosen their classes. Why am I going to approve something after the fact and what harm is done if we don't approve it? If there is harm done by not approving it then maybe we should take that into consideration before administrators act unilaterally in the absence of the authority of this board.

Mayor Gatsas stated I think this board was very clear about the second semester and what was going to happen. If memory serves me right, I think it was unanimous. I think it was. No, you wouldn't have voted for it?

Committee Member Bergeron replied I wouldn't have voted for it.

Mayor Gatsas stated when you get the copy of the minutes and if you voted for it you will apologize.

Committee Member Bergeron stated okay, and I'll explain why momentarily.

Mayor Gatsas stated I know what the instruction was. It was for second semester of this year.

Committee Member Bergeron stated I have two things that I need to address here. The conversation I recall having at the time was, because I had asked if anybody had done any sort of feedback or evaluation from students who took it the first time just to see what they thought about it. I got the feeling after speaking to a few students it wasn't deemed as a very popular or successful way to learn. Now we don't have that feedback, but when we go forward and it is set up, I will be nice to have post class feedback to find out always how we can approve a set up like that. I also think there was a technical part of it too that we could probably improve how we do it technically. I know I have had some conversation with IT about this. If it is done right technically it increases the chances of success. I don't know if it is a poly-com system. I don't

know what is actually chosen as the format to do that. That has to be as carefully thought of as anything else. This is a student looking at this. That interaction going back and forth, it is key that that is done right. That was my concern. Now it just has to be done right. I don't know if we have put that thought into it. I know we said second semester, but I don't think anyone really went to IT and said what do you suggest we do, what did we do last time and what do you suggest we could do to improve it for this time. That was just one thought that I had because that is the whole component of it, the technical side of it. I wanted to say that I was looking at the enrollment forms relative to the program of studies. I notice that if you look at the enrollment form, the course of selection sheet for current students, it says in there "substitute or alternative course selections for courses not offered". It is actually built into the course selection sheet. I think that more or less states right away that there is the possibility that it won't be held, but it si not on the freshman enrollment form. I think that is a great idea, just in case this one is not offered, what is plan B. I just wanted to let you know there is a little inconsistency. Maybe if we tighten that up… I know we have had successes with AP. David Ryan knows about that. When I first got on the board I actually got an email from students for us to expand AP courses. I see we have done that since then. For the prior administration that was a very methodical thing to make sure and now we are gaining the benefits of that. I just want to make sure we don't do anything to screw that up more or less because I think careful consideration was made for the less than 15. I think some good decisions were made there to k

Committee Member Avard stated it is not really germane to the course of studies catalogue, but when we are talking about cancelling classes for less than 15 students, it really bothers me to hear that we always consider shutting down educational opportunities for our students when we have clubs that we are paying stipends for where there are one or two active members. We have sports that we are paying coaching positions for where there are one or two active members. Some of them are even a little bit more, a handful of members. We are willing to pay for after school clubs. We are willing to pay for after school athletics, but we are not willing to pay for teachers in the classroom. I am just baffled by the way we do things in this district. I think before we start cancelling classes for low enrollment we should look at other things that have low enrollment and determine if they have a better impact on the student than the teacher in the classroom does.

Dr. Vargas stated what I'm saying here, let me be clear, you cannot do everything. It pains me that you don't have health in your middle school. It pains me that we have class sizes like you heard in here. I have been at Central and I have been throughout this district and I have seen class sizes that are unacceptably high. I have seen others that are significantly low. The challenge that this board has and I mentioned to your colleague Committee Member Connors that you have to study and then you have to make a decision. How many of those courses are you willing to tolerate, the less than 15, and how many are you going to tolerate that are 30 or more? I do believe that it a valid question for this board to consider. I'm not suggesting one or the other. I'm just saying that it is extremely difficult for me or any superintendent to work under the condition that you don't have clear direction. At one point you are saying I don't have money. At one point you are saying we might be investing in a class with less than 15. At one point I heard that we have high class size. It is impossible to create a system that responds to the challenges you have without having clear parameters and priorities.

Committee Member Avard stated that wasn't directed at you at all. You weren't the one who created the policies. I'm directing it to my colleagues here that we have made these decisions without taking into consideration the other places that we are spending money, but yet we are willing to shut down a classroom. That wasn't directed at you. I wasn't attacking you on that one. I think we need to think long and hard about where else we direct money. I don't want to see sports disappear. All my children have been 12 season athletes. I support sports. I support extracurriculars. I support performing arts, but I think we have to be very careful when we say something is not worth investing in when we are investing in other things that have even less enrollment.

Dr. Vargas stated absolutely.

Mayor Gatsas stated but I'm sure you would agree, Committee Member Avard, that fi there were three courses, three different courses, that had four kids, five kids at each one of the schools and we had them participate in distance learning that would give him the opportunity with six new teachers.

Committee Member Avard stated absolutely. I have always stood behind the distance learning and alternative forms of learning. Absolutely, I agree with that.

Mayor Gatsas stated I don't disagree. I hear you, but I think that if we had done it an implemented it in this semester we would have known what we could have done for September.

Committee Member Avard stated it should have been years ago, Your Honor.

Mayor Gatsas stated listen, I can only get people to donate things and then we don't use them. Someone says that they went in there and say it implemented, I was there one day. They did it for one day and after that it was done.

Committee Member Van Houten stated I would just like to return to the program of studies matter and just to bring a practical element to this, it has always happened…. Years ago I was calling youngsters in and showing them the schedule of English classes and saying this is under enrolled, you might need to choose another one or it is full. We might have had an inability to split classes or conflict resolution just by schedule, the youngster taking several AP classes will be limited in some of the courses that he can take. The program of studies has really only been a guiding document rather than anything that a youngster or a parent, I believe, has ever come to rely upon. I would like at this time to move the program as studies as provided to C&I in today's meeting.

Committee Member Van Houten *moved to approve the program of studies. The motion was duly seconded by* ***Committee Member Desrochers***.

Committee Member Terrio stated this is actually, although it is about Curriculum and Instruction and the program of studies, I can hold it until after the vote if that is more expedient. It is a slightly different matter.

Mayor Gatsas stated we have been talking all over the ballpark so go ahead.

Committee Member Terrio stated a comment and a question. Recently my son brought home the program of studies and I helped him fill it out. I have to say it was pretty challenging. I do have a question. Health and physical education, we have health education one, two and three—it is leveled. I understand that. There is a didactic portion. There must be different academic challenges and I understand that, but what I don't understand is when we got to the gym classes there is physical education, recreational basketball, strength and conditioning, and walking for fitness. Those are the four classes. I assume there is no classroom portion of those. Two of the classes aren't leveled. Two of the classes are leveled. Here's the gist of my question: my son wanted to take strength and conditioning, weight lifting, but he also wants to go to college and he goes I can't take that, it is a level two, it is going to hurt me on my class rank. If I took that when a college looked at me I would look bad, or wouldn't look as desirable so I can't take that. I'm just wondering… Am I incorrect in thinking that in the physical education, recreational basketball, strength and conditioning, walking for fitness, why are some leveled and why are some unleveled? I don't understand the reasoning behind that.

Mr. Ryan responded I would prefer to rely on our physical education teachers to get that information for you. I will get that and bring that back to you.

Committee Member Terrio stated it does discourage some kids. They are going to go with the unleveled class if they are concerned about going to college.

Committee Member Bergeron stated you'll have to forgive me, but does the program of studies currently have any kind of anything in it that basically says that if there are not enough, or it is at the discretion of administration to make changes to coursework? Is that anywhere in there? Is it currently anywhere in the program of studies that we have the flexibility to do that? That, to me, seems like an easier way to do it. I just wanted to have a little caution, if we are going to send something out to the schools and the principals, once again, I'm always concerned about messaging and saying I want to let you know that we want to take away classes if there is not enough interest or enrollment, it just seems interesting. We could always update it and say just

to let you know we include this addendum that says basically we might have to make changes based on enrolled. I just wanted to be careful how we message this.

Committee Member Georges stated I just want to say a little bit about the program of studies or online classes or to have a teacher inside the class. It prepares those students to go online. I think it is very important to prepare now, in the high school, and learn not just how to have a teacher, but work online. When they go to college, all of the courses, you are not going to just have teacher with you, and everything is going to go online. I can say that change is never easy and people sometimes don't like change, but when I was at Springfield College we all had a teacher, we prepared everything. You come, you do the presentation. After, it was a change for everything. You need to go to the computer. The school was very tough at the time. Me, I don't write fast, but now you are supposed to do everything, discuss the question. You are going to do this. Everything is online. You need to have a class online. I think we need to prepare the students. This is the time to prepare kids. It is not just waiting for when they go to college to have a teacher inside the class.

Mayor Gatsas *called for a vote on the motion to approve the program of studies. The motion carried with Committee Members Freeman and Girard voting in opposition.*

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

a) Approval of the coaching nominations.

Committee Member Beaudry stated the reason why I pulled this, I'm extremely concerned about the disclosure of confidentiality information. In the *Union Leader* dated 3/11/17 the coaches names were disclosed that were going for the West High School varsity position. I don't know how that happened. I don't know, Mr. Ryan, if you can give an answer of how that could have happened. I know that is definitely a breach of confidentiality. Those names haven't even been okayed by the board yet. They were made public. This has happened quite a few years ago and it just causes a lot of dissention. I don't know if anybody got phone calls. I didn't, but I know in the past when names were divulged then people started calling board members in favor

of one candidate over another. That is why we keep this confidential. Mr. Ryan, do you have an understanding how these names got put out to the media?

Mr. Ryan replied it was nothing that we did in the office or from the Athletics Committee. All I can assume is since they are included in the board packet, that's a public document, that the media accessed the public document.

Committee Member Beaudry stated correct me if I'm wrong, these documents are supposed to be marked confidential. None of the names are ever supposed to be disclosed. The people on the athletic committee should definitely know that. I know that when I was on the Athletics Committee and I was the chairman, we made sure that those things were under confidential cover and they weren't disclosed to the public until the full board votes on it.

Committee Member Tessier stated at no time did we ever… I was surprised when I saw that in the paper too. At no time were the candidates other than the designated recipient of the coaching position, we didn't know them either.

Ms. Maura Leahy, Clerk of the Board of School Committee, stated the way I have been doing it for the past three years is that they are confidential until they go to the Athletics Committee and then once they are voted on they become a public document and once it is in the board packet it is public. That is how I have been doing it. If the committee would like me to do it another way I'm happy to.

Committee Member Beaudry stated that is not the understanding that at least prior boards had. That was supposed to be confidential until it is approved, just like our personnel reports. That is confidential until the full board approves the personnel report. We are hiring employees and their names are divulged and we choose as a board not to go with a certain name, I think it puts hardship on those individuals.

Committee Member Ambrogi stated Your Honor, I'm hearing two different things. I'm hearing both that the report itself being made public after the Athletics Committee, but that report, the document that is attached to the agenda does not include, for lack of a better term, the losing candidates. If there was more than one candidate for a particular position, those names are not listed on any form that ever comes before us. I think if this information was disclosed in the newspaper it was from a different source other than our board information.

Committee Member Beaudry stated I would just hope in the future then that nothing is disclosed until the full board votes on the candidate that is presented to us so we don't have people out there, again, in the past, I don't know if it happened this time, soliciting one candidate over the other.

Committee Member Ambrogi stated I don't think there are multiple candidates in the packets. That's what I'm confused about.

Committee Member Beaudry stated I know, but the public knows. In the paper there were five candidates.

Committee Member Ambrogi stated I hear you, but I think what I'm saying is that that must have been disclosed by another means, i.e. perhaps the candidates themselves. I don't know.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Terrio**, it was voted to accept the report of committee and adopt its recommendations. Committee Member Girard abstained from the West High School football coach.*

COMMUNICATIONS

20. Superintendent's Communications.

a) Discussion regarding the FY18 School District budget.

Dr. Vargas stated today we are going to limit our communication to the budget. I do know that many of you have been asking questions and we thank you for it. I'm going to have our chief financial officer give us a brief description of where we are today in terms of the budget.

Ms. Karen DeFrancis, Business Administrator, stated basically we have been accumulating all of the questions that board members have had, trying to get answers on some of these questions. It is my understanding that the board needs to vote on a number before it goes to the aldermen so that we can go in front of the aldermen and present the budget. We would open it up to any questions that members might have tonight.

Committee Member Terrio stated I thought the number the mayo had given us was, or the tax cap budget was $165 million, but I thought I read in the packet $167.5 million.

Ms. DeFrancis stated there are really three different numbers that when we presented the budget book were included in here. Did everyone bring the budget book tonight? If you do have that with you, on page six of the book there is what we are calling a rollover budget. That's if we were to look at all of our current staffing and all of our current programs and roll that over into next year based on all of our collective bargaining agreements.

Committee Member Terrio stated Karen, I'm sorry to stop you. I guess the gist of my question is what number are we voting on tonight?

Ms. DeFrancis replied that is up to this board. Again, there is a rollover budget of $170,080,065. What this board has considered a tax cap budget in the past, which again, is just a tax cap on the expenditures so it is taking the current budget, adding the 1.2%, which is the tax cap, to it to come up with an expenditure budget next year of $167,155,387. Then the final number that we included in this packet was if we were to be fully funded because remember, at the time that we presented this, we did not know what the mayor's budget was. We just went down to the scenario that if we were level funded, if we were not given any increase over this year and that brought us down to $165,173,307. The mayor, the next night, presented his budget and it was, I believe, about $165,000 lower than that number. Included in this budget book, we

are starting with $170 million and then we say if we were to be given a level funded budget next year of $165 million that would be a $5 million decrease and we have listed out what those reductions would be. The board needs to send something to the aldermen. It is my understanding that that's what needs to be voted on, what is the number that you are sending to the aldermen, what is the budget that you are sending to the aldermen.

Mayor Gatsas stated I think it is clear what the Charter says. It is very clear what the Charter says. The Charter says that the School Committee will send a tax cap budget to the aldermen. If you want to send another five budgets behind it you can do that, but the one that has to be voted on according to the Charter, is a tax cap budget. That at least has to be in the documentation that you send the aldermen.

Committee Member Connors stated my question for you, in one of the proposals that you had for reductions, there was a reduction on the substitute line item based on professional development and such. There seems to be a little confusion. I know some members of the board have heard from different people. Does that saving come out of the general fund? Does it come out of one to the Title II funds? How does that work and where would that savings come from?

Ms. DeFrancis replied all of the reductions that we listed in this PowerPoint presentation that we did were all from the general fund.

Committee Member Connors stated when we have substitutes in our classroom for professional development, we pay for them out of the general fund? That doesn't come out of Title II funds?

Ms. DeFrancis replied it depends. Some do come out of Title II funds. Some come out of Title I funds and then some also come out of general fund dollars.

Committee Member Girard asked these are general questions on the budget right now? Is that what you are allowing for discussion?

Mayor Gatsas replied the superintendent opened it up to the budget so go ahead.

Dr. Vargas stated I'm giving you my time.

Committee Member Girard stated thank you, Dr. Vargas. The only real question that I have right now, having heard from a number of parents whose children have been part of the multisensory reading program and having heard from the teachers in that program tonight, my question to you would be this: is everything on page, I think 19, where you identify the positions that would be reduced in the budget, are those hard and fast reductions or are they subject to review and potentially subject to change? I, for one, if we were to take a vote that would include potentially rifting 18 teachers would not necessarily hold you to it what's on this chart on page 19, but I'm not sure that other members of the board wouldn't and I think it is important, for me anyway, to know whether or not the positions that would be eliminated by whatever means, lay off, not being filled when vacant, are subject to your judgement at the time or whether or not if we vote we are voting to do what's on page 19.

Dr. Vargas responded this document is a proposal subject to review of the board. The board might want to say to me, for example, I want you to go and revisit another area of the budget and instead of what I'm proposing here, for example, I heard from some of you about the elementary teachers or the reading teachers. We have to, again, it is your prerogative. I cannot do that unilaterally, going and making any change. It is up to the board to review this and give us some guidance tonight, preferably.

Committee Member Girard stated if I may, this was your attempt to arrive at a budget number. It is not necessarily a hard and fast commitment to cut depending on the action of this board. I guess my concern is, especially having heard from a number of parents who kids have been through the multisensory reading program and who are now getting A's, doing phenomenally, I have done, because I started hearing from parents some time ago, I really dug into this program and how it works and I have done some research, a lot of research actually, and I would be concerned that those positions would be eliminated. I guess what I'm asking, I don't want to put

you on the spot, but are the positions listed here subject to change based on your evaluation of the needs of the district at the time you have to make final recommendations to this board?

Dr. Vargas replied absolutely. You are responsible for me if I were to get new information. I heard from the teacher, perhaps I can have Dr. Dolloff give us her perspective seeing as the original recommendation came from her department.

Committee Member Girard stated Your Honor, I don't know if you want to get into a discussion on this now. I guess what I would ask you, Dr. Vargas, is whether or not you were aware of these teachers and the commentary that they offered or whether or not any of that information was new to you that might cause you to reconsider your recommendations.

Dr. Vargas stated most of the information was new to me in terms of the specific goal of the program. My understanding, even when you talk about this reading teacher and someone might help me with this, there is not such a thing as certification in that area. I'm not so sure that this individual that spoke to us tonight are directly impacted. I'm not prepared right now to react and say I'm ready to make one recommendation one way or another. Let me just repeat again what I heard from them. The work that they do, in terms of the complexity of who is impacted, it might well be that the teachers who spoke tonight are not the ones that are going to impacted. Is that correct? There is no such thing as certification in this area.

Committee Member Girard stated I think I heard them say there is no state certification, but there are industry specific certifications.

Dr. Vargas stated correct, and this is an investment that the district would do. It is a very important question because it goes back to what you say. You have so many programs in here, I mentioned for example testing, that you have so many of them. They were very clear that this fulfilled the need for a small percentage of the population and that was extremely important for me to hear that and to consider that. However, I will say to you that all our reading teachers should have a level understanding, if you will, a proficiency of the type of approach that they

were talking about for kids with special needs. I would like Dr. Dolloff to please come up and say what she heard, which will get to more of your question.

Committee Member Girard stated I would just be happy if you would tell me that you and Dr. Dolloff will meet with the four teachers who spoke tonight.

Dr. Vargas stated I have an open door policy. Anyone in the organization from someone who works in the cafeteria to central office can meet with me at any time.

Dr. Jennifer Dolloff, Director of Student Services, stated I did meet with one of the four folks this week, one of the multisensory reading teachers, and discussed positions. This decision was made from input from principals and staff members. The multisensory reading specialists focus on a particular strategy to teach reading. We have nearly 3,000 kids with IEP and with four multisensory reading specialists we have about ten buildings covered. We have 22 buildings so I think what Dr. Vargas was talking about was a strategy where we could utilize folks like the reading specialists who are the most trained as far as reading goes in a more comprehensive way and not necessary lose those folks, but restructure the way that we are providing reading instruction. Reading scores for students with disabilities have plateaued and stayed fairly low consistently so it is time to take a new look at things and think about how we are going to change. This was an opportunity to do that.

Dr. Vargas stated Your Honor, to speak to your question because that is another level. The teachers were very clear that through the IEP process, which is already ongoing, there might be a student that if you put in their IEP that that is the approach that you are going to use to address their specific need, neither the board nor I could change that legally without the consent of the parent and convening another meeting. Again, as you mentioned in terms of getting new information, if that is in the IEP for students already or if it currently is in the IEP or a group of students, you cannot make that chance through the annual review unilaterally. A parent could say that my kid is making progress, why would you change that approach when she, my daughter, started at this level and now is at this level? Back to answering your question, this is

the kind of information you constantly have to consider, particularly when it involves special education.

Committee Member Girard stated and I appreciate what both of you said, but I think if I heard the people who spoke correctly tonight, one of the things that they said is that here are some children who have difficulty reading, but aren't special ed, might be considered special ed because of their difficulty reading, but once, I think they used the term, crack the code, and can decode words and this is what some of the parents have told me, that they went through the reading recovery program and they went through the Title I program, they went through special ed and got an IEP and nothing worked except for this multisensory reading program. Once they helped those kids read, the kids went from zero to hero. They are getting A's and they love school and their behavior as improved. I heard that from multiple parents, some of whom I have known for years.

Dr. Dolloff stated I haven't heard from any parents.

Committee Member Girard stated they probably wouldn't know to call you to be honest.

Dr. Dolloff stated the multisensory reading approach can take many different forms. It can be the Orton Gillingham approach, lips, Wilson. We have different strategies throughout the district. These students will continue to get an approach that is phonemically based. They will not stop receiving services as directed in their IEP.

Committee Member Girard stated the other concern that they brought up and I have a vague recollection of this from when I was covering the board as a reporter where the district did start some Orton Gillingham, started some of that training, and I have spoken to people who went through that training who said I can't work with those kids, it is way above what they taught us to do. My concern is that while there might be people in the district who five years ago went through some of this remaining that if we are going to rely on them to continue the work that these four teachers are doing, that we are going to be putting those kids back into the environment from which they have already failed and put them back into a place where they

didn't do well. If the people who were trained five years ago are insufficiently trained to do the work, how is that in the best interest of the kid?

Dr. Dolloff replied there were a number of people from my understanding that were trained from one of the individuals that works at one of the charter schools and is a fellow, an Orton Gillingham, fellow. There is a range, even among the multisensory reading specialists, of how much training they have had in that methodology. There are other folks in the district that have reading methodologies. We are not going to discontinue giving those services and working with students, but rather than focusing on ten buildings we are going to address the students throughout the district that need this sort of approach.

Committee Member Girard stated Dr. Vargas, I'll end on this. Will you and Dr. Dolloff commit to meeting with these four teachers to get additional details?

Dr. Vargas replied absolutely. Like I said, I have met with many people. I don't have a problem with that.

Committee Member Girard stated I understand they may be seen as having a bias, but the conversations I have had with parents and other teachers, principals in the district lead me to continue that this may be, if those four positions are on the chopping block, this may be very penny wise and pound foolish and kids who otherwise won't learn to read, won't learn to ready.

Dr. Vargas stated I have no problem meeting with them.

Committee Member Van Houten stated I have a few, almost random items, that I would like to have some clarity on. One is to refer to Ms. DeFrancis. I had asked you about the $100,000 figure that you felt would be a kind of savings that we could approach in the budget for substitutes and you were going to look at that a little more closely to see if you still agree with that figure. It kind of goes to what Committee Member Connors had mentioned before, I wasn't sure what was coming out of Title money and what was coming out of general fund money.

Ms. DeFrancis stated I would have to check those notes. I didn't have that as something as following up. That was regarding the conversation about professional development and how we were going to save money on substitutes on professional development? Is that what that was about?

Committee Member Van Houten replied yes. That's fine. I can check with you on that as well. A couple of quick items as well. The innovation zone director, we don't have one. Is that money that is being saved in one of the Title areas or general fund area?

Dr. Vargas replied it is in the Title funds.

Committee Member Van Houten stated so we are sending that money back.

Dr. Vargas stated no, we are not. We are not necessarily sending it back. That money could be appropriated for other purposes.

Committee Member Van Houten stated let's do that for sure. Is there any progress in getting a director hired? There were no applicants?

Dr. Vargas replied we were looking from lessons learned. In any organization you don't want to have too many layers and apparently there was some lack of clarity of who is in charge of some of the schools in terms of supervision. Sharon and I have been in discussion and she has proposed a new job description for that. I'm waiting to see, you saw about the person who is going to be working for curriculum and instruction and I think it is best to make sure the decision is made when I know who that person might be in terms of who is more suitable or if it is better to put that under one umbrella, hire someone to support Ms. DeFrancis's position right now and we think it might be more effective.

Committee Member Van Houten asked will we realize any kind of cost savings in this changing configuration?

Dr. Vargas replied you would, but there are several scenarios, one in which you don't achieve any savings and there are others that you might by hiring someone that would play a more supportive aspect of the work rather than someone who is directing the work load or is leading.

Committee Member Van Houten stated so it is not a major factor in the budget. As far as selling the condo, again, just some clarity for myself, should we sell the condo, pay off the bond that we owe and there is remaining profit, it is my understanding that that will go against our debt service.

Mayor Gatsas stated the debt service that you own on the condo.

Committee Member Van Houten stated but after that. I was talking to someone I thought knew it a bit.

Mayor Gatsas stated well there you go. It all depends on who you talk to.

Committee Member Van Houten asked what would be the process?

Mayor Gatsas replied I would assume that those funds would belong to the School District and they would go into the general fund, just like they would for the City.

Dr. Vargas stated you could use it for a rainy day fund.

Committee Member Van Houten stated which I agree we sorely need. I am an advocate of obviously sending the tax cap budget over, but sending a more realistic budget. I guess I'm in the school of pay now or pay later, take care of our kids today and they will be taken care of as adults and they will take care of us in the future. I certainly advocate that we prepare a budget that is much more realistic. We have a very lean budget. This district has always been very lean in terms of money. We have done a lot on scraps. I know that the times are difficult. I know that money is difficult. The Concord thing isn't quite playing out yet, but the 15% retirement did pass the House. Everything is still going on up there. There is potential.

Committee Member Beaudry stated it was tabled in finance today, retained in finance.

Committee Member Van Houten stated the Senate also has a kindergarten bill too, which may come back around. There is a lot going on there. I wouldn't say that we are going to get a lot of money this year. That is my best guess, but we are pushing for that.

Mayor Gatsas stated everything will play out in the budget. That is where it will be played out. When it is one o'clock in the morning and nobody is up there, that is when you will see things moving around.

Committee Member Van Houten stated ways and means is not where I want to be. Thank you for that. As one member of the board, as I said, pay now or pay later. Educate kids, make good adults, make a good society and I think we have to sell that and let the Board of Mayor and Aldermen know how important it is for us to honor needs of health and foreign languages for our middle school kids. I agree with the multisensory input that I have had from parents. They seem to see good results from that. If we save one kid that's a dollar that is well spent. ICT, I spoke at C&I about my experience teaching college freshman who know a great deal more than I do about doing videogames and all sorts of cool things like that, but when it comes down to using the computer for research and academic studies we need to work on that. That is my two cents worth and I would like to see two budgets go forward.

Mayor Gatsas stated Dr. Vargas, you will learn that in the state legislature it is the only place that time will stop. The clock stops. That's a fact.

Committee Member Bergeron stated I have three areas I'm going to be discussing to be forthright. Some of my questions are going to lead to the area of discussion. Do we have a mechanism to track whether students go to college and what field they want to study or whether they are manufacturing, whether they want to pursue a trade? I guess we really don't have that kind of data.

Mr. Ryan responded there is a clearing house service that is available for subscription. It is fairly expensive. It is per pupil. Every year when you graduate students for a large district for ourselves, it would be fairly expensive. There is a way to do it. We don't participate in that, however,

Committee Member Bergeron asked even at the guidance kevel? The reason I'm asking, in terms of the ICT and business courses, that is all in the high school level, those five positions? It is not structured exactly that way. It says high school and then ICT/business.

Mr. Ryan stated yes.

Committee Member Bergeron stated I was looking at the program of studies to confirm that. Was that due to low enrollment of those courses? Is that what that decision was based on?

Mr. Ryan replied no. We had this conversation in C&I as well and it was a projection or a forecast based on the opportunity to have students participate in a portfolio process instead of taking the course. We would not be eliminating the course. We would just be offering students the opportunity to develop a digital portfolio under the state standard so that they can demonstrate their competency without having to sit in a classroom and participate in the course. That's not to say that the course isn't necessary for a lot of students, it certainly is, but basically what was our best guess in forecasting what we would be able to do, that was the number that came up. As we go through course selection, that number may change. That number may go down. Students have had the opportunity to enroll in courses. If we wouldn't be able to move forward with the digital portfolio option, some students may choose to withdraw. We wouldn't force students to do that. That number, again, is a moving target. As the superintendent reiterated, as class tallies come in and sections are created with the number of students in each course we are going to do everything we can to hit our number, but we are going to make sure we do it with a minimal impact on kids.

Committee Member Bergeron stated what I'm hearing is… I have been hearing about digital portfolios now for several years in this district. They are going to have an option to do a digital portfolio in lieu of taking a business course? Is that what you are saying?

Mr. Ryan replied in lieu of the ICT course.

Committee Member Bergeron stated I'm also talking about business courses, not just ICT.

Mr. Ryan stated this has nothing to do with business courses. The fact that business teachers teach ICT is why it affects business. We would not want to eliminate business courses. There is a complexity of certification as well with the teachers, which causes a different wrinkle. This was proposed merely as a vehicle for helping make our number, our tax cap budget number, and based on what we have in our curriculum and based on what the state standard says for ICT, this was an opportunity to pass on to students.

Committee Member Bergeron asked what do you think of states moving toward wanting to have computer science? We don't technically offer computer science in our program of studies.

Mr. Ryan stated other than AP.

Committee Member Bergeron stated there is a national movement going towards state standards for computer science, just offering something out there to at least offer one. Is that going against that philosophy?

Mr. Ryan replied no. I think it is innovating to allow students to demonstrate their own abilities with some or little or no guidance and also still have the opportunity for kids who need that additional guidance in the course to participate. I just heard some folks talking about blended learning and the opportunity. Committee Member Georges indicated how the shift from a traditional classroom to an online classroom where she was responsible for a lot of her own learning was eye opening for her and it was helpful to her and she was supportive of it. That is essentially what we are talking about here.

Committee Member Bergeron stated I must be missing something. I'm worried about the business courses. The only other reason I was wondering, if ICT, I don't know if that will impact it. My daughter chose her actual major based on some of the business courses that were actually helpful to her. I was worried about DEKA because we have a pretty robust DEKA involvement and participation. I was thinking that ICT and business can speak to the student who goes into plumbing, who goes into manufacturing. Some of those courses can apply no matter what direction you go in. That's why I'm wondering. It seems like an offering to many. Those are my thoughts there. I guess I'll have to ask more about that so I don't have to do it right now. I want to talk about SROs first in the middle school. It goes to the pay now/pay later that Committee Member Van Houten mentioned. I just feel, especially being exposed to conduct and whatnot, to me, I'm just wondering if we are going to have an impact, the fact that we are not having the SROs there for relationship building and whatnot or if there are going to be more issues or more issues at the middle school level. Middle school has two transitions, elementary to middle and middle to high. I'm worried that taking away that resource for kids is really going to impact us in other ways. I am extremely concerned about that.

Mayor Gatsas asked what is your question?

Committee Member Bergeron stated I'm telling that I'm very concerned about losing those SROs in the middle school for that reason. It is not a question. It is more or less a comment. I'm sure that was taken into consideration, but what would you say about that?

Dr. Vargas replied again, relationships are extremely important. There is one of your colleges that did advance a proposal that is worth it for this board, at some point, and again, you are following that category of study, there is a model that you can have less police officers and other staff members that could provide some services similar to that of a police officer, but it is same example that I gave you, when you have teachers making copies, you are paying them a salary at that level. If a teacher spends, not that teachers are beneath that, but if you were to have a model in which you don't have the utilize a high level person, just like when you go to the doctor, not all the work that is done in a clinic has to be done by a doctor. Not all the work that is done

around security has to be done by a police officer. Again, I could show you a model right in your own state, outside the state in which they use a more, arguably, efficient and effective way, including the police officer. I think that in today's world you need to have them a part of it, but they are a model and I think at least one of your colleagues at some point made a recommendation. The reason I didn't put it forward to you is because it came after the budget presentation and also it takes time. You cannot go to the chief of police saying that you are now going to change a police officer. The sad thing about budget is that this is the only time when we discuss these things and it should be that your budget should be the easier part. Putting the numbers together, that should be the easy part. The harder part is getting the consensus.

Committee Member Bergeron stated Dr. Vargas, I didn't want to lose thought on this. Sometimes I feel like the question is never answered when we get into larger philosophical things. Just because we have also reduced guidance, we have guidance counsellors working in two middle schools instead of one, that's why I'm thinking that it would be really impacted at the middle school because we have already taken that resource away from students and I just feel like we are taking something else away so that's why it concerns me. Collectively we just think we are just doing this, but in the past we have also done that with guidance. I just feel like there is something there that is really going to impact our students. I am really concerned about that. I know we can't have everything, but that is a real big concern of mine. Then I want to jump shift and go over to board updates, if I may. The data right now that had the attendance summary report, was that based on excused absences, non-excused, on the data about the 24% or the absences.

Dr. Vargas responded that is on absences, yes.

Committee Member Bergeron asked does that breakdown into excused absences?

Dr. Vargas replied it is everyone that has been absent for three weeks or more or projected to be three weeks or more.

Committee Member Bergeron stated so it doesn't take excused absences into consideration, just absences in general.

Dr. Vargas responded that is correct. It is everyone who hasn't been in school, that is taken as an absence.

Committee Member Bergeron stated it is good to have data. I was just curious whether it was one or the other or both.

Committee Member Connors stated three quick questions. Is ICT a state requirement right now and is it available for students on VLACs?

Mr. Ryan replied ICT is a state requirement as a half credit for high school graduation. It can be offered in several ways. We do offer it as an ELO. It is offered through the standing ICT course and the standard also permits a student to submit a digital portfolio for half credit as well. Through VLACs, I believe it is offered through VLACs. I would have to go through their menu to see if it was offered online. It would be ironic if it wasn't.

Committee Member Connors stated next question is: how many students are currently serviced by the multisensory reading specialists? Do we know?

Dr. Vargas replied I just hear approximately 40, but we can give you the number. We can send it in a board package to you.

Committee Member Connors asked 40 total?

Dr. Vargas replied approximately 40.

Committee Member Connors stated I'm not sure who to ask this to, are they using the same philosophies that are used by the Carroll School down in Massachusetts right now? The same strategies?

Dr. Dolloff replied yes. They are all using a phonemically based program for students that really have a difficult time picking up reading naturally. There is a certain percentage of students who don't respond to the first level of intervention so all of these are outgrowths of the Orton Gillingham strategy or methodology.

Committee Member Connors stated so in comparison to almost $50,000 that it costs to send students to Carroll then we are essentially doing the same thing in-house.

Dr. Dolloff responded correct, but there are many students that would benefit from another methodology.

Committee Member Connors stated my last question for you, elementary teachers, that's definitely a concern of mine right now. I did go through all of our enrollment reports again. I couldn't see where we could lose those elementary teachers. Do we have an idea of what schools these elementary teachers would be coming from right now and have the principals been in on that discussion?

Dr. Martin replied we have had a preliminary conversation with principals. Ms. Hogan and I are going to bring them back in to revisit enrollment because this is, of course, a projection. Again, this is early in our process. This is a projection and this is subject to change. Right now we are looking at the equivalent of two full time equivalents, FTEs, at Gossler; one FTE at Green Acres; one FTE at Hallsville; two FTEs at Highland; one FTE at McDonough; one FTE at Northwest; one FTE at Smyth Road; one FTE at Webster; and one FTE at Weston. The metric that was used to calculate those reductions was k-2 at a maximum class size of 25 and three through five, a maximum class size of 30. I will add the caveat that thought these are the state guidelines and what the board has asked us to work with, certainly if I controlled the world I would endeavor to make those much smaller.

Committee Member Beaudry stated I have quite a few questions. Dr. Vargas, you haven't enlightened us as far as some of the conversations we have had as far as if we get the $170 million, what is your expectation if we get the $170 million? We did talk about the $167.5 million. What are your expectations and incentives that would go with both of those numbers? If you would enlighten the board on that please.

Dr. Vargas responded with the $170 million, assuming we are not going to do things the same way that we did last year, Ms. DeFrancis called it a rollover budget meaning that you would do the same thing, you could expect significant investment in your priorities. The priority would be your health teachers, your foreign language, reducing class size. I would even advise the board, which is not PC, politically correct, but you better establish a rainy day fund. You shouldn't run an organization without something to fall back on if you had a situation. That would require that you also take action around some of the recommendations that we are putting forward, reducing some of your workforce through attrition at some point in order for you to shift some of that investment. If you keep doing the same thing, you are not going to buy one more book for a kid if you just do it the same way. I don't know if that's what you mean by enlighten. Last year it was, I think for some of you, some of the expectation was that because the cap was lifted that you were going to invest in some area, but as you know, unfortunately that wasn't the case. If you got the $167.5 million you could still invest, but you still would have to make some of these choices that I think are difficult for some of you in making those choices. Again, if you just want to stay status quo, there will be no investment in bringing back health teacher to the middle school or foreign language or more reading teachers, as I hear are some of your interests. Again, it depends once again on the amount that we receive, like an equation, and the ability of the board to make some decisions around shifting. By shifting I mean make it as clear as possible, shifting our space from central office to West High School; shifting a particular position that you might not need because of the population decline in the high school, let's say, and shift it into elementary school. Also, using some other strategies that I think some of you were getting at when it comes to Title I and Title II. It is not that you don't spend the money. Actually, one of my conversations with people that specialize in Title I, one of the sad parts about Title I and Title II and III is that they don't have clear, for lack of a better term, priorities around that funding so you see that they shift from time to time. Unfortunately, when you shift them and you don't

attach it to your priority or to your goal, your objective, to complement what you want to do for kids, you might be all over like we are in the district. You just heard from some people that we have significant reading programs in here or approaches. That might not be the case, but you are better off to buy into two or three programs that you can support your teachers and that have some valid results attached to it than having six or seven reading programs or six or seven or eight assessments. I think that you were with me in a conversation where the principal mentioned how much time she spends in assessment. Part of that is because she had Title I dollars to buy some of those assessments, not her, but at the central office, I don't know from where, having wrote a level of discipline to those assessment, I say that I like to give assessments to kids, but it should not be in a way that Superintendent Vargas says it has to be this, the board says this, the principal says this, the teachers say that and you end up in a situation where you have layers of stuff that is neither effective or efficient to do so, by the way. Even if you have a lot of money I wouldn't recommend for you to run a district that way.

Committee Member Beaudry stated Ms. DeFrancis, I don't know if you got that information, but, Dr. Martin, thank you for id-ing the elementary schools you are going to take from the elementary schools. The high schools, last year Dr. Livingston mentioned, I believe it was 14 if memory serves me right, I asked as far as those 14 how many have we lost through attrition already, what number is remaining and can you, Dr. Vargas or Karen or Mr. Ryan, identify the ten FTEs in the high schools, where they are going to be coming from?

Ms. DeFrancis replied I worked on this this afternoon with Ms. Hogan and she does have both last year with the 14, what positions the 14 were and at which school. We have how many we were able to eliminate due to attrition and then what the ten positions are for this year. I think she has a handout for that if that's okay.

Ms. Pamela Hogan, HR Director, stated the sheet that is coming around is an explanation of what the recommended reductions were for last year. It will be in the first column. It is .5 business, one English, one guidance, one math, one social studies and one chemistry. Those were all from Central that were recommended. Then Memorial there were six, different positions in different certification areas and then West had three. Then there was a second tier if

we had to cut further, there were additional positions in that middle column that were recommended. If you go to the third column over where it says status as of 8/31/16, that will show you where we were able to gain some reductions within the budget by not filling positions, so through attrition. What we did is eliminate them as we went along through the hiring season. If you counted those up, there are ten positions that we actually did eliminate out of the 18 that were originally proposed. It was 14 originally in the budget to cut. Of that 14, the additional four that were deeper cut proposals, there were 18 total positions, ten were reduced through attrition, which is the note at the bottom. We were not able to eliminate eight that we could have.

Committee Member Beaudry stated so my question is, on the ten FTEs in the budget on page 19, high school, are there eight of those ten from last year?

Ms. Hogan replied the column to the right where it says FY18, the far right, those are the proposed areas for this year, the ten. You can see where there is crossover. We had already eliminated, for instance, a .5 in art from Central, and then it shows where the additional two would be for this year. However, there are some that were able to be eliminated last year such as the second one down, which would not need to be reduced this year. In some areas there were additional that we can identify even though we eliminated last year, but it gives you that crossover check.

Committee Member Beaudry stated bear with me if you would please. Again, I'm looking at art. Last year it was recommended a half. This year we are going to two. Am I correct in that? Is that including that half in there?

Ms. Hogan replied we already reduced by a half, which is the column to the left of the FY18, where is says status as of 8/31/16. We did eliminate a half art. This year the proposal is two additional art.

Committee Member Beaudry stated then we go down to English. We didn't eliminate that so that English is from last year.

Ms. Hogan responded correct.

Committee Member Beaudry stated and then math, that was eliminated through attrition last year, but we are adding another one this year.

Ms. Hogan stated yes.

Committee Member Beaudry stated I just want to get it clear and be sure I'm reading this right. Last year we had five and out of that one FTE that was through attrition so we still have to have four. Is that how I would read that?

Ms. Hogan stated I'm sorry. I didn't follow that. Could you say that again?

Committee Member Beaudry stated in the last column where it says that you have five, one and then four to the right, it says recommended five and then it says second tier recommendation, one, and then it says FY18, four. So how do I read that column?

Ms. Hogan replied the five plus one would be six, but up above that in the third column over we already eliminated a FTE of one between business and English so that would be one and then the three additional. It was a total of four FTEs out of the six that we were already able to eliminate. Four FTEs.

Committee Member Beaudry stated four out of the six that you already eliminated.

Ms. Hogan stated already eliminated last year, correct.

Committee Member Beaudry stated that's why I wanted to go through this.

Mayor Gatsas stated maybe you should have called her earlier.

Committee Member Beaudry stated I didn't have this, Mr. Chairman. I asked for this last week, but got it tonight.

Mayor Gatsas stated if you would have given it to him earlier he would have asked you questions earlier.

Committee Member Beaudry stated exactly. I would have sat down with her like I sat down with Ms. DeFrancis. All in all, when you look at last year, we still have eight from last year that we identified, but have not been eliminated. Am I correct?

Ms. Hogan replied correct.

Committee Member Beaudry stated in your mind, Dr. Vargas, those eight are still identified as not needed?

Dr. Vargas replied it is quite possible that they are included in the recommendation that we are making to you.

Committee Member Beaudry stated that is what I have to get clear in my mind. You have ten high school, no identification, and then you have ten here. The ten that you have in the far right, that's how you are identifying those ten? Those are the ten in the budget book, correct? Okay. Got it. Where are the eight then? Where are the eight in the budget book?

Ms. DeFrancis replied it is really two separate years that you are looking at and possibly Mr. Ryan can explain this better, but last year when we looked at the 18 that we were looking to eliminate, it was based on the current enrollment in those classes at that time. Then when we look at this year's we are looking, again, at all the current enrollment in all of the classes and we are saying that if we were to have the same enrollment next year we could eliminate ten positions. It is like a separate set of classes or separate set of students that you are looking at. That is why some of them aren't exactly… For example, I think memorial is kind of clear. If you look you can see that last year we recommended English, social studies and math. We

weren't able to eliminate any of them through attrition and this year we just happened to have English, social studies and math that we were able to eliminate. That seems like it is those same positions. Then you look at biology. Last year we were recommending one. We did not reduce any through attrition. This year we are not recommending any. What that tells me is that biology is needed. There are enough students based on the teachers that we have. The in business and EL last year, we recommended one at each of those levels. They were eliminated through attrition and this year we are saying that we don't need to eliminate any of them. Again, they are separate students that you are looking at. Some of them happen to work out exactly the same this year as they did last year, but sometimes it doesn't work out exactly like that.

Dr. Vargas stated and a very important part of this is that when this recommendation was made to you last year, the course tally was available to you, which has been part of the discussion from the curriculum committee until now. It is quite possible that you look at your course tally and see that there are areas in which you need to shift. Let's say you have people in the electives. It could be in the same department that you have fewer requests for particular courses, but then you have more requests for others and you have to make that kind of shift. It is quite possible that in May we will come back to you and say our course tally is telling us this, that we might need more teachers or that we need less or you need the same, but you have to make some adjustment.

Committee Member Beaudry stated the reason for my questioning because I think this concerns, and I don't want to speak for other board members, but it was expressed to me by other board members that in order to get a RIF vote, you have to be explicit in what positions you are looking to eliminate. I'm speaking for myself now. I won't vote for a blanket RIF vote without letting me know what positions you are looking at eliminating and how that is going to impact our education. As it was stated by one of the people testifying, I don't want to use teachers as pawns, but if we have to right size the district because of student population and we have to move people around, I can understand that. I would hope that the administration looks at some of these ten teachers and if they can move into the middle school, if they have certification in that, that they could move them down instead of rifting that individual before we start blanket cutting. With that said, I have a couple of recommendations. One, I don't know if this is too early to do it, but I would move that we allow the superintendent to put the property at 195

McGregor Street on the market and put that up for sale and start working on the transition to get to West High School and any excess revenues from the sale goes into our expendable trust. I would make that as a motion if someone seconds it.

Committee Member Terrio stated Committee Member Desrochers had sent an email, Dr. Vargas, and I don't remember seeing an answer. Did we ever figure out what it would cost to move from the condominium to West High School? I'm concerned that that would eat up any profit margin.

Dr. Vargas responded I did send the answer and I'm sorry if I didn't copy the board.

Committee Member Desrochers stated I think Maura forwarded it.

Dr. Vargas stated we don't have the exact cost of it. We are waiting for the green light. That is something that we would begin as soon as possible to have that assessment done.

Mayor Gatsas stated I think you should come back to this board with a side by side that says if we have zero profit left over after we do the conversions, where does that money come from? Let's assume, it has only been five years since we have been in that facility, and the number is different than what people are assuming so we should have some sort of comparison of what is the availability of sale. Do we know what the debt service remaining is?

Ms. DeFrancis replied it was approximately $1.6 million. I would assume we might not sell it by July 1 so if we make that $100,000 payment it is about $1,558,000 I think.

Mayor Gatsas stated if anybody thinks they are going to get an awful lot of money in an escrow account… We paid $1.7 million. If we owe $1.6 million, that was with fit up, I think we paid, if memory serves me, $1.4 million and then $300,000 in fit up.

Ms. DeFrancis stated I don't recall. I know it was $1.7 million in total. I don't recall how it was split.

Committee Member Beaudry stated my motion, if there is revenue left over to put it in the expendable trust, but that's after the conversion at West and everything. If there is no money to put in the expendable trust it doesn't go in there.

Mayor Gatsas stated I understand, but before we even think about putting it on the market we ought to get some sort of idea of what the value is.

Dr. Vargas stated correct.

Mayor Gatsas stated because if the value is $1.5 million I don't think we are going to sell it. We have to take another look at what the budget is saying.

Committee Member Beaudry stated again, I'm looking at long term. I think that Dr. Vargas was looking at long term. Even if we break even this year with it or, I hope we don't, but we lose some money, we are going to be in at West for many years. We are going to be saving that $1.5 million.

Mayor Gatsas stated I don't disagree with you, but you are saving it over time and somebody has to tell somebody what fit up you are going to do and what it is going to look like. I don't think you are going to just put administration in there without doing any fit up.

Committee Member Beaudry stated no. That all has to be part of it.

Mayor Gatsas stated the savings that Dr. Vargas showed in his budget of $200,000, I don't have it in front of me, but that's gone.

Dr. Vargas stated and it is associated with other expenditures like cleaning the facility. The less square footage that you have to support the less cleaning that you need, the less electricity you need, the less security you need. I assume you have insurance there and all kind of things to occupy that building. You are correct, you have to have an analysis of one or the other, but you need an expert to look at the market value of that property.

Mayor Gatsas stated I would hope that you would come back to this board at the next meeting to tell us what those are before I accept your motion because it doesn't make any sense to accept the motion.

Dr. Vargas stated we would have to engage someone, a realtor, a commercial realtor preferably, that could produce some of the information that you are asking for. I don't know if I could do that within two weeks.

Committee Member Beaudry stated I will amend my motion then, Mr. Chairman, to allow the superintendent to go and get that analysis, but to move forward on the sale and transfer to West High School. That is something that I have heard at least from one alderman that spoke very loudly that that was an incentive that the aldermen saw that we were actually looking to save some money. We hear it when people come in to testify that… We should have stayed on Ash Street, to be honest with you. I was one of the people who voted against that move out of Ash Street because I think that was ridiculous.

Mayor Gatsas stated Committee Member Beaudry, let's assume for a second there is a $1.6 million debt service on the building. Let's assume we get $1.6 million just to pay the mortgage off. Let's assume that for a second that it is $250,000 to fit up West. Do you have $250,000 that you are going to find in the budget to do that? That is not going to happen next year.

Committee Member Beaudry asked you don't want to take a motion? I think we should give him direction on what to do. I understand where you are coming from. I don't want to go into a deficit situation on this, but how do we get it moving?

Mayor Gatsas replied I think the only way you can get it moving is for him to come back to this board and tell us where he is at.

Committee Member Beaudry stated he just said he can't do it in two weeks. Now we are looking at April. Pretty soon it is going to be July. Then summer comes and we don't have meetings. That's gone. September comes, schools starts and we are going to still be in that building and we are not going to have any savings at all in the budget.

Committee Member Beaudry *moved to allow the superintendent to put the condo at 195 McGregor Street on the market for sale and any excess revenues from the sale would go into an expendable trust. The motion was duly seconded by* ***Committee Member Girard****.*

Committee Member Girard stated Dr. Vargas, my understanding of the savings that you projected from the sale of the condo was largely in paying off the debt service and not having to pay the condo fee. Is my understanding of that correct?

Mayor Gatsas stated the condo fee is $24,000 a year.

Ms. DeFrancis stated it is about $32,000 or $35,000. Yes, that is where the $200,000 came from. However, as we discussed, I don't remember if it was here or somewhere else, if the condo is not sold by July 1 we are going to have to make that debt payment. Then it is a matter of what is the building worth, what is the condo worth? Let's say it is worth $2 million and we own $1.5 million or $1.6 million, then we take that extra $400,000 or $500,000, reduce the budget by the $200,000 that we talked about because, remember, we would have paid the debt already, and then put the rest in an expendable trust. It all depends on when the building would sell.

Committee Member Girard stated I thought the $200,000 savings in the next budget was predicated on the building being sold by May of 2018.

Ms. DeFrancis stated correct, but the debt payment is due July 1 of 2017.

Committee Member Girard asked are you going to be able to make that on June 30 to take it out of the current fiscal year? Was that the plan?

Ms. DeFrancis replied no. We would pay it out of next fiscal year, but then when we sold the building we would use the money to offset that payment we made.

Committee Member Girard asked if the total cost of the building was $1.7 million and we have made five years of payments on it, how is it that we still have a balance in excess of $1.6 million?

Ms. DeFrancis replied when I looked at the bond schedule, the original bond balance was $2.1 million. Originally we made a proposal to bond $2.4 million, $1.7 million for the condo and then another $700,000 for the garage. The garage was never built so $350,000 of that garage money was reallocated to parking lot improvements across the district and then the other $350,000, I have to look at my notes, I can't recall what that was transferred to. However, it might not ever been transferred out of the bond balance because the bond balance was $2.1 million.

Committee Member Girard stated so the sale price then needs to be able to cover the remaining bond balance, which is roughly $1.6 million, could be $1.5 million, plus whatever the fit up cost for us to break even?

Ms. DeFrancis replied for it to break even, yes.

Committee Member Girard stated Your Honor, I appreciate your wanting to get this information, but I do agree with Committee Member Beaudry that if we don't give some direction now then we are going to... Things have a way of slipping through the fingers of this body and we don't really have the luxury to allow that to happen. I see nothing wrong with putting it in the process and seeing what we get back. If the numbers come back poorly then we can pull up stakes and figure something else out.

Committee Member Ambrogi stated what I might suggest given the discussion that has gone around, if there might be a friendly amendment to the motion that we would recommend to the superintendent that he carry forward with the suggestion to sell the condo, but that first he do research and come back to us on value. This is the time of year; we should not hold up on this. This is the time of year when the real estate marking really gets going again. We don't want to lose the spring market. I think we ought to do that, but understanding that if he comes back and says guess what we found out, that we are being recommended to put it on the market for $1.5 million then we know we have a real problem and we have to reconsider.

Committee Member Beaudry stated I don't mind doing that. If we can do a cost analysis, let him do the cost analysis, come back, but let's make a motion that we pursue the move.

Committee Member Beaudry *amended the motion to allow the superintendent to get a market analysis and begin the process of selling 195 McGregor Street. The amended motion was duly seconded by* ***Committee Member Girard****.*

Committee Member Ambrogi stated agreed.

Mayor Gatsas asked how many square feet are in the condo right now?

Ms. DeFrancis replied just under 13,000.

Mayor Gatsas stated let me just tell you that CMC bought the space next door. Remember we saw it, Dr. Vargas. They bought 12,000 square feet at $84 per square foot. I'll let you folks do the math, but you might come out to $1.1 million.

Committee Member Bergeron stated I just wanted to say that I appreciate you wanting a market analysis because I have heard many reports about cities and school districts selling buildings because of tight years, tight budgets and then realizing that they way undervalued their assets and someone basically got it for a steal, not that we would do that. I just wanted to thank you for wanting that analysis.

Committee Member Freeman stated I know this may seem kind of silly, but when we get that market analysis we might, and maybe this would be helpful if we entertained the ideas of subletting that space, just an idea and if we can do that.

Dr. Vargas stated I have thought about that. Again, once you give me the green light then I have possibilities. If my hands are tied there isn't much flexibility to execute pretty much any idea. For example, I wouldn't have preferred a public discussion like this. Strategically speaking, for example, you invested in bathrooms, invested in conference rooms, invested in air conditioning, internet. You have a lot of added value that if the realtor were to tell me that that area didn't add any value to have the infrastructure, I would respectfully say to you that next door, one of the things that they needed to do was invest a lot of money to make that a work space. Again, if I was watching on television I would like to be negotiating with you if I was on the other side.

Committee Member Bergeron asked are we revealing details that typically wouldn't be in a real estate transaction?

Committee Member Ambrogi replied not yet.

Clerk Leahy stated if I can clarify the motion before you take the vote: To allow the superintendent to get a market analysis and begin the process of selling 195 McGregor Street.

Committee Member Bergeron asked does that allow you to actually sell it without coming back with a market analysis?

Dr. Vargas replied no. I cannot do anything without your approval.

Committee Member Bergeron stated I just want to make sure it is clear we are doing whatever we are doing.

Mayor Gatsas *called for a vote to allow the superintendent to get a market analysis and begin the process of selling 195 McGregor Street. The motion carried with Committee Member Van Houten voting in opposition and Mayor Gatsas abstaining.*

Committee Member Beaudry stated some other issues that we looked at. We are looking at eliminating 47 FTEs from the district. We haven't looked at any of our chargebacks. I talked again to board members and looked at our chargebacks and if we took a 5% in four line items, because we have already taken a reduction in the police line item, but if you look at grounds maintenance, plowing and facilities, you take 5% of that $288,572 and 5% of that number would be $14,428.60. Then you have Facilities of $5,879,164 and 5% of that would be $193,958.20. Then if you look at Fire, it is $15,000 and that would be $750. Then the Health Department is $2,212,633 and 5% of that would be $110,631.65. We are in the education field. Before we start laying off teachers, again, my opinion and I think I can speak for some of the board members that I spoke to, that these are some major cuts cutting 47 FTEs. This would bring us, if we just put a 5% cut in these four departments, that's $419,768.45. That's another eight teachers that we can eliminate off this RIF vote, which would give the flexibility to the superintendent to bring back some of the teachers that we talked about this evening. ICT was a concern. We don't know exactly where that is going to be depending on enrollment. We just talked about the other high school positions, the reading program. I think we can eliminate some of that and leave it up to the superintendent as far as the need of this district with those positions. I would make a motion that we have a 5% reduction in the four line items that I stated. We are making a reduction, again, in the police line item of $118,000 so that is why I didn't include that number.

Mayor Gatsas asked they have already agreed to that?

Committee Member Beaudry replied there is no agreement, Mayor, as far as I'm concerned. We are putting a budget together. Why can't these agencies be touched? If you owned a company and your company is going under, you are going to look at every single cost. Who is paving your driveway? Who is putting your lights up? All that stuff is going to be looked at. You are not just going to say I'm going to pay all that and keep going in the whole. If we are going to have pain, everybody has to feel the pain.

Mayor Gatsas stated let me ask you a question because I think I have tried over eight years when we have these conversation when we talk about reducing the Health Department, you make the pick because you might not be eliminating a teacher, but pick the school that is not going to have a nurse. Those dollars, when you get charged back $2 million it doesn't go anywhere other than the payment of the nurses. It doesn't go to running something on the City side. It has nothing to do with that. It is a line item that is there that is charged back to the School District for the work that the nurses do in the schools.

Committee Member Beaudry stated I'm glad you mentioned the nurses because that is the one I did a lot of research on. I don't think the board has this. I just got this stuff today also. The nurses, they are charging us for 193 days. We only have 175 days of school. They charge us for 183 days, but then ten holidays. Even if we go with the 175 and give them the ten holidays, that's still only 185 days.

Mayor Gatsas stated Committee Member Beaudry, do you think that somebody is just making up that number and it is not going to the nurses? There is a contract. If you sent a letter to Tim Soucy that said we don't want you managing the nurses, done, we are withdrawing that contract from you, give it to the School District and what you are thinking is that you can cut that line item in the budget by some hundred odd thousand dollars.

Committee Member Beaudry stated yes, I do.

Mayor Gatsas stated you ought to do it.

Committee Member Beaudry stated they are overcharging us when you look at the numbers. We have 175 days, you give them the ten days' vacation so that's 185. They are charging us for 193 days. I looked at the numbers. You have 35 positions that they charge us for. Twenty seven of those are FTEs in our schools. If you look at the additional dollars for the eight days, that comes up to $81,499 that we are paying for for those eight days that they are not in our schools.

Mayor Gatsas stated what I would suggest is that what you ought to do is send Tim Soucy a letter and tell him you don't want him managing the nurses.

Committee Member Beaudry stated I'm not saying anything about Tim Soucy.

Mayor Gatsas stated that's what you have to do.

Committee Member Beaudry stated don't put words in my mouth.

Mayor Gatsas stated maybe he is going to send you a letter and tell you he doesn't want to manage them anymore.

Committee Member Beaudry stated he is going to do like we have to do right now. They have to sit down and make tough decisions. We are making tough decisions. Instead of cutting a teacher, I would rather put a little strain on some of these facilities instead of cutting a teacher. We are looking at people out here that their jobs are gone.

Mayor Gatsas stated he is going to come back and say to you, what school do you want to eliminate a nurse in.

Committee Member Beaudry stated if you are asking me that question, West High School has two nurses for 800 kids.

Mayor Gatsas stated you have to make a decision. That's fine.

Committee Member Beaudry stated that's one right there. That's a simple one. We have middle schools that are bigger than West High School that have one nurse. That is $50,000 right there. I'm assuming it would go through seniority because it is a union so $50,735 is the least expensive nurse we have.

Mayor Gatsas asked what did you say? It was a union contract?

Committee Member Beaudry replied it is a union contract.

Mayor Gatsas stated so the 193 days that they are getting paid for must be in the contract.

Committee Member Beaudry stated yes, it is. I was told that, but we didn't sign the contract. That's the problem. From my understanding, they are negotiating a new contract right now. I would almost bet that the School District is probably 75-80% of their budget. Are we at the table?

Mayor Gatsas stated it is 100%.

Committee Member Beaudry stated that's even worse then. Are we at the table then to let them know what we want as a district or do we just take whatever vendor wants to charge us and we say okay, we pay it off and we will cut another two teachers and let's go with it. It is not right. I would move that we go with the 5%, which would be $419,768.45. I'm taking that number right out of the budget book on page 147 and that would eliminate the layoff of at least eight teachers. I would move that and I would hope for a second.

Committee Member Beaudry *moved to implement a 5% reduction in the following City Service line items:*

	FY17 Projection	***5% Reduction***
Grounds Maintenance	*$ 288,572.00*	*$ 14,428.60*
Facilities	*$ 5,879,164.00*	*$ 293,958.20*
Fire	*$ 15,000.00*	*$ 750.00*
Health	*$ 2,212,633.00*	*$ 110,631.65*
	Total:	***$ 419,768.45***

The motion was duly seconded by ***Committee Member Terrio****.*

Committee Member Girard stated first of all, with respect to the school nurses, frankly I would like to see us ask that it get put out to bid. Perhaps Catholic Medical Center, Elliott or some other medical facility would be willing to run our school nursing program and we might get some comparisons between the Health Department and the private sector. With respect to the general cut in facilities, my only concern is that we are kind of tasked with taking care of the buildings. I don't know if Ms. DeFrancis or anybody else can tell us typically what we have left over in those line items at the end of the day. My concern is, as much as we see what we see at Building and Sites, whether or not we will be able to maintain the facilities absent those funds. I'm not unsympathetic to what Mr. Beaudry is saying, but you are talking about pay me now, pay me later. We have already put ourselves into a position where we are trying to bond $2-3 million a year for deferred maintenance program to try to get caught up on all of the stuff that the City hasn't done since it did it last major bonding in 2003. Are we going to perpetuate that cycle of neglect that is then going to have us scrambling around as we have been for the last year for emergency fire alarm systems, roofs, heating systems, some of the stuff we have had to deal with. I don't know that that is necessarily going to help us either in the short run or the long run. In our City services line items, do we typically have left over balances in those line items? If so, what are they?

Ms. DeFrancis replied sometimes we do. Typically the Health Department we have seen surpluses in the Health Department, sometimes also in the Police Department, typically in the crossing guards if they are not able to fill all the positions sometimes we see it in the Police Department. Parks and Rec all depends on the plowing. This year I don't think we are going to

have any savings. Last year we did have some savings. Facilities usually comes in right about budget because $3.8 million of that number is the Aramark contract.

Committee Member Girard asked how much of that number is not the Aramark contract?

Ms. DeFrancis replied about $2 million. They usually come in right at budget. We typically have not seen savings in Facilities.

Mayor Gatsas stated we have a three year contract that was just done.

Ms. DeFrancis stated yes. That was just renewed.

Committee Member Girard asked may I ask Mr. Beaudry a question?

Mayor Gatsas replied sure.

Committee Member Girard asked did you take into consideration the Aramark contract as part of the Facilities line item when you did your calculations?

Committee Member Beaudry replied I did. I took the total line item of $5,879,000 and took 5% off of that. That does include Aramark.

Committee Member Girard stated so that 5% would really come out of the discretionary funds that we have to pay Facilities to do the non-contract work. You are taking about 25% of that $2 million.

Mayor Gatsas stated the easy thing is go out to bid for everything.

Committee Member Girard stated I would be happy to make that motion, Your Honor.

Mayor Gatsas stated then we ought to make that motion. Let's go out to bid. Let's have all the bids come back within four weeks and let the chips falls where they may fall.

Committee Member Girard asked do we have the wherewithal or expertise to put those bids out?

Mayor Gatsas replied I don't know. Let's just do it because that is what I'm hearing. I'm hearing that the City side isn't giving anything back to the school side. When Aramark has a contract for $3 million, and it isn't the City that negotiated it. I think it was the School District. I negotiated the last contract. That is where we picked up $70,000 for the STEAM Ahead program at West so they could take dual credits. I don't know who negotiated this one.

Committee Member Beaudry stated I believe the last contract, Mr. Chairman, was a rollover.

Mayor Gatsas stated no, it was not. They sat down at the table. I was just told that the other day.

Ms. DeFrancis stated I believe it was Kevin O'Maley when he was here. He worked on that with Aramark and us, the administration, as well.

Mayor Gatsas stated I was never at that table.

Committee Member Beaudry stated I know one of the contracts that I was at the table at…

Mayor Gatsas stated that was six years ago.

Committee Member Beaudry stated right. The last one, from my understanding, and correct me if I'm wrong, I thought that they had a three year extension into their contract and that's what we ended up agreeing to.

Ms. DeFrancis stated yes, but the rates were negotiated for that three year extension.

Committee Member Beaudry stated I would have to look at their contract. Is there anything in there that if we have a reduction in their number I would assume their quality they would have to reduce.

Mayor Gatsas stated they would reduce the square footage of cleaning.

Committee Member Beaudry stated or the quality. Each quality level meant a different dollar value.

Ms. DeFrancis stated we did ask Mr. Clougherty for a listing of what a 2.5% reduction in the Facilities budget would look like and he has worked out some of those numbers and we need to meet with him. I believe we have it scheduled for next week to go over some of those numbers and what it would look like.

Committee Member Terrio stated a couple of questions either to Ms. DeFrancis or you, Your Honor. I don't want to wreak havoc with the City budget, but does the City, in considering the services that Mr. Beaudry is talking about, does the City, when they make their budgets for next year, do they say we are going to get $5 million from the school and we need that to balance our budget for this department?

Mayor Gatsas replied the chargebacks come in as a one for one. You have my budget presentation.

Committee Member Terrio stated what I'm trying to get at, are they expecting in next year's budget to get $5 million from the schools for the Fire Department and Police?

Mayor Gatsas responded right. If you didn't give them that, it's okay because… Let's just look at the nurses. The nurses are a non-item to the department. They would just say to the nurses you are all laid off.

Committee Member Terrio stated so that would wreak havoc.

Mayor Gatsas stated it would create havoc here because they you would have to go out and find the nurses because you can't operate a school without a nurse in it.

Committee Member Terrio stated but my second question, Your Honor, and Ms. DeFrancis can answer this or you probably have a better idea, the school budget is very misleading to the people of Manchester in that it is my understanding, correct me if I'm wrong, that most of the cities and towns in New Hampshire their municipalities don't charge the school for the services. You pay your taxes to the city and then the city provides the services to the school district. Is that incorrect or correct?

Mayor Gatsas replied I think if you have one school in the district it is probably correct. I don't know how many other schools… It doesn't happen that way in Nashua.

Committee Member Connors stated we were just talking about the different departments and making their own budgets and such. For the Parks and Rec Department, for example, when they do our plowing, they budget ahead of time for the plowing. What happens when they damage our property by their plowing? Some of the schools I have been around recently there are pieces of curbing up and all those repairs that need to be made. Do we then pay for those repairs?

Mayor Gatsas replied I'm sure if they are reported the Highway Department goes back out and repairs them just like they do if they ran over your curbing in front of your house, they would go back out and repair it.

Committee Member Connors stated I understand, but who has to pay for that? If it is in the Parks budget and they are plowing our lots and they damage it….

Mayor Gatsas stated it would be the City that would be responsible.

Committee Member Connors stated so it doesn't come back to the School District on that?

Mayor Gatsas replied not if someone is reporting it. But again, there is a blizzard tomorrow and I think we should go out to bid with parks and tell them we don't want them to plow our lots and then when somebody comes in and says my plow broke down and I can't plow Memorial, I think that you folks would want that phone call from the parents that would go nuts.

Committee Member Terrio stated let me just throw this proposal out there and it might be ridiculous but feel free to shoot it down. I understand the City side is expecting money from the schools for their budgets. What if we expected the same level of service, but we said we will give you a universal fee with the cuts that Committee Member Beaudry is saying or something in between, we will give you this money, but just do the work that you have done in the past, sorry for the thing, but nickel and diming us for each item.

Mayor Gatsas stated I'm not here to defend the City departments.

Committee Member Terrio stated and I'm not attacking them.

Mayor Gatsas stated I understand, but what I'm telling you, it is simple. It is very simple. This discussion came up eight years ago with some people thinking they could plow the schools for less money. And you probably could, except for when that plan breaks down and they don't have another one to send and all of a sudden the kids start arriving and there is snow in the parking lot and the teachers want to know who is coming to plow. I look at it and say, go out to bid for everything. Don't worry about it. The City side is going to survive. It is not like it is a profit center. It is not like someone can say with this $9 million that the City is charging you they are making $1 million that they can disperse through other departments. This is just a direct chargeback.

Committee Member Terrio stated Your Honor, Committee Member Beaudry is not saying to send things out to bid. He is just saying we are hurting and we need to cut our budget somehow.

Mayor Gatsas stated understand that when you cut their budget and they come in, their line item goes down so the aldermen are going to have to give them less so it is twofold. Their line item is going to go from $5 million to $4,750,000 that's all. They are going to say to you there it is, what do you want to do?

Committee Member Bergeron stated I understand what Committee Member Terrio is saying and I imagine you being the chair of both boards is tough. It is great because you have the knowledge, but it is tough at these times when we are discussing things like this. I just wanted to know, on their end, for example, they look at their budgets and they have to be lean and mean themselves. Do we call it our landlord because they own our buildings? What is that relationship there?

Mayor Gatsas replied whatever you want to call them.

Committee Member Bergeron stated typically a property management company… Is there something in the budget that reinvests in the building with every budget?

Mayor Gatsas replied have you been following the budget process here since you have been elected? I'm giving you an answer. You should know that answer. You shouldn't have to ask me that question.

Committee Member Bergeron stated I'm asking you the question. Does it specifically state reinvesting in buildings?

Mayor Gatsas replied no. You are the tenant. There are leases that say you as the tenant have to do the reinvesting.

Committee Member Beaudry stated that was my question. It is in the contract.

Mayor Gatsas stated there are no contracts with the city.

Committee Member Beaudry stated I thought there were. I thought I asked that question.

Committee Member Terrio *requested a roll call vote on the motion to implement a 5% reduction on the following City service invoices:*

	FY17 Projection	***5% Reduction***
Grounds Maintenance	*$ 288,572.00*	*$ 14,428.60*
Facilities	*$ 5,879,164.00*	*$ 293,958.20*
Fire	*$ 15,000.00*	*$ 750.00*
Health	*$ 2,212,633.00*	*$ 110,631.65*
	Total:	***$ 419,768.45***

Committee Members Terrio, Connors, Beaudry, Desrochers, Van Houten, Langton, Georges, Want, and Bergeron voted yea. Committee Members Tessier and Girard voted nay. Mayor Gatsas abstained. Committee Members Avard, Ambrogi and Freeman were absent. The motion carried.

Mayor Gatsas asked any more motions, Committee Member Beaudry?

Committee Member Beaudry replied yes.

Mayor Gatsas stated I would think you would make those motions after you got the money. Before you get the money, making those motions is not a good idea.

Committee Member Beaudry stated I think the aldermen honestly want to know. I was told by aldermen that they want to know what this board says. They respect the superintendent, but they know that the superintendent can come in with a recommendation has he has and this board can change it any way they want. At least we are coming in with what the board is voting on what we want to do. As far as the budget, I think we should get the budget to the aldermen. I don't know what the board wants to do collectively as far as the FTEs that the superintendent mentioned. With the motion we just made that would reduce that 18 to approximately ten. If we want to send this budget to the aldermen with the $170 million and then reflecting what is going to be the recourse to get to the tax cap number. That is what we have done in the past. I think

that is the way we should go, give them the top number, the $170 million, and the superintendent has explained how he is getting to the $167 million, which is the tax cap number.

Mayor Gatsas stated the tax cap number is $165 million. Anyone who doesn't vote to send the tax cap number to the aldermen, trust me that right now what I'll do, I'll write you up and send you to the Conduct Board. The Charter is very clear, Mr. Beaudry, very clear of what it says. That's disrespectful. When you stand on stage at the Palace, what do you swear to? To uphold the Charter.

Committee Member Beaudry stated and I will do that. Can you please read that section? I know you must have it ready because I read it last time. It is ambiguous.

Mayor Gatsas stated "in submitting their proposed budgets to the board of aldermen, the mayor and school district shall not propose total expenditures excluding amounts payable in connection with municipal bond obligations in an amount exceeding the budget established during the prior fiscal year, excluding amounts payable in connection with municipal bond obligations for the prior fiscal year, increased by a factor equal to the average of the changes in the Consumer Price Index for the three" average.

Committee Member Beaudry stated correct. That's 1.2%.

Mayor Gatsas stated that's what it says. That is what you will submit.

Committee Member Beaudry stated so we put 1.2% on our $165 million. What I'm asking, where does it say that we have to make up the revenues?

Mayor Gatsas stated let's ask the expert. Ms. DeFrancis, what is the tax cap budget as you as the finance officer of the School District would assume you have to present?

Ms. DeFrancis replied in the past the board, based on the letters of different attorneys that we received, the tax cap budget was only looking at the expenditure side, not on the revenue shortfall so it would be the 1.2% on the $165 million. That is what was submitted in the past.

Mayor Gatsas stated let me finish reading. There is only one attorney that upholds the Charter, the City solicitor. He sent you a letter last year. He sent it right to this board. Does everybody forget?

Ms. DeFrancis stated I know there have been several letters.

Mayor Gatsas asked can you get that letter to the board from the City Solicitor.

Committee Member Beaudry stated it is ambiguous. Mr. Chairman, just to appease you, I don't mind going to the $165 million because the superintendent has already explained in his budget what he is going to eliminate to get to the $165 million. I don't have a problem with sending the budget that we have from $170 million and how we get to the $165 million.

Mayor Gatsas stated if you want to send another 17 budgets to the aldermen as a board, send them.

Committee Member Beaudry stated we are sending them a budget with a tax cap number of $165 million and how we got there.

Mayor Gatsas stated if you want to send others, send them. If you want to send a $170 million, a $167 million…

Committee Member Beaudry stated no, I want to send one budget with a tax cap number of $165 million and how we got there.

Mayor Gatsas stated okay.

Committee Member Beaudry stated we are giving them the tax cap number and how we got to the tax cap number. Then if they want to give us the $167.5 million then the superintendent could add health and he can add Spanish in the middle schools and he can add reading programs so they will know, based on what they give us, what programs are going to be established.

Committee Member Want stated I agree with you. We do need to send over that tax cap budget per Charter, but what I would like to spend the rest of the evening doing with my colleagues is spending some time figuring out a priority of the things that we are cutting what we would put back and in what order from what is cut in that tax cap budget so that if the aldermen should find more money for the School District which desperately needs it, that they would know what our wishes were. If we were able to get to the $167.5 million that the superintendent mentioned that we would be able to restore the three programs that he mentioned, that we would be able to restore foreign language at the middle school starting with Spanish, which we have heard so many times our parents talk about. We would be able to put health in our middle schools, which only makes sense. Come on, people. It does not make sense to have health only in our elementary schools. We are dropping those kids right when they get to the age where they need to hear that prevention message that was talked about so strongly at the summit this past week. That is that third leg that we need and we need to have it in our schools to help with that crisis that we are having in our city. I would hope that the aldermen would want to support that. That third program, if we could reinstate some reading help, some remedial reading for our kids in the middle school. We have to help our middle schools. That is what I would like to spend the rest of the night on. We have spent a lot of time this evening talking about a lot of things. I would like to be productive for the rest of the evening and figure out what we would put back once we are sending over an addendum which says this is what we would put back and in this order and here's what we would give you, aldermen, if you can get us to $167.5 million. We will put back these programs in the middle school, which your community has asked you for over and over again.

Mayor Gatsas stated let me just give you, just so you know, some history. History is a scary thing sometimes.

Committee Member Want stated I'm all about history.

Mayor Gatsas stated if you are then let me tell you. Back when I was an alderman, 2001 or 2002, the School District, Committee Member Beaudry will remember this, they wanted $1 million to paint the buildings. Remember? That's what we were told as aldermen. Give us $1 million and we will pay the maintenance of the buildings. That is what the aldermen were told. I said can we put it in a special account that only goes directly to painting of the buildings. No. Don't you trust us? What happened? The board gave the School District the $1 million. It didn't go to painting any buildings. When people say what's the history, that's the history.

Committee Member Want stated Your Honor, I have heard that history before and I understand, I think we all read the paper with Vice Chair Alderman Long's statement when he said he does not trust the administration to do with the money what they say they are going to do with the money if the aldermen appropriate it and that is why he said he wants to hear from this board what we would do with any extra money that they would send over above and beyond the superintendent's worst case scenario budget, which is the tax cap. I would like to be productive the rest of the evening and spend some time on that because I think the aldermen understand that if this board passes it that's what will happen with that money. If we take a vote then that's what happens.

Mayor Gatsas stated we took a vote six years ago to build a garage over at the administration building, $750,000 was set aside to do a garage. It never got built and we took the money and we spent it. The board spent it.

Committee Member Avard stated we are not the ones who make the decision not the build the garage. That was the building owner.

Mayor Gatsas stated no, but we could have bought spaces at the time.

Committee Member Avard stated that wasn't what the money was put aside for so we said no.

Mayor Gatsas stated so we spent it.

Committee Member Girard stated I certainly don't disagree with what my colleague from Ward 4 said, but the trouble that I have with the approach is that Dr. Vargas has told us that the carryover budget or whatever he calls it requires $170 million just to maintain what we are doing now, exactly as we are doing it. If we are going to send over $165 million and tell the aldermen we are going to add Spanish and health and reading and all of these things if we get to $167 million, that doesn't jive with the numbers that the superintendent has told us we need to maintain things as they are now. I would like to make a recommendation however. We could go point by point through the superintendent's recommendations and I would probably be getting ready to go to my radio show by the time we were done. I think that there are things in there that I support; there are things in there that I don't support, but I don't think we are going to make a whole lot of headway, particularly with the aldermen, if we are just going to go point by point and try to boil this down. The tax cap is clear. We have to send $165 million budget over. The superintendent's presentation is clear and I'm sure he and whoever accompanies him to the Board of Aldermen are going to make the case for what will happen if, based on the presentation that he gave and the status quo we understand will cost us $170 million to do what we are doing today next year for all of the reasons that we are all well aware of. What I would like to suggest is that we adopt preliminarily Superintendent Vargas' recommendations as made to this board back in February with the understanding that we are not giving him a hard and fast vote say to rift 18 teachers, but as we discussed earlier, giving him the latitude he needs to rift up to, if you want to cap at 18 fine, x number of teachers so that the aldermen know that this body has taken a preliminary vote, or taken a vote, on a $165 million budget and if they give us $165 million budget then as the superintendent said earlier we will work with him or he will work with us to make final recommendations on how those funds are to be allocated based on everything from enrolments to the number of kids who signed up for classes, etc., etc. I think we need to give him some flexibility within that framework to decide which positions stay and which positions go. There may be more retirements. There may be more resignations. There may be a lot of things that affect that preliminary number of 18 he thought might be needed to be laid off. One of the things that I think Alderman Long who is chairman of the board and leading at least one of

the efforts to craft a budget on the aldermen's side I think he was very clear that unless he sees this board take action… It is not that he doesn't trust the superintendent, he just knows the superintendent isn't the final word. Unless we are going to make votes that say this is what we will do if $165 million is what we get and then we work with the superintendent to massage those details as necessary then the aldermen are going to know what this budget is going to look like, they are going to know what the impact of the budget is going to be. Frankly, I think they will be more inclined to add to that bottom line if they have the wherewithal to do it knowing that we have, for the first time in a number of years, taken radical steps to change how things are done. I would move that we accept the superintendent's recommendations on a level funded budget and send that level funded budget with that motion to the Board of Mayor and Aldermen.

Mayor Gatsas stated let me have these folks finish the discussion and then I'll come back to you for your motion.

Committee Member Connors stated I have to agree with Committee Member Want about putting forward the budget number and then having a menu of sorts of what we would add back in. You know, the number of $170 million would put us back where we are, but is that where we want to be? Do we want to be where we are or are there other things that we feel are more important? Do we feel that those elementary teachers are more important or that Spanish is more important? We are all consumers here, not necessarily of the School District, but we are consumers in some way or another. Who wants to put money out there and not know what it is going to? When you go to the store you want to know what you are paying for. I think the aldermen and the people of our city want to know what we are paying for as well. They should be able to see it as a menu of options and say if you give us $1 million this is exactly what we are going to do with that money.

Committee Member Beaudry stated I was going to make a motion, but if Mr. Girard is going to make it I'm going to amend it because I do believe that Committee Member Want is correct. From the feedback I received we have to let the aldermen know what the board collectively wants to do if they give us additional dollars. These are the recommendations I would go with and I would take any comments from board members if they want to go in a different order.

With the prior motions we just gave the superintendent eight teachers back so he can look at the layoffs of the 18 and figure out what is more important for those eight teachers. I would assume the board would want elementary. Correct me if I'm wrong, but I would assume that would be one of the positions we are looking at and maybe ICT seeing that we are kind of in a bind with ICT because that is already out there. The priorities that I would tell the aldermen we would get back if we get additional dollars would be health in the middle schools, Spanish in the middle schools, a reading program and then teachers for the elimination of ICT or CTE or again, elementary. Those would be the priorities and I'm open to suggestions. That's the motion I would make. If Mr. Girard makes the motion I would amend it to put that to the aldermen. I think they do want to know what we are going to do if they give us additional dollars.

Committee Member Georges stated I want to support what Leslie was saying. Six years ago, that was the past. Now we are moving forward. The people who were on the board six years ago, I think Mr. Beaudry was there, but we were not there. We want to move forward. The aldermen can trust us because we don't want to do something. We know next year we are going to stand again, we are going to need money, we want to go forward with the schools, with the district. Please, don't bring us in the past. Let us go forward.

Committee Member Want stated I just wanted to say about the $167 million and, Committee Member Girard, it doesn't seem to make sense that if was $170 million was status quo that somehow $167 million you would be able to get these three programs back, but I think Superintendent Vargas talked earlier this evening about if you were to reinstate some things of value, things that we are looking for, and that the aldermen would find of value and would be cause for them to give us additional monies that we would still incur some of the pain. It is choices. Dr. Vargas was saying that we have to make some hard choices and I think the aldermen are looking for us to do that. I think we have definitely shown a willingness… I haven't heard anybody on this board say that they are not willing to move central office to West High School, whether or not the all the details work out or not remains to be seen, but I think there is a will on this board to get that done. I think the aldermen will appreciate that as a move in the right direction and a show of good faith on behalf of this board that we are trying to be fiscally responsible. I think that they know in their heart of hearts that this district is working on

very limited funds and always has. Now we are out of our trust funds. We have spent the savings and now we are like a family living pay check to pay check and I don't think a school district should be operating that way. We can make hard decisions. I think at $167 million we can ameliorate some of this pain in this worst case scenario budget of the superintendent's and we can put those teachers back. If you look at putting those programs back in the middle school you would need 12 teachers to do that using our $50,000 per teacher formula. That's $600,000. If they gave us the extra $2.5 million that gives us almost $2 million to get rid of some of the pain that is in this budget and that is where I would like to have the discussion, what do you least want to lose in this budget. For me it is the elementary school teachers and the two middle school SROs. Those are my priorities, those two. I would like to hear from my colleagues.

Mayor Gatsas stated and your assumption would be that they shouldn't worry about the City side.

Committee Member Want stated you know what, Mayor, I kind of agree with you on that. I feel like that vote that just went around was maybe not wise, but I do understand where it came from. I'm on Building and Sites. I do feel like the vote that we just took for the 5% for City service wasn't wise just in terms of I don't know how the aldermen are going to receive that. I do know, being on Building and Sites, sometimes looking at the bills as they come across in our agendas, looking at the money that flows out in that direction that very little of it can you actually attach to the education of a kid. It feels hard when you are on this end of trying to figure out how to spend money when you are losing people who are giving instruction to kids and to maybe just tighten the belt a little bit.

Mayor Gatsas stated but my question is the City side is short on severance, $2.5 million,. They are short on contingency. There is no money in any of the budgets except for police for COLAs and steps in the contracts.

Committee Member Want stated and you have already cut each department by a quarter of a percent. I saw that in your budget. This will make things worse. I do appreciate that. Like I said, I don't know how the aldermen will receive that. I don't know if that was very wise of us. I think it came out of a position of absolute frustration and dire need.

Committee Member Ambrogi stated I would just like to go back to the motion that Committee Member Girard proposed. I think what is really important and taking into consideration what others have said, it is really important that if you vote for that motion, which I will, that what we are saying is that we are endorsing what the superintendent and his staff took a lot of time to do, which was to layout a vision of how we begin to change business as usual. Even though that yes, it is true that we can call it a rollover budget at $170 million, which I don't think we will get, I'm looking to get that, but I think what we are saying in supporting what the superintendent laid out as a budget plan is that we want to begin to look at doing things differently, the right sizing issue, does it make sense to own the real estate in the condo. These are all really good questions that have not been raised before. I think that in voting for it we also need to carry it forward to the aldermen with a very strong endorsement that we appreciate what the superintendent has done and we are prepared to carry out the actual pieces that he has laid out depending on what number we get. At the same time I think that Committee Member Want is absolutely correct that we also need to make it very clear that if we were to get additional dollars we would commit to using them and we can make that commitment because we are not just going to go back to business as usual. We are going to stick with some of the harder parts of the superintendent's budget in order to make room. I would agree also with Committee Member Georges that we need to look forward here. We can't look back 12-15 years ago. That is not today. Today we are saying as this board we are committed to these changes and we are also committed that if we get additional dollars we understand that we have to support our middle schools.

Committee Member Van Houten stated I think I will just go in another direction here very quickly. We have cut down the number of layoffs and that is all well and good, but that tax cap number that we are talking about still takes 30 people out of our classrooms. Looking at the layoff number I think is important, but I'm looking at those classrooms. We had some numbers given to us by Mr. O'Connell who said 30 in this class, 29 in this class, 29 in this class. If we

take 30 individuals out of our classrooms will we be any better off? I think that we are cutting our throats to forget about that and I think the aldermen need to clearly understand that that is our major sacrifice. That is our primary obligation. It is to teach kids, it is to work with youngsters. I understand buildings have to be maintained. I understand all of that, but when you look at a family budget for instance probably the last thing you cut out is food or something important for the sustenance of your family. I think we have to push that very strongly. I think that has to be a top priority to make sure that our classrooms are as much as we can project adequate staff for us. I'm just not sure if we should start with a low number and build up or just give a series of numbers. I agree the tax cap number has to go. That is Charter determined, but should we, instead of giving them a menu, give them three scenarios: this number will give us this, bear budget taking 30 people out of the classrooms; this number will give us this. I don't know. I'm not sure which way to do. I don't want to lose sight of the fact that we are not looking at just a layoff number. We are looking at a removal number, taking teachers out of classrooms.

Committee Member Freeman stated I would like to address something that Committee Member Van Houten said. It was explained by Dr. Vargas that the reason why he was cutting those elementary positions was because he had decreased enrollment in some of those classes. I don't think that is a kneejerk reaction just to lay off teachers. I think that was definitely scrutinized very hard by Dr. Vargas. I do agree with Committee Members Beaudry, Want, Ambrogi, we need to have a priority list. However, I would propose that we use the list that Dr. Vargas has so diligently worked on. The recommendations that he had made have taken a certain level of expertise that I don't feel comfortable overriding. That would be my recommendation. If we are going to give a list that it would be based on what Dr. Vargas has recommended.

Committee Member Girard stated several points. I don't disagree that we should send a priority list of if we get more money here's what we do. My point was we can't get there unless we come in and say something to the effect of we have adopted Dr. Vargas' recommendations for a level funded budget. That way they know what we will do. That still leaves us with details to work around. I don't agree that we have eliminated the need to cut eight teachers tonight. Having been an alderman I can tell you how the aldermen are going to look at this. You just

reduced my non-tax revenues by over $400,000. While that may result in the layoff of a nurse or something like that, it is not going to result of the City staff necessary to fix the buildings or do the plowing or anything else. They may very well decide to take a look at that $400,000 plus in revenue we don't want to pay them and say there is $400,000 less we are going to give you and it ends up being a zero sum game for us. I don't think it is wise to go after revenue. That might be a perfect topic, by the way, to refer to the Joint Committee on Education where maybe some of the finer points of that issue could be hashed out. If you don't think that spending money on buildings to maintain them has an impact on a child's education I would be glad to forward you minutes from when I used to work from Mayor Wieczorek or was an alderman myself and have people come and bombard the board the way they used to bombard the board when the windows were rattling, when the heating systems didn't work, when the plumbing was failing. If you don't think maintaining those buildings has anything to do with educating kids you are sadly mistaken. That is another reason why I think that vote was shortsighted. The other reason why I think we have to take an affirmative action to support the superintendent's recommendations is let's not forget what happened last year. This board went to the aldermen, asked for another $2.5 million. They gave us a fully funded budget and the increase in funding, did we put it toward the shortfalls in special ed that we found out we had toward the end of the budget process? No. Did we following along with the superintendent's recommendations to eliminate those high school positions she came forward and said were surplus to our need? No. What did she do? She hired back district office staff that she said was surplus to the district's needs so the happy nest there could continue on infringed and nothing changed. I don't blame the aldermen for wanting to see something concrete from us because let's face it they gave us $2.5 million they weren't going to give us last year, override the tax cap to do it and we didn't exactly hand them what we said we were going to do. We didn't exactly address the problems that showed up in the budget. We didn't exactly do anything to change the status quo. We can't do that again.

Mayor Gatsas asked your motion, Committee Member Girard?

Committee Member Girard replied I would move that we send Dr. Vargas' recommendations on a level funded budget to the aldermen.

Committee Member Girard *moved to forward to the Board of Mayor and Aldermen the superintendent's recommendations and the tax cap budget in the amount of $165,007,505. The motion was duly seconded by* ***Committee Member Freeman****.*

Mayor Gatsas stated we have had enough discussion.

Committee Member Girard stated then we can have the discussion about what priorities we want to add.

Committee Member Beaudry stated I was going to amend it.

Committee Member Girard asked can I speak to that?

Committee Member Beaudry asked how can you speak to something that is not even done yet?

Committee Member Girard replied because we know what you are going to say.

Mayor Gatsas stated I think Committee Member Girard knows I'm not going to accept your motion to amend.

Committee Member Girard stated I don't mind having the discussion about the priorities, but I think it is an absolutely separate motion and I think we should discuss what those priorities are. It is a separate motion to the tax cap budget that we have to send. I'm more than happy to have the discussion, Mr. Vice Chairman. I'm more than happy to discuss what priorities we would all like to see and take votes on that. I don't think it belongs with this motion.

Committee Member Beaudry stated if may speak on the motion then. I would hope that this board votes the motion down because I believe, from what I have heard on the aldermanic side, they want to know what we are going to spend the extra money on. I don't mind sending the budget number over with the tax cap number, but we have to let them know additional dollars are going to bring back these programs. Vote this motion down. I will make another motion with

the priorities. We will go with the tax cap budget. We send them the budget with the priorities for the $167.5 million that the superintendent said he can get health, Spanish and reading and then any additional dollars will go towards lowering class sizes.

Mayor Gatsas stated so you are sending two budgets over.

Committee Member Beaudry stated no. It would be one budget, tax cap and then what it takes to get these initiatives.

Mayor Gatsas stated the vote that is going to be taken here tonight is on the $165 million.

Committee Member Beaudry stated right, $165 million, but how you got there.

Committee Member Girard stated point of order, Your Honor. The vice chairman is implying that there cannot be separate motions that establish…

Mayor Gatsas stated let's get by this. Everybody has had a chance to speak. Everybody has said what they wanted to say. Guess what? The number is coming out of the aldermen and if people are telling you that they are going to give you $2 million, okay, good. I hope they give you your number sooner than later so they we can all come back to this table and figure out how we are going to get students educated. That's what's most important.

Committee Member Girard stated just one point because of what was just said there is confusion. You are not accepting an amendment to my motion. That doesn't mean you are not going to allow there to be discussion on the priorities this board would set if there is additional money.

Mayor Gatsas stated absolutely. If you want to make whatever priorities you want to make you can make them and send them along to the aldermen and tell them that's what you want.

Committee Member Avard stated I agree with Committee Member Beaudry that it all needs to go together as a package. Separating it is just going to cause more confusion. We have done this in the past where we have sent over two budgets, we have sent over three budgets and the aldermen don't appreciate that. They consider it a stunt on our part and they don't appreciate it. I think being very clear and concise, sending over exactly what the superintendent gave us which shows from the $170 million all the way down incrementally where we would be at what Ms. DeFrancis calculated as a tax cap budget and then it goes to the level funding. Then with an addendum on it as Committee Member Want had suggested stating that should additional monies be found above level funding here is our intent to do with that. Altogether, one package. It still keeps in line with the Charter and gives them all the information that they have been asking us for year after year after year and it doesn't confuse it by sending over several documents. It is all together, one thing. I agree with Committee Member Beaudry. If this can't go on as an amendment to the original motion let's vote down that motion, get a new motion that is clean, puts it all together and get his over with for tonight.

Committee Member Van Houten stated I agree with Committee Member Avard. I just want to confirm that we are talking about the $165,173,807. That is what we are talking about for level funded.

Mayor Gatsas stated a tax cap budget, not level funded.

Ms. DeFrancis stated it is $165,173,307. That is not necessarily the tax cap revenue budget. That is level funded for this year.

Mayor Gatsas stated that is not a tax cap budget.

Committee Member Girard stated I will amend my motion, Your Honor.

Mayor Gatsas stated the tax cap budget is $165,008,037. Correct? What did I send you for a budget?

Clerk Leahy replied Mayor, your number that you presented to the aldermen is $165,007,505.

Committee Member Terrio stated point of order. Just to clarify, you will not accept any amendments to Committee Member Girard's motion?

Mayor Gatsas replied vote his down and then vote another one up.

Committee Member Van Houten stated so you are saying tax cap not level funded, right?

Committee Member Girard replied tax cap budget.

Committee Member Girard *requested a roll call vote on the motion to forward to the Board of Mayor and Aldermen the superintendent's recommendations and the tax cap budget in the amount of $165,007,505. Committee Members Girard and Freeman voted yea. Committee Members Terrio, Connors, Beaudry, Avard, Desrochers, Van Houten, Ambrogi, Langton, Georges, Want, Bergeron, and Tessier voted nay. Mayor Gatsas abstained. The motion failed.*

Committee Member Beaudry stated I would move that we send a tax cap budget to the Board of Mayor and Aldermen starting with the $170 million and working down to the tax cap number and any additional dollars given to us we will implement health, Spanish, reading and then we would reduce class sizes.

Mayor Gatsas stated so what you are saying is $165,007,505 and then build over that.

Committee Member Beaudry stated correct. Every additional dollar we are going to add health, Spanish, reading in the middle schools and then to reduce class sizes at the discretion of the board.

Mayor Gatsas asked do you want to read that motion?

Clerk Leahy replied I'll do my best. To send a tax cap budget to the aldermen of $165,007,505 and work your way up to the $170 million by including health and Spanish at the middle schools, reading and elementary classroom sizes.

Committee Member Beaudry stated I said $170 million. Where is it in our budget?

Mayor Gatsas stated $165,007,505. Any other budget that you send you are in violation of the Charter.

Committee Member Beaudry stated no, I'm asking…

Mayor Gatsas interjected you are in violation of the Charter.

Committee Member Beaudry stated I'm giving them the $165,007,505.

Mayor Gatsas stated and then you are building from there.

Committee Member Beaudry stated right. She is saying $170 million. What is the actual number?

Ms. DeFrancis replied $170,080,065. That is page six.

Committee Member Beaudry stated and I do want to clarify that I think we should have a spot in that budget of $167.5 million that the superintendent would implement health, Spanish and then reading at $167.5 million so that aldermen know that has been consistent through our discussions including the superintendent. When we give them that number, that should be a mid-point on what we can start giving back to the district and then above that would be additional teachers coming back to reduce class sizes.

Committee Member Connors stated just to speak to that, my priority would be to have the elementary teachers up at the top of that list. I have a child of my own that is an elementary class size of 30 students right now and their school is on the list to lose another elementary teacher at this point. I don't see how that can happen for some of these schools.

Committee Member Beaudry stated if I may speak to that, Mr. Chairman, I'm hoping that the superintendent hears this tonight because with that additional $400,000 you have eight additional teachers there. He can take that 11 number and bring it down. Actually, I would like to see another sheet at our next meeting with what you are going to do with that additional $400,000 that we voted on this evening on where you are going to put that in these line items of reduction of force.

Committee Member Girard stated I really don't think that a vote of this board can remove revenues from the Board of Mayor and Aldermen. They are going to determine what that is going to be. Unless we are going to put it out to bid and find a way to do it without them, we don't control that number.

Mayor Gatsas stated it sounds to me that there are some aldermen making school board members promises.

Committee Member Girard stated whatever the discussions that have been had, unless things have changed dramatically since I was an alderman we don't control that number.

Committee Member Beaudry stated with all due respect, Mr. Chairman…

Committee Member Girard stated I have the floor.

Committee Member Beaudry stated you keep talking revenues. I'm not talking about revenues.

Committee Member Girard stated yes, you are.

Committee Member Beaudry stated no, I'm eliminating an expense on our side.

Committee Member Girard stated yes, which is a revenue on the City side.

Committee Member Beaudry stated that's their revenue. I'm talking expenses on our side.

Committee Member Girard stated and you don't control that because…

Committee Member Beaudry interjected yes, we do. We are voting on it right now.

Committee Member Girard stated no, you don't. You will find out.

Mayor Gatsas stated this has been going on for eight years. He doesn't want to see what is right in front of him.

Committee Member Girard stated if the aldermen are going to charge us…

Mayor Gatsas stated say go out to bid, guess what, it will be an awful day for this School District.

Committee Member Beaudry stated I'm not suggesting that.

Committee Member Girard stated more to the point, Your Honor, I don't agree with the priorities. That is why I wanted to have a separate motion.

Mayor Gatsas stated that is why we take votes around here so everyone knows what they want to do.

Committee Member Georges stated they forget the problem for the SRO at the middle school. I want it full time because they cannot be part time. We have a lot of problems with the middle schools. I think the SRO inside the middle school is very important.

Mayor Gatsas stated they already cut the police's budget for SROs by $118,000.

Committee Member Girard stated she is saying she wants to put that back.

Mayor Gatsas stated I understand. It is $118,000 that has been cut from the SROs.

Committee Member Georges stated that is a big thing. The kids who really have a lot of problems…

Mayor Gatsas stated Committee Member Georges, I don't disagree with you. All I'm saying is that people think and assume that you can just cut on the services that the City provides to this district. That's fine, but at some point you might hear that I think you ought to go out and find your own SROs and you ought to go out and find your own nurses and that's fine because if you have a conversation with some of these department heads, it doesn't matter to them. They are providing a service, the same service that they would provide to anybody else that says I need a police officer at my establishment.

Committee Member Girard stated if I remember presentations give to us at the Building and Sites Committee the cost per square foot for maintaining those buildings done by the City's Public Works Department is about half the cost of what it costs the private sector according to the comparisons they have given us. Back on the priorities, I too would like to see the SROs. I too would like to see not just class sizes reduced at elementary schools.

Mayor Gatsas stated let's just take the vote where he is at. Let's just do that and send it to the aldermen. Guess what? Let's let the chips fall where they may fall.

Committee Member Beaudry *moved to send a tax cap budget in the amount of $165,007,505 to the Board of Mayor and Aldermen and show what would be added back in at the $167,500,000 and $170,080,065 levels including health and Spanish at the middle schools, reading and elementary classroom sizes. The motion was duly seconded by* ***Committee Member Terrio.***

Committee Member Terrio *requested a roll call vote on the motion. Committee Members Terrio, Connors, Beaudry, Avard, Desrochers, Van Houten, Ambrogi, Langton, Georges, Want, Freeman, Bergeron, and Tessier voted yea. Committee Member Girard voted nay. Mayor Gatsas abstained. The motion carried.*

Committee Member Avard stated this is still about budget, but not germane to what we just did. Ms. DeFrancis, in looking through the budget that we have in front of us, I would actually have to go back and compare it to past years and I'm surprised that I never noticed it before, but we have all of the stipends listed in here for things like BLILs and other things like that. We don't have in here the coaches and the layout of coaches, head coaches, assistant coaches, what they get paid. We have a lay out of extracurricular that says at Parker Varney there is an intermural sports stipend, but it doesn't say who that gets paid to. I think as a public document we show all of the salaries and everything for everybody else. I really think those should be laid out person by person of who gets paid what at each school for what position. It would also help us making decisions going forward. I don't know how much we are paying for coaching in this city. I don't know how much we are paying for assistant coaching in this city. I might have recommendations about what we do with assistant coaches if we are looking at cutting positions, but we don't have those numbers in front of us. I don't know if that would be a big deal to get to us. I think it is something that should be in future years when you lay out all the other salaries and other stipends like the BLIL stipends that are laid out in here that those stipends should also be in there and laid out.

Ms. DeFrancis stated the total that we have is just an athletics total so it doesn't have that detail to it. The coaches are not part of the college bargaining agreement so it is not listed as the extracurricular stipends are or BLIL stipends are. I would just have to work with the athletics director and payroll to come up with a listing of the coaches and what we pay them.

Committee Member Avard stated we do have non-bargained positions on the list that show salaries. I don't think it is strictly a function of bargaining. I think it is public money and being public money it should all be listed in here. Having the about $2.3 million that is in athletics, something in that neighborhood, without having a breakdown of that really doesn't give us an idea of where efficiencies could be found. I would like to see that if we could.

Mayor Gatsas stated let's move along.

Committee Member Van Houten stated I guess I have a procedural question here. When I voted on that 5% cut I was very hesitant. As I hear what is happening I wonder if that was an action we could take afterward, if we don't get the budget that we need. We can go back to the City services and say we want to do a 5% cut in June if we want to. Am I correct?

Mayor Gatsas replied no. That line item is in their budget. So was the police detail.

Committee Member Van Houten stated so it can't be altered after the budget is accepted.

Mayor Gatsas stated no.

Committee Member Van Houten stated alright. At what point is the budget accepted, when we sign?

Mayor Gatsas replied no, when they send you the budget.

Committee Member Van Houten stated I still think I would like to make a motion to reconsider. That's the one where we reduced those four line items in our budget. I'm hearing things that we may have predisposed the aldermen to not give us a great deal of leeway on our budget. I move to reconsider.

Mayor Gatsas stated there isn't a second.

Committee Member Girard stated Your Honor, I'll second.

Committee Member Beaudry stated we cannot fold on this vote. We are here for education. We are cutting 47 positions. Mr. Chairman, I have to argue this point. As the vice chairman, we are here to educate people and we are cutting 47 positions. If my memory serves me right, in your budget presentation nobody on the City side was going to get cut, but yet we are cutting 47 teachers. To me, it is not a revenue thing we are going after. It is an expense thing. We are running a district. Do you want to cut eight more teachers or do you want to have a little pain where somebody might have to have less hours in our schools or less maintenance? Do we want maintenance in our buildings as a priority or do we want teachers and people to teach our kids? That's what it is coming down to. To reconsider this vote at this time because of a threat, I don't believe that is accurate. Committee Member Want, you heard it loud and clear. They want to know what we are willing to cut. We made the motion of what we are willing to cut. Now we are going to rescind it and say no, we are not going to do that. Where are we going to get the other $400,000? I'm not willing to rift 18 teachers or 18 positions, let's put it that way, and have everybody just get the money that they request from us. They can go ahead and request $3 million next year, we are just going to pay it. That's okay because we can't do anything about it and we will just lay off another ten teachers or 20 teachers to pay the bill. That isn't a way to run an operation.

Mayor Gatsas asked what would you tell a private contractor?

Committee Member Beaudry replied I would tell a private contractor we are not paying or don't do the service this month or cut back on it. If my memory serves me right Building and Sites, that was one thing that the Parks and Rec gentleman said, maybe they can cut the grass every other day or every other week to save money. There are ways to do it. Let's leave the motion the way it is and let the cards fall where they may.

Committee Member Girard stated I'm sure the aldermen will appreciate our voting to cut the revenues, Your Honor.

Mayor Gatsas stated it is what it is. There were promised made, obviously, to school board members by aldermen. That is what I'm hearing. Nobody wants to step up and say it, but that's what I'm hearing.

Committee Member Want stated first of all, I want to say, Vice Chair, I love your passion for this district. I think your sense of urgency is amazing, but I do think that us taking the vote we just took to in effect cut the City side almost a half million dollars is penny wise pound foolish. Given that I voted in the affirmative, I would like to revote it and if anyone else is having the same buyer's remorse that I'm having…

Mayor Gatsas stated I have just been notified that if a motion for reconsideration is made in the same night it goes onto the next board meeting. We can have that discussion at the next meeting.

Committee Member Want stated that sounds fair enough, Your Honor. I'm happy with that. Those are the rules.

Clerk Leahy stated at this point, just to be clear, Committee Member Van Houten has given her notice that she wants to reconsider the vote so that will go on the action agenda of the next board meeting.

b) Sub pay reductions

Ms. DeFrancis stated this was brought up at the last board meeting where if we have a delayed opening we are not paying the substitute, since it is hourly pay, we are not paying the full $70 for the day. We looked at this year. So far we have had three two hour delays, one on December 16, one on February 8 and one on February 16. It varies each day depending on the number of substitutes, but the first time it was with the hourly pay of the $20 savings because they get paid $10 an hour, along with the FICA, it was $1,916. One 2/8 it was $1,485 and on 2/16 it was

$1,141. For the three two hour delays due to snow this year we saved $4,542. Last year we had one delayed opening and the year prior to that we had four delayed openings.

Committee Member Van Houten stated a question for Ms. Hogan. I know I looked at this and it is getting late, but do we not put on our website that it is by per day. We don't put down an hourly rate for a substitute. It is a flat $70 per day rather than $10 an hour for seven hours. I can't get to it on my i-pad. I apologize.

Ms. Hogan responded I would have to check into what's on the website to be honest with you. It may say that, but I would have to check what's on the website.

Committee Member Beaudry stated in our budget we budget for these subs for a full day. I think it is disingenuous to hire someone, and a lot of these subs are hired days in advance so they are realigning their schedules to come to our schools. They end up getting cut $20 to save $4,500. We can't find subs to begin with and now we are nickel and dime the ones that are willing to come to our district and work. I would move that if a sub comes into work that they get paid the $70 a day and they don't get reduced because of early dismissal or late arrival.

Committee Member Avard asked are there any subs that are brought in intentionally for less than a full day? Do we ever hire them and say you are being hired for a half day and they know in advance that they are getting paid for only a half day?

Ms. DeFrancis replied that is possible. I would have to look into that. I know that maybe within your motion you could put if it is due to weather related incidents. I know that sometimes if it is testing…

Committee Member Beaudry interjected I could put that that if you were scheduled for a full day you would get a full day's pay.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Van Houten**, it was voted that substitutes that were scheduled to work a full day would be paid a full day regardless of delayed openings or early closings.*

21. Board of School Committee Members' Communications.

a) Committee Member Want: CHS Mock Trial Team

Committee Member Want stated before I say what I wanted to say because Committee Member Beaudry already announced this, could I ask that these communications be put earlier on the agenda where recognitions are? When I contact about something that is really a recognition versus a communication that it be put at the beginning of the agenda?

Clerk Leahy replied actually, the board rules outline the order that I have to put things on on the agenda. You would have to amend your board rules.

Committee Member Want stated or that when we do recognitions early in the agenda.

Mayor Gatsas stated just notify the clerk and she can put your on for recognitions.

Clerk Leahy stated sure.

Committee Member Want stated for this type of item. It would have been nice to have said it when we had a whole audience of people.

Mayor Gatsas stated we are bringing them back in.

Committee Member Want stated what I did want to say, which Committee Member Beaudry already sort of announced, was that Central High School won the state championship for the mock trial team. I just wanted to point out it was an all-girls' team. They have only had a team for three years and now they are going to nationals in Hartford, Connecticut on May 10 to the 13. That team is going to have to pay for bus transportation, hotel rooms and food. I just wanted to say that if anybody wanted to help support that team as they go to the national championship… By the way, they are replacing Phillips Exeter that won last year and they beat out Pinkerton. If anyone wanted to support the Central High School team they could send a check to Central Pride Foundation. It is a 501-(c)(3) so you can declare it as a tax deduction and send that to Central High School mock trial team at 207 Lowell Street, Manchester NH 03104. I'm sure they would be very grateful for any donations that anybody was willing to send their way to offset costs. Then can I mention the Hillside auction, March 24th at the Derryfield golf course. Tickets are available at either the Hillside office or through Jim O'Connell.

b) Committee Member Beaudry: Board Retreat Update

Committee Member Beaudry stated I think you got emails for this, but the retreat is going to be housed at the Chamber of Commerce. They were gracious enough to let us use their facility on Hanover Street. It is March 31 from 12-2 p.m. I believe Committee Member Freeman is going to make some food for us and Committee Member Want. We thank you for that. The Chamber did say that they would have soft drinks there, coffee, tea and water for us. I hope that the whole board can be there. I did hand out a letter tonight from the Bean Foundation. They are looking at us very closely at working together and are willing to help us out depending on the outcome of how many people are going to be at the retreat and the mayor's signature. I would hope to see everybody on the 31st. One other thing that I do have, April 4 the commissioner of education is going to be coming to town. I request that any committee chairmen not have committee assignments that night. I think there might be a Student Conduct meeting, but it is not a scheduled meeting, but keep the slates clean so all the board members would have an opportunity to come to the evening event on the 4th so if you can keep that in mind.

Committee Member Girard stated I trust that the board retreat will be open to the public per the Right to Know law.

Committee Member Beaudry responded the board retreat is going to be publicized. It is a public event.

Committee Member Van Houten stated I sent some questions to Committee Member Beaudry, which weren't answered, but I will say that there is just one bottom line question here. It is a $2,500 investment from what I understand and regardless of the source of the money I don't think it is appropriate and I don't think there is much rationale for a retreat at $2,500 when we are dealing with budget items that we are currently dealing with.

Committee Member Ambrogi stated on a personal note I will say that I do encourage my fellow board members to make every effort to attend. I myself was scheduled to be out of town, it is my anniversary, but I have told my husband that I have to come back to town just for that and I will be there.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to recess the Board of School Committee meeting and convene as a Committee of the Whole on Finance.*

23. <u>Finance Committee Meeting</u>

a) Subcommittee on Finance Report(s)

a) Approval of the following financial reports:
   a. Financial Update
   b. Operating Statements for FY16
   c. Treasurer's Report

b) Approval of the City service billings in the amount of $1,384,227.89.

c) Approval of the manifest of authorized expenditures in the amount of $14,823,407.37.

d) Approval of the professional leaves in the amount of $3,069.72.

e) Approval of the grant report in the amount of $998.86.

f) Approval of the endowment fund spending request.

*HAVING DULY READ THE FINANCE CONSENT AGENDA, ON MOTION OF **COMMITTEE MEMBER GIRARD**, DULY SECONDED BY **COMMITTEE MEMBER TERRIO**, IT WAS VOTED THAT THE FINANCE CONSENT AGENDA BE APPROVED.*

b) Other business

c) *On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to adjourn the Finance Committee meeting and reconvene as the Board of School Committee to accept the reports from the Finance Committee.*

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

a) Approval of the following financial reports:
   a. Financial Update
   b. Operating Statements for FY16
   c. Treasurer's Report

b) Approval of the City service billings in the amount of $1,384,227.89.

c) Approval of the manifest of authorized expenditures in the amount of $14,823,407.37.

d) Approval of the professional leaves in the amount of $3,069.72.

e) Approval of the grant report in the amount of $998.86.

f) Approval of the endowment fund spending request.

*On motion of **Committee Member Want**, duly seconded by **Committee Member Georges**, it was voted to waive readings.*

*On motion of **Committee Member Want**, duly seconded by **Committee Member Ambrogi**, it was voted to accept the reports of the Committee on Finance and adopt their recommendations.*

25. Personnel Report.

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF			
Kayla Barbas	Teacher - Music	Parker-Varney	$37,250
LEAVES OF ABSENCE: CERTIFIED STAFF			
Alyssa Clement	Teacher - Elementary	McDonough	$59,600
Sara Loughlin	Teacher - Physical Education	Hillside	$59,600
NOMINATIONS: CERTIFIED STAFF			
Jennifer Cate	Teacher - 6th Grade Science (1 Year)	Southside	$48,425
NOMINATIONS: NON-CERTIFIED STAFF			
Tracy Colbroth	Administrative Assistant III	MST	$27.23
Kerrin Troy	21st Century Enrichment Instructor	Gossler	$15.00
Helen Lovejoy	21st Century Club Leader	Beech	$12.00

Kimberly Nguyen	21st Century Club Leader	McDonough	$12.00
Mary Hennessey	Paraprofessional - Special Needs	Hallsville	$11.77
Lori Kfoury	Paraprofessional - Special Needs	Northwest	$11.77
Julie Tomchak	Paraprofessional - Special Needs	West	$11.77

TRANSFERS: CERTIFIED STAFF		**To School**	**From School**
Jill Crawford	Teacher - Special Needs Autism	Highland Preschool	Parker-Varney

Clerk Leahy stated Your Honor, it is my understanding that the administration is pulling item number one on the personnel report.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Terrio**, it was voted to approve the personnel report as amended.*

TABLED ITEMS
(A motion is in order to remove any item from the table.)

26. Report of the Committee of Coordination/Administration

To approve School District policy Administration 208: Residency Requirement.
(Note: Tabled 3/28/2016.)

This item remained on the table.

27. Report of the Subcommittee on Finance

To receive and file the RFP for Special Education Behavior Intervention Services.
(Note: Tabled 8/8/2016.)

This item remained on the table.

28. NEW BUSINESS

Committee Member Girard stated as members of the board might remember, back in November we had a rather lengthy discussion about embedding the drug curriculum in our schools. During that meeting there were several times in conversation between myself, between Mr. Beaudry and others with Mr. Ryan about making sure that parents were notified when this program was going to be coming into the school. Because of the hour I'll spare you the quotes. Back in January I raised the issue with Mr. Ryan again noting that we hadn't heard anything from the public forums and I asked point blank whether or not changes had been made or would be made and whether or not a process to notify parents had been created. He said not at this time, but he said by the time it was released there would be a process for parents to be notified and the board would be advised of changes. I followed up with Mr. Ryan back in February saying January has come and gone, what changes were made and what work is being done to notify parents by the teachers who are deciding to use this information. He said no changes were made and that parents can opt out per our policy which is policy number 145, exceptions due to the use of curriculum. The problem is, parents can't opt out if they don't know it is being done. In as much as Mr. Ryan back in November and January said that there would be a process to notify parents and in as much as that hasn't happened, I would like to move that the administration be directed to advise any teacher who uses this material to give parents advanced notice that the material will be used in their classroom and let them know what material will be used so they can go to our website, check out what is online and they can have their input.

Committee Member Girard *moved to direct the administration to advise teachers to tell parents if they are going to be using the embedded drug activities in their classroom.. The motion was duly seconded by* ***Committee Member Freeman***.

Committee Member Connors stated it was my understanding that the embedding of the curriculum was so that it could be done in math problems and in everyday things in the classroom. Does it seem feasible that we would be able to have teachers notify parents every single time they are going to do that? That is a question for the administration, not you.

Mr. Ryan replied that would depend on how large the use of the activity would be. Sometimes it comes up in conversation. Sometimes it is put in as part of a lesson as an example. It would be very difficult to do that. However, parents can review all of the activities that are online right now and ask their teacher that should any of these activities be used in the classroom that their child not participate in them, which to me, seems to be a better way to do it. That way, there is a blanket statement by the parent clearly stating to the teacher I'm not interested in my child going through these activities.

Committee Member Girard stated at the public hearing at Memorial, Alderman Pappas had a dialogue with Mr. Ryan about that very point and at the end of the dialogue they agreed that perhaps the best way to handle it would be for those teachers, since we don't' know which ones are going to use it, and since we don't know which ones are using it who are going to make themselves use the materials to notify parents that they would be using them, not at every opportunity, not with every lesson, but to say yes, I'm going to use it. If it is a math teacher the parent could go take a look at the math curriculum that is offered or whatever it was. It is not that heavy. The point is, this board, on multiple occasions, was told that there would be a process to notify parents and it hasn't been done.

Mayor Gatsas stated I hear what you are saying. Let's make the motion, let's get the second, let's take the vote, let's do the non-public because it is getting pretty late.

Committee Member Terrio stated might I suggest for logistics to make this easy, at the beginning of school my kids that have gone through the school system get a packet of papers that I have to sign releases for, video and other things. May I suggest that for ease of use is that we include the embedded drug thing into that packet so the parents can either say yea or nay and

take it from there. It would be a lot easier logistically and then we will know, we will have a record and it will just make it so much easier.

Committee Member Bergeron stated I just wanted to note that I was kind of proud of the fact that we implemented that because Governor Sununu feels that this type of intervention should actually be done in the elementary school. He has mentioned it several times. It was in his inaugural address. I was kind of proud that Manchester was forward thinking on that. I'm not sure if he knows that. I was really hoping that he would have known that at the opioid summit because he mentioned it again, how important it is to have these resources available to students. Once again, I think we really should be proud of the fact that we are forward thinking and had that done. Have you ever mentioned it to him that we actually were ahead with that one? I'm just curious because you were on stage with him, that we have already done what he wants to do.

Mayor Gatsas stated I can only tell you that I'm sure he must be paying attention, reading the paper, what is happening in Manchester.

Committee Member Bergeron stated that's why I'm asking, if you had mentioned something to him. I'm pretty proud of the fact that we have done that.

Mr. Ryan stated Your Honor, I just wanted to note that we have a meeting with Marty Boldin who is leading his drug, alcohol task force on Wednesday at the request of the governor.

Clerk Leahy stated the motion is to direct the administration to advise teachers to tell parents of what will be used in the embedded drug curriculum.

Committee Member Girard stated no, that they will use the embedded drug curriculum, not everything that they are going to use.

Clerk Leahy stated I'm sorry, could you repeat that? I didn't hear you.

Committee Member Girard stated that teachers who choose to use the embedded drug curriculum will be using it. In other words, they are to notify the parents that they are going to use it. It is a one time thing.

Committee Member Girard *requested a roll call vote on the motion to direct the administration to advise teachers to tell parents if they are going to be using the embedded drug activities in their classroom. Committee Members Girard, Terrio, Connors, Beaudry, Avard, Ambrogi, Langton, Georges, Want, Freeman and Mayor Gatsas voted yea. Committee Member Desrochers, Van Houten, Bergeron and Tessier voted nay. The motion carried.*

On motion of ***Committee Member Beaudry****, duly seconded by* ***Committee Member Terrio,*** *it was voted to go into non-public session under the provisions of RSA 91-A:3 II(a, b, c 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; and the consideration of legal advice provided by legal counsel.*

A roll call was required on the motion. Committee Members Ambrogi, Langton, Georges, Want, Freeman, Bergeron, Tessier, Girard, Terrio, Connors, Beaudry, Avard, Desrochers, Van Houten, and Mayor Gatsas voted yea on the motion. The motion carried.

On motion of ***Committee Member Beaudry****, duly seconded by* ***Committee Member Terrio****, it was voted to call the meeting back to order.*

On motion of ***Committee Member Beaudry****, duly seconded by* ***Committee Member Terrio****, it was voted to seal the minutes of the non-public session.*

Committee Member Avard *moved to accept the recommendation of legal counsel. The motion was duly seconded by* ***Committee Member Terrio****. The motion carried with Committee Members Girard and Langton voting in opposition.*

Committee Member Avard *moved to accept the recommendation of legal counsel as discussed in non-public session. The motion was duly seconded by* ***Committee Member Terrio.*** *The motion carried with Committee Members Girard abstaining.*

ADJOURNMENT

There being no further business, on motion of ***Committee Member Beaudry****, duly seconded by* ***Committee Member Van Houten****, it was voted to adjourn at 11:43 p.m.*

A True Record. Attest.

Board of School Committee Clerk