BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

August 14, 2017 **7:00 p.m.**

Mayor Gatsas called the meeting to order.

Mayor Gatsas called for the Pledge of Allegiance, this function being led by Committee Member Beaudry.

A moment of silence was observed.

Mayor Gatsas stated if we could keep the young lady in our thoughts and prayers over the weekend and her family.

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 meetings on June 26, 2017.

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

RECOGNITION/PRESENTATIONS

6. Recognition of the middle school flag football teams.

McLaughlin - B Division Champions		**Southside - A Division Champions**	
Jamil Delorey	Kai Colson	Daniel Mihajlica	Brandon Calo

Owen Graziano	Jayden Squires	Matthew Wilson	Connor Fraser
Leroy Jerald	Jhailen Jordan	Zack Davis	Jaylen Burris
Ahmad Dowell	Anthony Newsome	Jacob Calabro	Peter Alisandro
Coach Kurt Standson	Coach Kenneth Knight	Sawyer Bergeron	Caleb Marcotte
		Dominick Lesieur	D'Quan William
		Jace Smith	Joshua Jerome
		Joseph Calabro	Coach Alex Desire

Mr. Kurt Standson, Flag Football Coach, stated this is the B Team, McLaughlin flag football squad. It is made up of sixth and seventh graders. This particular team is all sixth graders. They worked very hard this year and played together as a team and we won the championship. We beat the three other city teams in Manchester.

Committee Member Girard stated Your Honor, I have a question about flag football. Could I ask it here? I'm not expecting an answer tonight obviously, but I have heard from some track and field coaches that say that the flag football season happening in the spring has caused them issues trying to recruit kids to run track and field when they come into high school. I was just wondering why the flag football season wouldn't run concurrent with the regular football season and why it is running in the spring and taking kids from spring track and field that then don't go on into high school the way they might have in the past.

Mayor Gatsas stated maybe that question ought to come into Athletics and you can get an answer there.

7. Boy's and Girls' Club Presentation.

Dr. Bolgen Vargas, Superintendent of Schools, stated thank you to each one of you for allowing us to give you a brief presentation about a very important subject for our district, for our families and this community and that is we do have some challenges in the district. One of them is to get our students into school each and every day. The Boy's and Girls' Club and the district have been in conversation for about five months. Each one of you have, from time to time, received some of the updates and you heard me talk about this issue of school attendance. Tonight I am

pleased to tell you that the Boy's and Girls' Club, Diane Fitzpatrick, the CEO there, and her colleagues are going to give you a presentation on how they are going to be able to help us make sure that our students are coming to school each and every day. Again, the responsibility to get children to school resides with all of us. It cannot be done by one entity. We do have some challenges and we need some help and that is what the Boy's and Girls' Club has done, which is to step to the plate and say how can I help. They are going to tell us how they can help us.

Ms. Diane Fitzpatrick, Boy's and Girls' Club, stated good evening, everyone. Thank you for giving us this opportunity to talk about the Boy's and Girls' Club, but more important to talk about the kids in our community. What we just handed out in front of you is called an impact report and the Boy's and Girls' Club of Manchester has been in our city for about 110 years. We have been doing this for quite a long time. What we have discovered is we need to do this together and we have been working with Dr. Vargas to figure out ways and determine where the gaps are. What we have been noticing is that truancy is an issue on our community. The Boy's and Girls' Club is here to support kids when school is out. What we are trying to do at this point is figure out ways that we could increase communication between the schools and the Boy's and Girls' Club. When we feel that everyone is on the same page and we can deeply impact the kids we are serving by communicating and sharing information we feel this is going to be a win for all kids involved. Currently we serve kids from kindergarten, first grade to seniors in high school. We continue to see these kids grow from every stage. We sat down with Dr. Vargas and the team and we are trying to figure out ways that we could help kids. Every afternoon we do a power hour and we have an agreement with the parent, the child and we look at their grades, their report cards and we collect this information every quarter, but we are doing this manually and it makes it very hard. If a child has been out for eight days and we find out about it at the end of the quarter we can't have impact. We have been working really hard to figure out ways that we can share data so that we can find out why a child is absent one day, two days and provide intervention immediately. We are very lucky to have two individual support directors that will take lead on that and work with the child, work with the family, work with the district. Our real belief here is that the Boy's and Girls' Club is a community assist to this city. What we want to do is really work with the district so that we can have a deeper impact on our kids and see greater success.

DRAFT

Mr. Ken Neil, Boy's and Girls' Club, stated I just wanted to add that you will see later in tonight's agenda that with parental consent we would be able to access attendance in real time, which is huge for us. We can, like Diane said, identify if a child has been absent. It is as simple as pulling the child aside, whether it is a teen or a third grader and saying what is going on, is there anything that we can do to help? We are going to be another support for the kids in trying to get them into school where they can learn.

Mayor Gatsas stated I'm sure that at the Boy's and Girls' Club there must be something in there that says talking to the student with student understanding that if they don't improve their attendance at school that there would be repercussion at their attendance at the Boy's and Girls' Club.

Ms. Fitzpatrick responded we have a policy that if child aren't in school they can't come to the club, but we are seeing this growing rate of truancy in school. We don't want them on the streets and we don't want them home in their apartments. Having this information timely will allow us to…

Mayor Gatsas stated but right now you don't know if somebody hasn't been in school that day.

Ms. Fitzpatrick stated we don't know if they have been in school that day, no.

Mayor Gatsas stated without knowing that you are allowing them to come to the club.

Mr. Neil stated right. Especially with our teens we don't know if they are in school that day. They will show up. This system that we have worked out with Dr. Vargas would allow us to determine prior to the kids coming in from school whether the child attended that day. Certainly the kids coming to the club want to be there. If they are told they cannot be there because they are not in school it is just one more incentive for them to be in school the next day.

DRAFT

Committee Member Terrio stated Dr. Vargas, under FERPA, the federal law that protects student information we are allowed to share data with the Boy's and Girls' Club as long as you have parental consent.

Dr. Vargas stated that is correct. The agreement that you have before you for your consideration was reviewed by our legal department. They believe and I believe it meets the law.

Committee Member Freeman stated thank you for coming in front of us. I do have a couple of questions if you wouldn't mind indulging me. What happens to this information after the child is no longer in your program?

Ms. Fitzpatrick replied we wouldn't be holding this information in archives. We would be looking at that information through the database and doing intervention, but we wouldn't have records on file. It would be all real time. Right now we have copies of children's report cards and then we shred them when they are no longer with us.

Committee Member Freeman stated thank you because that was not clear on this. That would address my second question which was how would you help with truancy numbers if it wasn't provided in real time and you just answered that question as well. Who has access to this information besides the Boy's and Girls' Club and the Manchester School District?

Ms. Fitzpatrick replied that would be between us.

Dr. Vargas stated the family has access. Ultimately, this is information that the family has the sole right to tell us who we can release it to. In this particular case we would be asking the family to allow us to share the information with the Boy's and Girls' Club.

Committee Member Freeman stated naturally in this age of technology everyone is very concerned about security hence my line of questioning around this. You answered it very well. Thank you.

Committee Member Langton stated I would like to thank you, Dr. Vargas, as well as Boy's and Girls' Club, Ken and Diane, for such a proactive approach in addressing issues that affect student learning and doing it in a timely manner as opposed to after the fact. It is nice to see a community asset working toward helping the students in Manchester. I applaud your efforts. Thank you so much.

Committee Member Bergeron stated I'm a big proponent of the community piece on that. Just a couple of simple questions. Currently they are showing up and you are letting them in because you are not exactly sure if they went to school that day. Now they are going to be turned away?

Ms. Fitzpatrick replied no, they won't be turned away. When you think about it right now, we have a policy and we say if you don't go to school you can't come to the Boy's and Girls' Club. They love coming here. We want to be able to have intervention and work with parents and no, we don't want to turn kids away, but that is the policy so it motivates kids to go to school, but we don't know. They don't know that we don't know that they didn't go to school. Those are the kinds of things we are trying to accomplish.

Committee Member Bergeron stated I'm sure this will be minimal. Behavior wise, I know there is a wide spectrum of what you experience. I'm hoping that on a frustrated day or whatnot that some of this information is not used in a negative way toward the student. I'm sure that won't happen, but that is a concern of mine. I think the benefits outweigh that concern at this point. Although you don't keep this data after real time you also have trends with attendance. Therefore, you have some type of trending where you can… I did want to say there is something to what you are saying because I know that students weren't allowed to use the weight room in high school, for example, if they didn't' go to school so their attendance went up. Maybe you are on to something here.

Committee Member Georges stated thank you very much. I appreciate your impact with the schools and the Boy's and Girls' Club. I know that all my children would be at the Boy's and Girls' Club and I know what is going on inside. My concern, when the kids are suspended at

school what is going to happen at the Boy's and Girls' Club? Sometimes we suspend kids and they are around other kids.

Ms. Fitzpatrick replied I think that is an excellent question. The piece we are looking for right now is have deeper communication so if the child is suspended and we are working with the guidance counselor and we are working with the school and we know that this is the intervention that is working at the club those individual support directors will be able to isolate that child, have the child come to the club, work with that child to get them on the path of success. Right now we wouldn't know that information. Each child has their own journey and if we have the information and we are working collectively with the district and the teachers and the guidance counselors we will be able to help those children get on the right road.

Mr. Neil stated we are fortunate to be in a position where we have two case managers, our individual support directors that will be working as elementary focused and one is middle and high school focused. Those case managers, once we identify kids who are at-risk because of habitual attendance or suspension then they will be working and setting up plans with them and their families.

16. Agreement with the Boys and Girls Club.

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

Committee Member Bergeron stated I was just curious, are you one of the first Boy's and Girls' Clubs to do this? Is this something that is happening in other locations? I always like to see things start in Manchester.

Mr. Neil responded we would love to say that we are the first, but we are not. This has been used in other clubs and other school districts. I know Dr. Vargas did some research on it and we have done research on it as well. It is exciting that that is the movement that youth serving

agencies, not just the Boy's and Girls' Club, but others may be able to move forward on treating the students as a whole community and not just the School District in it by themselves.

Committee Member Bergeron stated that's a good point. I attend this monthly thing at the police station. Anyone can go. It is called the weed and seed strategy. There are a lot of non-profits like yourself that actually go and that is more or less the intent, to get everybody together and everybody is figuring out and letting each other know what is going on around town and what not. This fits nicely into that. It fits nicely with a lot of other initiatives that a lot of other non-profits are doing.

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

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. Patrice Benard, 31 Aurore Avenue, stated:
The school year has already started as far as I'm concerned. Green Acres teachers are back in their classrooms bustling around, getting their classrooms set up. The floors are nicely waxed and PTG moms are outside prettying up the place for our August 27th kindergarten playdate when we welcome our new parents and new families to the school. If anybody knows or has any bark mulch they want to donate please call Green Acres PTG. All donations are gratefully accepted. The other thing about summer is the summer reading. That has been a big issue on Facebook and around town when you talk to parents. The elementary schools, Dr. Vargas, it is

great. They gave every child a suggested reading list. My son is readying box car children, but he also has a new series now, Goosebumps. He likes it. I don't like slappy so much but he loves slappy. The problem is the high school reading list. I have a child at the Founder's Academy, high school, and he has a list of 20 choices. They had to choose one and they are all what we would consider classics. They were $5 each at Barnes and Nobel and then they have to do ten different paragraphs, ten different topics on that. He chose the Hunchback of Notre Dame. My daughter at Memorial High School didn't have any choices. I don't mind reading in the summer. Please understand I'm not opposed to summer reading, but I like the idea of choices as opposed to no choices. For example, at Memorial, if you are in level one, two or three your freshman or sophomore year apparently we don't care enough to require you to read. There are no required readings for the summer. Only level four students have to read. They are reading good books too by the way. By your junior year in English three you are reading the Cat's Cradle or the Sun Also Rises. That is if you are in level three. Level three in English reads Sense and Sensibility, also a good book, but level one and level two don't need to read. I think they do. College composition has to read the Craft of Research, third edition, which Barnes and Noble doesn't even have on its bookshelves nor do they have it in their warehouse. Now what am I supposed to do. Probably not that important anyways, I'm not doing it. Then they have to read Ishmael. We'll talk about that. AP lit their junior year, this would be the level four class as well, Wuthering Heights, Great Expectations, hard to read literature like a professor. Let me tell you, Ishmael, it is about a telepathic gorilla. If your choices are a telepathic gorilla telling you that humanity is bad and the animal kingdom is good or the Hunchback of Notre Dame, which would you choose? It is going to be hard to attract students away from those charter schools with books like that.

Mr. Jon DiPietro, 115 Pahray Lane, stated:

On October 16, 2013, almost four years ago, I came before the previous board and asked them to stop experimenting on my kids. The next day my daughter came home from school in tears because a teacher made a derogatory remark about my statement in front of the entire class. It has been three years since the district adopted the Manchester Academic Standards and we have a new board and a new superintendent. I wanted to take a look back. Four years ago I objected to the rushed and disorganized push to integrate Common Core into the schools. I told them it

would lead to a tendency to teach to the test. I warned against the developmental inappropriateness of the standards. I predicted it would make teachers more like facilitators and less like instructors. In three years after the new standards were introduced the district still has no math program and we saw a whistleblower warn us about excessive testing at the expense of precious instruction time. We heard stories about heartbroken teachers about kids crying and wetting their pants during Smarter Balanced testing. I bring this up to make two points tonight that I hope are constructive. First, it is a reminder to the board, the administration and the community that sometimes parents get it right and experts get it wrong. I think it is because parents are singularly motivated to act in the best interest of their kids while bureaucrats serve many masters. Yet we see some members of this board and the aldermanic board condescend the parents and shut them out of the process, which leads me to my second point. That there is a culture of intimidation that makes parents and teachers afraid to speak up. The retribution borne by my daughter is one example. in 2014 there was another example when a teacher spoke out against the relentless, redundant assessment. Tonight you have another example in the form of an anonymous letter from a teacher regarding the elementary math curriculum and a concern about getting honest input from teachers. I doubt that Manchester School District is unique in this regard, but maybe we can be unique by committing to a more open and tolerant environment for parents and teachers. I want to close on a positive note. I'm glad to see that progress is being made toward the list that I just mentioned to you that I brought up. We have a new superintendent who is working hard to clean up the mess he inherited and needs your support. Tonight's report of the Curriculum and Instruction Committee requests approval of a districtwide formative assessment. I commend the committee, teachers, principals and administrators who worked hard on repairing the damage inflicted on our kids three years ago and I urge you to join me in supporting their recommendations. I would also offer the same advice I did four years ago: let's stop experimenting on our kids.

Mr. Glenn Ouellette, 112 Auburn Street, stated:

I want to start and end with a quotation from Albert Einstein and it makes so much common sense: we cannot solve our problems with the same thinking we used when we created them. Just think about that. I want to talk about common sense rules. Common sense should rule because more often than nine when we follow common sense our problems end up getting

solved, not pushed aside or patched for the next year or have to come back to the same problems every year and we never get anything done or very little. I see change in the school administration and a lot of that has to be given to the thank you of the new superintendent, which I totally approve. He is reaching out very well to the community as he has with the Boys and Girls Club. I think that is fantastic. If we as a community and the school system work together we can get a lot of good things done in this city. Let's talk about the greater needs of Manchester and its school problems and see if we can work this year to meet some of the roots of the problems. I'm glad and proud that I fought hard last year to make sure you brought back the SROs in the middle schools, that you brought back health class to a group of students at that age that need the guidance. I am glad that you are going to have more reading teachers in the middle schools. We need that. Reading does not stop at the fifth grade level. There are other things you have done this year that are really important and that is change. As hard as change is change improves and if we improve as adults so do our students. Let's go about having compassion for the poor and their need to be lifted from poverty. Poverty in Manchester is not getting any better. In the School District we have lost three students from poverty. You know why? They are no longer in our school system. Here it is, between 52-57% of our school children are living in poverty in this city so average is about 55%. It is about the same as last year. Over 600 students care for themselves after school. That is not right. Either their parents are working and they are home alone or they are homeless left alone. It is nice to see that the Boys and Girls Club and the YMCA, all those groups, Girls Inc., take in a lot of these students because they need the guidance. Hundreds more are in foster care waiting for adoption. We must take good care of our children in this city if we are to find future leaders. I'll end with this, too many more children are abused daily because of drugs running rapid in this city. We are working on it, but to set the oppressive rate to go down, we must, in this city, make changes at the local government levels to start here in our queen city. Please, I want to see the school board members and the superintendent encourage that we recreate a new ten year plan for homelessness. It ended last year. It is time to reform and rework on deciding the issues that we have. I'll end with this quote, if we solve the small problems that our children have as we do have the adults in this city, we can then solve the larger problems. Again, I want to end, we cannot solve our problems with the same thinking we used when we created them.

DRAFT

Mr. CJ Hebert, 355 Bridge Street, stated:

Your Honor, I just wanted to make some comments night about the Board of School Committee as well as the Board of Mayor and Aldermen and in general the diversity that I see on this board, which is really awesome to see so many women serving as well as Dr. Vargas and the Ward 3 committee member being non-while folks. It is particularly powerful to me because of what happened in that terrible tragic event down south. One thing that really bothered me, I watched your deliberations as a board in the last few months and in the last few years actually with previous boards and there has been this question that has continued to come up about compensation. Despite the fact that I may disagree with some of our politically, I have always thought that the mayor's position is drastically underpaid and I think that you folks are drastically underpaid. To think that you put in the amount of time and effort you to for $2,000 a year is laughable. I also think it is so hard to change the Charter, but I think the mayor's salary should be doubled. One the things I found particularly distracting and troubling to me, there are a couple of members of the board who continue to bring up healthcare for this board. Personally, I work a job and a half. My wife works. I think you are entitled as City employees to take advantage of those benefits. I don't think you should be made to feel ashamed or bullied to use them. The best example of this and I have heard Dr. Avard talk about it, you can't get quality, awesome people like a lot of people serving on this board without some enticement. I think that the argument that is put forth at times about you folks not being eligible for City benefits is laughable. It is so ridiculous and it would make this board less diverse. It wouldn't do what the board has done over the years, which is starting to reflect our City's population. The other thing I would strongly urge anybody in the public who is listening to this, these benefits aren't free. If you choose them you have to pay for them just like every other City employee. You pay out of your pocket. I don't know that a lot of people know that. When I talk ab out it in public a lot of people think it is just a free benefit. You still have to kick in your share of it just like I do as a government employee. I just think that for any of you to have to abstain to vote on a future board's benefits is also ridiculous because you have to be reelected. You don't know that you are going to be reelected. I would just propose stop letting people bully you or intimidate you. Vote your conscious and vote for what you think is going to be best for the schools. to me, a more diverse board and a board of really quality people who want to put in a ton of hours

because they are serving the community, but also getting something back if they have to cut back on their own work hours.

Mr. David Scannell, 838 Maple Street, stated:

I have watched the district struggle in recent weeks with new state mandates upping requirements for civics education at the high school level. A great deal of the discussion of the topic has revolved around the exam districts will have to craft to meet the mandates of this legislation. Here are a few ideas for alternatives and perhaps more effective approaches the Board of School Committee might want to consider. First, emphasize real world participation in government. Ditch the rote memorization of facts. Districts struggling to meet the requirement should put aside suggestions for innovation that emphasize memorizing facts. Some suggest that students should be required to pass the citizenship test administered to all new Americans. Instead, districts must create real world opportunities for students to be active participants in the political and governmental process. Students need project based learning initiatives that would force them to interact with federal, state and local officials. We have all watched elementary school students shepherd bills naming state animals or state desserts through the legislature. Why not identify a substantive issue of great important to high school students and organize a component of the civics curriculum around that issue? Students would become familiar with terms like inexpedient to legislature, committee of conference, if they had some skin in the game. Image the possibilities if the district were to convene a student congress from all Manchester high schools. At that congress students could vote on legislative priorities they would lobby for or against in Concord as bills went through the legislative process. Talk about real world learning. Number two: treat students who appear before this board with greater respect. I'm a keen observer of how this board and its members react to presentations from students. If I were a school board member listening to students taking enormous steps outside their comfort zone to speak in public I would make sure that I listened attentively, that I followed up on student concerns by contacting those students who spoke and finding more details about what they were talking about. I would make sure that I avoided special media posts speculating about the student's hidden motives and most certainly I would not publish criticism of a student presentation by referring in a blog to the racial composition of the student speaking before their elected officials. Give students real power. Follow the state statute that allows non-voting

students on school board. Governor Sununu, the first Governor Sununu, signed this bill into law in 1983. Revive the mayor's youth council. Jump start a student version of the Chamber of Commerce's leadership Manchester program. Look to Hanover, Souhegan, and Pittsfield for school governance models that empower students while increasing student achievement and decreasing discipline referrals. In short, put students' hands on the levers of power. Children learn what they live. If an interactive civics/citizenship program is put in place no one will have to worry about rote memorization, the students will pass the test with flying colors. We should look to the test requirement as an opportunity for reflection on how we deliver content because clearly it is time for a change.

Mr. Kevin Rauch, 721 Mammoth Road, stated:
I apologize for not presenting this issue to the whole school board at the time it occurred, but have worked as an adjunct professor at NHTI with a regular Monday night math course so I didn't really have the opportunity to speak at a school board meeting until now. On October 14, 2016 I worked as a sub at Parkside Middle School to fulfill a pre-booked assignment. At the start of one morning class two students were arguing over who would sit in a chair. With a positive demeanor I moved the chair while suggesting that both students sit elsewhere for the day. I was unaware that one was trying to sit down at this time and was focusing my attention on the class as a whole. As a result of my action one student fell to the ground without my noticing. While the student was not injured, I regret not having the opportunity to speak to the student or to the student's family about what had occurred. I have been permanently removed from the sub list as a result of this incident. Now that the full time math teaching positions at Memorial have been filled I am not interested in regaining employment in Manchester at this time, but I wish to apologize for my actions and the subsequent confusion that arose. My frustration related to how this would look on my job history for future employment was not directed at anyone as I understanding the decision having been made based on available documented information. I would be happy to meet to address any concerns based on the implications of my action at any time now or in the future. I have no hard feelings and I just want to say that I wish the best possible future for all of Manchester schools.

DRAFT

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

ACTION AGENDA

10. Expiring Contracts

Contract	Vendor	Expiration Date
Health Insurance Stop Loss	Anthem	6/30/2018
Dental Insurance	Delta Dental	6/30/2018
Healthcare Cost Savings Services	Vitals Smartshopper	6/30/2018

(Note: Provided for informational purposes; no action required.)

Committee Member Girard asked are these also going to show up on the expiring contract list that we get at the Finance Committee each month and if not, why not?

Ms. Karen DeFrancis, Business Administrator, replied the healthcare contracts have typically come forward to the full board and not the Finance Committee. That is why they are included on this list and not the one we would see on Finance.

Committee Member Girard stated it is sometimes confusing to see that some Finance items show up directly at the board and others show up at the Finance Committee. Since everything that the Finance Committee does come to the board would it be possible to resolve that dichotomy by having all such items go to Finance?

Mayor Gatsas replied let's send these three to Finance and they can look at them.

Committee Member Girard stated it gets confusing after a while. You don't know what is coming from where and why.

DRAFT

Mayor Gatsas stated it is here before us on the agenda so all board members know. I think that takes the confusion out of it, but if you are looking for it to go to Finance we can send them there.

11. Request from former Superintendent Livingston to pay an invoice.

Committee Member Beaudry asked could we have the superintendent speak on this?

Mayor Gatsas asked what is your motion?

Committee Member Beaudry replied my motion is to pay mileage and meals expenses in accordance with the MSD policies.

Mayor Gatsas stated how about if we tell everyone what you mean. Are you in favor of paying the contract?

Committee Member Beaudry replied no. I just want to pay for whatever meal costs and travel expense according to our policies.

Mayor Gatsas stated I don't think that is before us.

Committee Member Beaudry stated I'm amending what she is requesting.

Mayor Gatsas stated how about if we move on what she has before us and then if you want to make a motion after that we can do that. The motion you have before us is you don't want to pay the invoice.

Committee Member Beaudry stated we can't make a motion in the negative, can we?

DRAFT

Ms. Maura Leahy, Clerk of the Board of School Committee, replied you could always receive and file.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Girard**, it was voted to receive and file this item.*

Committee Member Beaudry stated I would move that we pay mileage and meals expenses in accordance with Manchester School District policies.

Committee Member Avard asked to the sum of how much?

Committee Member Beaudry replied the policy states what the meals per lunch are. She said she had 53 miles I believe it was she travelled. That, whatever our rate is plus we have a schedule.

Mayor Gatsas stated I'm sure the finance officer can find that out.

Ms. DeFrancis stated mileage is based on the number of miles at the IRS rate, whatever the current rate is and then the meals we do have a schedule. It is not a policy. It is more of an internal procedure, but we have so much for breakfast, so much for lunch and a cap on dinner as well.

Mayor Gatsas stated you can look that up and make that payment.

Committee Member Girard stated at the risk of being indelicate, why would we do this? My understanding is this former superintendent was called to testify in a case involving a decision she made as the superintendent. What obligation do we have to pay her anything?

Mayor Gatsas replied Committee Member Beaudry is making the motion.

DRAFT

Committee Member Girard asked am I incorrect about my understanding of why Superintendent Livingston was in court? If I am I'm happy to be corrected. If she was doing us a favor fine, but if she had to be there for a decision she made that is not on us.

Mayor Gatsas asked Ms. Hogan, what does the contract call for?

Ms. Pam Hogan, HR Director, replied her contract as far as I know does not address it. I don't believe there is any clause in the agreement that talks about duties after the contract expired. I don't think it addresses it.

Committee Member Girard asked could someone answer whether or not she had to be in court? My understanding, this was a matter that she adjudicated for lack of a better term, that she was involved with as superintendent and that is why she was called to court, to have to defend the decision that she made. Why would we pay any former employee who has to go to court to defend a decision that they made? That's why I'm asking here.

Mayor Gatsas stated that's a question you have to ask Committee Member Beaudry.

Committee Member Beaudry stated my rationale for this motion is her contract, there was a clause in there that she gets paid mileage if she is traveling two and from certain areas. If she was still employed with us she would have been getting mileage if she were to submit paperwork. I believe, correct me if I'm wrong, if they had lunch they would have a stipend for their lunch. Am I correct? If they went to a conference and they had to pay for lunch?

Ms. Hogan replied travel expenses while employed, yes. I don't believe it addresses meals.

Mayor Gatsas stated while employed.

Committee Member Beaudry stated I don't know if there is anything for non-employed people. I'm just addressing what we would have paid if they were working for the district. I don't have a problem if the board decides not to vote for this, but I'm trying to make a compromise.

Committee Member Terrio stated just a question to the prior speakers or to the administration. Was this her underlying decision and what was it that she made that she had to testify to.

Dr. Christine Martin, Assistant Superintendent, stated I might suggest that we not have that conversation in public.

Committee Member Terrio stated I withdraw the question.

Mayor Gatsas stated I don't disagree with you, but if you take a look at the public minutes that are here it talks about what she was here to testify about. I hear what you are saying, but it is pretty clear in our agenda what it was for.

Committee Member Freeman stated this is just a question to the administration possibly. Does anyone know if Dr. Livingston was subpoenaed? In that case she does not have a choice, she must provide testimony. Does anyone know that?

Dr. Vargas replied no, she was not subpoenaed.

Committee Member Desrochers asked could the superintendent then please describe why she testified or what compelled her to testify?

Dr. Vargas replied she did this at the request of counsel. However, I would say to you that when you have an association with a district you normally could be an expert witness and you could come as such. My understanding is that you have a precedent here that you normally don't pay superintendents to come back. When the request was made, I just asked for past practice. In my case I would tell you that I have provided services to my prior employer.

Committee Member Desrochers stated excuse me, Dr. Vargas. My question is who compelled her to go to the hearing.

Dr. Vargas replied she was requested if she could by our legal counsel.

Committee Member Desrochers stated so the district asked her to come.

Dr. Vargas stated correct.

Committee Member Bergeron stated I'm sure someone doesn't dream up the hourly rate. I don't even know who to ask if that was some practice at some point in time that former superintendents come back and were paid a certain rate or was this brought up by the attorneys or not? This had to come from somewhere. I'm just curious, someone just doesn't dream up a number and want to start something.

Dr. Vargas stated again, I was told there was no prior practice and my understanding is that the number was calculated based on her prior salary.

Committee Member Bergeron stated the practice. Obviously the practice of doing this, someone must have mentioned that we do this.

Dr. Vargas stated let me repeat again, there is no past practice for doing this.

Committee Member Bergeron stated I understand. I heard you, but I guess I'm asking even before our time or what not, if anyone is aware of anything. Karen, have we ever paid anyone to testify on our behalf?

Ms. DeFrancis replied I did check with payroll. I could not recall anything. I have been here for 19 years. I checked with payroll who has also been here for an extended period of time. She does not recall anything. I asked possibly previous superintendents, previous assistant superintendents, HR directors, previous principals maybe that got called back for cases and she does not recall anything as well. Whether or not they were called back I can't answer that either though.

Committee Member Bergeron stated I thank you so much for the research. Superintendent, I'm sure you checked with Drummond Woodsum whether that was something offered, the law office. Was that offered from them? Was that confirmed that they did not offer that?

Dr. Vargas replied part of the challenge was that there was not a prior request. She didn't say I will do this for this hourly wage.

Committee Member Bergeron stated I mean when she was contacted, was that part of the arrangement?

Dr. Vargas replied our counsel contacted her, yes.

Committee Member Desrochers stated I did have those questions and they were answered, but I want to make the comment that where it has not been past practice I don't think that we are obligated to pay it, but I do agree with Committee Member Beaudry's proposal.

Committee Member Van Houten stated I don't think anyone is obligated to do anything after the end of one's employment. I think as a professional courtesy someone came back to do something for us because of the association or the relationship that we once had minimally to make that person whole would be appropriate. Mr. Beaudry's motion is minimally to make her whole. It is not compensating her for the hours that she spent and she came and did us a service at our request. Although there may not be a past practice that establishes this, it is part of being a professional association on our part, I believe, to treat our professionals as professionals and to allow them to… There are many teachers and others who do things after the fact, after their employment has ended. We have to honor that. I think that minimally paying this would be appropriate.

Dr. Vargas stated if I might, that is a standard procedure that you pay for transportation and for meals, parking, and things like that, at least with my colleagues. We have an obligation because like I said we have an association with the district, but it is voluntary too. It is not like it was something that we desperately needed. If of a former superintendent you were to request certain

services that go beyond reasonable expectations then that should be rewarded as such. Again, that is a mutual agreement between the two parties. This situation was after the fact that I learned that her request came in after the service was rendered. It was very difficult to go back without have that front end expectation, the expectation being that she was going to request to be paid. Mr. Beaudry's suggestion is the standard procedure in many cases, that you pay for transportation, meals and other reasonable expenses associated with the time spent.

Committee Member Girard stated Dr. Vargas, I'm a little unclear on the answer. At the time Superintendent Livingston was requested to appear did she to your knowledge at all raise the question of compensation for her time?

Dr. Vargas replied to my knowledge she didn't.

Committee Member Girard stated she did not.

Ms. Hogan stated just so the facts are clear, she did ask me and I said it would not be up to me. So she did ask me.

Committee Member Girard asked was the superintendent aware of this request? It doesn't sound like he was.

Ms. Hogan responded I believe I did, but I can't say that for sure as I sit here. My understanding was that I did.

Mayor Gatsas asked when was her last day of employment?

Ms. Hogan replied September 30th.

Committee Member Girard stated I don't know if Dr. Vargas can answer this, but the other question is had she not agreed voluntarily to participate would the district's attorneys have subpoenaed her to come into court because she was necessary to the case?

Dr. Vargas replied I believe that is in the contract, at least it is in mine. Again, if you are subpoenaed by a court that is a different situation. You have an obligation to the court.

Committee Member Girard stated if she had been subpoenaed then we wouldn't be paying anything, correct?

Committee Member Ambrogi stated I would like to suggest—and I hope we are near the end of this discussion—that Committee Member Beaudry's suggestion is a good one. I think it is the least we can do out of common respect for someone who served this district for a number of years in a very professional capacity. We are discussing this like she has no right to ask us. We just heard Dr. Vargas say that it is common practice among people at his level in the education field to at least be offered the courtesy of covering expenses. I will support the motion and I urge us to get on with voting.

Committee Member Want stated Committee Member Ambrogi said exactly what I was going to say. It seems the least we can do to pay her back the expenses that she had for coming to do us the favor of testifying for the district.

Committee Member Langton asked could I just have a little clarity? Dr. Vargas, have you been called back to previous districts where you have left? Is that something that is normally done? I would just assume that it is a courtesy if you started something with a district you would show up to finish the matter.

Dr. Vargas stated I recently have over the phone consulted for a prior situation during my time in my prior job.

Mayor Gatsas asked were you compensated?

Dr. Vargas replied no, I did not.

These minutes will be approved at the 9/11/17 BOSC meeting.

Committee Member Beaudry *moved to pay meals and mileage to Dr. Livingston in accordance with School District policies and procedures. The motion was duly seconded by* ***Committee Member Desrochers.***

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

12. City Service Contracts.

Committee Member Girard stated I would like to take these one at a time. Either that or be recorded as opposed to a couple of them.

Committee Member Terrio *moved to approve the City service contracts. The motion was duly seconded by* ***Committee Member Beaudry****.*

Mayor Gatsas asked which ones do you want to be in opposition to?

Committee Member Girard replied I would like to be in opposition to the one for Facilities, Parks and Rec if it is a separate one, which I don't remember off the top of my head—any of the ones with the Facilities or Parks Departments. I have been asked to explain why, Your Honor. I don't support the cuts and I don't think we are doing a wise thing by reducing building and ground maintenance and repair. I think that is penny wise and pound foolish.

Committee Member Bergeron stated I have a few questions on contracts. I don't know that I necessarily oppose them.

Mayor Gatsas asked what are your questions?

Committee Member Bergeron replied I just have questions on some of the terms. I'm not clear as to who is paying who.

Mayor Gatsas asked did you look at your agenda before the meeting?

Committee Member Bergeron replied my questions are generated from the agenda.

Mayor Gatsas asked did you call the finance officer to ask her the questions?

Committee Member Bergeron replied I feel like my questions are legitimate to a School Board meeting. If not, you can let me know.

Mayor Gatsas stated I would have thought that if you called her she could tell you the things that you were disagreeing with in the contracts and it would shorten the meeting a little bit. Go ahead, ask the questions.

Committee Member Bergeron asked at this point in time which contract are you discussing right now?

Mayor Gatsas asked what is your question?

Committee Member Bergeron replied my question right now is the City of Manchester Public Works and that agreement with the Facilities Division. When it talks about the Facilities Division will provide corrective, preventative and constructive maintenance services I'm confused as to who actually does the work when they mention another party in here. When they talk about Aramark education, is Aramark education more the management piece of it, but the actual physical work is done by the Facilities Division? That's what I want to know. Who actually does the work? Who pays who? How does that work?

DRAFT

Ms. DeFrancis replied the contract with Aramark is managed by the Facilities Department. That is for all of our custodians. The Facilities Department manages that on our behalf. I'm just going to put an estimate out here, but that is probably about $3.5 million of the contract with the City Facilities Department. The remainder is for the maintenance that the Facilities folks do for us. If we have some sort of lighting fixture repair that has to be done or maybe one of our doors isn't working the Facilities Department would come in and they would repair that. What we are paying to the Facilities Department, the $5 million number, is a combination of the Aramark contract as well as the maintenance work that the Facilities folks do for us.

Committee Member Bergeron stated as a follow up, a custodian and I guess I want to know even more with Aramark. Who pays them?

Ms. DeFrancis replied the City cuts the check and then they send us the bill, which shows up on the Building and Sites agenda and then we reimburse the City Facilities Department.

Committee Member Bergeron asked how does a custodian get paid?

Ms. DeFrancis replied through Aramark.

Committee Member Bergeron stated I wanted to know that relationship. I kind of knew that, but I just wanted to clarify that because I think it is important to know that when you are looking at this. One silly question maybe. I guess "act of God". I feel that is very general. It says here by reason of fire, strike, act of God. Has that ever been put to a test? I just thought that was very strange language for a contract. I wouldn't necessarily say strange, but… Those were my questions.

Committee Member Want stated in the Facilities contract it says here that our day porters at each of the schools are going to be cut by 1.5 hours per day. Do we know what hours those are that we are not having snow removal, vomit and blood spill clean-up or trash removal, or wet floors cleaned up or clogged toilets? Do we know what hours of the day we are not having those done at all of our schools?

Committee Member Beaudry replied the way I read that, they are saying 1.5 hours. They are going to have duties that they have to do. If they are pulled away from those duties to do that list of issues that you just spoke of then the duties that they are going to be assigned to won't get done. That is what they are saying. That is the 1.5 hours that they are talking about. I could be wrong. Karen DeFrancis I believe sat down with Kevin Sheppard or someone from Facilities to go over what the impact was of the reduction in services.

Ms. DeFrancis stated the original recommendation was to reduce the day porters, but the principals did not want that. They wanted the impact to be on the night work. Basically they are talking about where they would reduce it. The first paragraph says that there were two areas of impact, the first is the evening custodial cleaning services by 1.5 hours per day and they do talk about the impact of the day porters by 1.5 hours.

Committee Member Want stated I am concerned. I'm with the principals on this one. I am very concerned that if we are not going to have our day porters there for 1.5 hours… I understand, I think it is not a change of duties for these people. I think they are literally being told you are not working this 1.5 hours because part of our documents here say that they expect some loss of personnel over this because people will now have a job that doesn't pay them as much as it used to. The people who are losing the money in this is not the City, it is the actual Aramark employees who will now work 1.5 hours less per day for the day porters and a 1.5 hours less at night. This is really going to impact how clean our buildings are. I think it will impact how the buildings are being run and whether or not our principals can keep up with some difficult situations here like clogged toilets. I know our principals' job descriptions are pretty wide, but I don't think we should be expecting our principals to unclog toilets or clean up vomit or blood. I know they do. I have watched them do it, but I don't think they should be expected to do that. I'm very concerned.

Mayor Gatsas asked isn't that what you voted for? Didn't you vote to reduce it by 5%?

Committee Member Want replied I believe I did not.

Mayor Gatsas asked you didn't vote to take 5% off of the contracts on the City side?

Committee Member Want replied no, I was not one of the people who supported that.

Committee Member Beaudry stated I actually was going to applaud Kevin Sheppard and his staff for coming up with a plan. The way I read this, I agree, Committee Member Want, and I raised that issue through the whole negotiations that the principals do not want to lose the day porters. You read this and it says that they are reducing the availability of the day porter by 1.5 hours, but if the day porter is called out and the principal, I believe, would have the right to say if there is snow removal or general warning and security checks, any of these listed items, they can call them out, but their cafeteria, gymnasium, restrooms, that stuff may not get done in that timeframe. The day porter is going to be there all day in my understanding. I don't mind putting that into the motion because I don't want to lose the day porter either. The way I read this, they are going to give them specific duties to try to make up for some of the night work that is not being taken care of. That doesn't stop the principals from saying that if a bathroom needs to get cleaned or a toilet is clogged that they can go in there and fix it. That's my understanding of this. If I'm wrong please let me know, Karen.

Ms. DeFrancis responded I would read that the same way. We can have the Facilities folks discuss this at the next Building and Sites meeting maybe in more detail so that everyone has the same understanding of how it is going to work with that 1.5 hours for day porters. I would agree that the hours are not going to be reduced, it is just their availability to do certain of those items.

Committee Member Beaudry stated correct.

Committee Member Want stated on the previous page it says right here Aramark reduction in labor and then there is a letter from Aramark that basically lays this out that they will be working fewer hours.

Mayor Gatsas stated you are paying them less. They are working fewer hours.

Committee Member Want stated I don't expect them to work and not get paid. It makes sense, but it doesn't make sense for schools in my opinion.

Mayor Gatsas stated that conversation we should have had during the budget process.

Committee Member Beaudry stated actually, Mr. Chairman, we did. If we didn't do what we did, Committee Member Want, that was eight more teachers that we would have had to lay off. That was the discussion that we had and we spent a lot of time on that. It was cutting the departments by 5% or laying off another eight teachers. We told to go with the 5% reduction instead of another eight teachers.

Committee Member Girard stated just a procedural point. It seems to me that if these contracts had made their way through Building and Sites and/or Finance so these discussions could have been had and these issues vetted at the committee level we wouldn't be toiling with them tonight. Another one of those things I don't understand the process it always goes through. I think it doesn't always make for efficient meetings.

Committee Member Bergeron stated I have a couple of questions that I'm hoping someone will indulge me on. I guess I could ask you, Committee Member Beaudry. How long have we had a contract with this setup with Facilities and Aramark? Do you have any idea how long that has been?

Committee Member Beaudry replied my understanding is that we have been signing contracts since Mayor Gatsas has been mayor so that's eight years.

Committee Member Bergeron stated the reason I ask, at the time I know Aramark has a lot of contract with a lot of facilities, whether it be Fenway or whatnot, but I would imagine that's a pretty decent contract for Manchester. Wouldn't you say? Aramark would probably be happy at the time to land this contract. I would say. To me, this is a decent sized contract for Aramark to have the City of Manchester. Do they have a larger one? I'm not sure. I guess I'm just worried

that if I was Facilities I hope there is not going to be an attitude toward the School District on behalf of Aramark because simply now they are working less hours. I know they are professionals because I meet them in the schools and I know it won't affect their performance. Did you get the feeling, Committee Member Beaudry, that this was introduced to all parties in a professional manner?

Committee Member Beaudry replied I wasn't involved in the actual talking to Facilities on how they were coming up with the reduction in the services.

Committee Member Bergeron asked are you concerned?

Committee Member Beaudry replied I know that Karen and the superintendent are professionals and I believe sitting down with the City side agencies it was a professional discussion.

Committee Member Bergeron asked so you have no concern in that area then. That makes me feel better.

Committee Member Girard stated point of order. The City has been contracting out the cleaning of the school since 1995, 1996, somewhere in there. Maybe not with Aramark, but as a general practice it goes well before you.

Committee Member Beaudry stated that wasn't the question though. Singing the contracts I believe he asked. We never had contracts between the different City services until eight years ago.

Committee Member Bergeron stated I just want to make sure they have a sense of appreciation for having us as a contract.

Committee Member Beaudry stated I misunderstood your question then. Committee Member Girard is correct. We have had Aramark for at least 15 years.

These minutes will be approved at the 9/11/17 BOSC meeting.

DRAFT

Committee Member Beaudry stated I just have one quick question. I don't know if Athletics can answer this, but maintenance of athletic fields at Gill Stadium. I thought the Aldermen voted that we were not going to pay for Gill Stadium anymore. We pay for the lights. They do say lights included, but how much of that $10,000 is lights and how much is rent for the field? Do we know?

Committee Member Tessier replied I have no idea.

Committee Member Beaudry asked Karen, do you know?

Ms. DeFrancis replied we no longer pay for the games at Gil Stadium, but we still pay for practices. Then if the lights are turned on within a certain hour we pay for that as well.

Committee Member Beaudry asked can we approach the aldermen and ask if they can forego the practices too?

Mayor Gatsas stated because there is so much money in the aldermanic budget.

Committee Member Beaudry stated I hear you, but if they let us go for the games, that's the only field now that Central has to practice on.

Mayor Gatsas stated but you have another $500,000 coming from pharmacy reimbursements.

Committee Member Beaudry stated thank you. I mean that. Thank you.

Mayor Gatsas *called for a vote on the motion to approve the City service contracts. The motion carried with Committee Members Girard and Want voting in opposition to the Facilities contract and Committee Member Girard voting in opposition to the Parks and Recreation contract. Mayor Gatsas abstained.*

DRAFT

13. Internal attorney job description.

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

Committee Member Bergeron stated in the process I did ask for the original one because I thought it would be important to see the difference. I was provided that. I don't know if that would be of interest to anyone else. The current one, I guess. I was just saying that I received that and if anyone would find that to be an area of interest.

Committee Member Ambrogi stated I would like to ask, if I might, the superintendent a couple of questions about this. I am, as I have said before with respect to this position, this sounds like a great job if it could be done by one human. It is a lot of ask of one full time individual. I'll make that comment. My other concern is I would like to know what the superintendent is proposing for a salary for this position and how he proposes we are going to pay it because I am concerned about who he will attract as candidates that will both have the expertise he is seeking and be willing to leave private practice for what he can offer.

Dr. Vargas stated I had a conversation with our law firm. Ms. DeFrancis has been part of those conversations. They believe that we can achieve some savings and also they believe that we would be able to attract an individual with a salary of $85,000 to $90,000 versus some experience. Part of our effort is to reduce legal costs. Right now one of the areas of concern for me is how many cases we have seen for multiple reasons that we have to call on our legal counsel. Although we were able to reduce the cost a little bit this year, we believe that the costs could be reduced even further.

Committee Member Ambrogi stated I would continue to express my skepticism about that. I believe that the individual who has been serving in this capacity… The problem is, if you hire someone full time to work inside the district they are not going to be handle the full case load. That is just crazy. It is one person. I think it has been helpful having an individual working

inside the district. I just don't know what you think an individual is going to be able to do and I'm skeptical about the salary. I don't know, I haven't done a salary study. I'm skeptical. You are looking for two, three, four years of experience. I think you are going to have a hard time. I also just think we ought to be realistic about our ability to reduce legal cost by hiring one individual moreover when we have already had one individual in this position in a somewhat modified form. I just don't understand how you think you are going to reduce the actual work. The legal work that needs to be done needs to be done if we are to keep this district secure from paying enormous payouts all the time. I will not be in favor of this.

Committee Member Freeman stated Your Honor, I wanted to get back to a point that Committee Member Bergeron brought up that he had requested some inflation about the previous contract. I did not receive that information. From what I understood, anytime information is requested by a board member concerning something that is on the agenda that information will be forwarded to the rest of the board. Is that not correct?

Clerk Leahy stated Your Honor, I can apologize for that. I had sent it to Committee Member Bergeron this afternoon and neglected to send it to the rest of the board. I should be able to send it right now if you have internet access, but my apologies for that.

Committee Member Girard asked Dr. Vargas, did you say that you discussed the job description and the salary requirements with our current legal counsel?

Dr. Vargas replied that is correct.

Committee Member Girard stated I'm no attorney as Committee Member Ambrogi is, but in reading the job description I sort of got the sense that there would be certain tasks that would be done in-house, but there would be other tasks that would be done in conjunction with our legal counsel, which would also provide efficiencies and savings to the district because it would have a knowledgeable, legal person of its own working within the district on a full time basis. Is my takeaway from the job description correct?

DRAFT

Dr. Vargas replied yes. Let me add that I don't know any organization as complex as this that the superintendent and the board could run meetings without counsel here to even ask some fundamental questions. Throughout the course of the day that is something that we definitely need 365 days. We are dealing with serious complex issues. From an operational perspective you need a year round person. Notice that the position says full time. It doesn't even put the number of days because for a position like this you don't put this many days or things like that. Again, those are just basic, fundamental operational aspects of an organization. If I was on this board I would be very concerned to have a central office and district… We get phone calls from principals from all different levels, some which are general or general knowledge of someone who is in-house could help us instead of us making a phone call to our legal firm. If you were to look at the phone conversations that we have, many of them are something that could be done in-house that right now we are paying for.

Committee Member Girard stated Your Honor, the only other thing I would have left to say is that at 229 days this is a substantial increase over the number of days worked by the prior position, which was basically a school year and it is a full time position not the limited hours that were involved in that position. Secondly, while this may not necessarily compete dollar for dollar in the private sector for an attorney I think we all recognize that there are some reasons why people come to work for a school district, particularly this one, which might involve not having to produce so many billable hours. I'm sure there will be some nights and weekends involved, but probably not in a busy practice and the benefit package that is available to employees here is darn attractive to anybody who might want some family time in addition to a satisfying, challenging career.

Committee Member Terrio stated I think I misunderstood this position. Currently we have an attorney who does investigations and then I saw this position and I assumed they are two separate positions. Your questions led me to the impression that these positions are going to be consolidated into one position or did I misunderstand you?

DRAFT

Dr. Vargas replied again, from an organization perspective many of the good work that has been done around investigations a lot of that work is something that could be done through us. Plus, normally what you do is you contract out when you have a difficult investigative case. You will utilize an investigator that you could contract with that would come and do that work on an hourly basis. You don't have to have that person in-house. Again, that is not to say that there was not good work done. All I'm saying is that there were many cases, at least in my assessment, that it was necessary to do an investigation and utilize the skillset of a lawyer.

Committee Member Terrio stated a follow up on my first question, it sounds like we are eliminating a position, but the reason we had the investigator was we were spending large sums of money to have attorneys billing $200 an hour or more to do investigations and that's why we brought the investigator in previously, to save money on our investigations.

Dr. Vargas stated that is a good question. When I consulted with our legal firm because I found that interesting because normally when a lawyer is involved in an investigation they could not even come and represent us in this. Normally, if you think something could land itself in court or in other administrative body, you normally separate the two. Once again, at least it is my assessment that it is unnecessary to have an in-house investigator although you will need from time to time to have available someone that could come in on an hourly basis to handle a particular case that might warrant that.

Committee Member Terrio stated the data that we looked at when we made the decision was that we were saving money with an in-house investigator.

Dr. Vargas stated to begin with, if you had a lawyer doing your investigation when actually, I don't want to mention anything because I'm in conversation with someone who might be able to do this work who has a great reputation throughout the city doing HR investigations when it gets in a very delicate area that goes beyond the capacity of the district.

DRAFT

Committee Member Terrio stated thank you, Dr. Vargas. My second question is actually to Ms. DeFrancis and Ms. Hogan. If we pay a salary of $85,000 to $95,000 the rule of thumb with benefits and pension, that is going to be about $125,000 to $135,000 for this position. What are we spending on average in legal fees now? I thought it was about $200,000. We are still going to have to use outside counsel in addition to this. Is $200,000 a correct figure for outside counsel currently?

Ms. DeFrancis replied around $250,000 is what we spent in this past year. For FY18 we have budgeted $185,000.

Committee Member Terrio stated so we would be spending approximately, with benefits and pension, $130,000, but we would still need outside counsel. I'm a huge proponent of saving money, but I do have some serious concerns about this. I didn't realize we were consolidating positions. We are actually changing our previous position. I have great respect, Dr. Vargas, for the work you do, but the way this was presented to me, it was confusing. I didn't realize we were consolidating positions. I also have some serious concerns about the amount of money that we will be spending and the amount of money that we are expected to be saving.

Dr. Vargas stated you have to take in account the money that you are spending now to investigate. You have a full time position for 180 days. Prior to my arrival here the legal fees went up in a significant way so I think I have some credibility here because one of the things that I said to you is that legal counsel was under control. If you put together what you spent that year that you wanted to save, you take into account the investigator plus what you spent that year. I saw that was around a half million dollars. Here am I and I came to you and said you need to do something about this. You need it from an organizational perspective because people like me, actually there are very few superintendents that would take this job and you don't have counsel that you can call on. I'm talking about 24 hours on a regular basis. This is a job that I could be talking with one of you, and I have already, had a conversation with some of you at nine o'clock at night. I wish I could say let's pick up the phone and call that person and at least by tomorrow morning go and research this. When you look at this from an organizational perspective it just doesn't make sense what we have in place today.

DRAFT

Committee Member Beaudry stated I think what Dr. Vargas is doing is going to be beneficial to the district. We look at contract negotiations, grievance, arbitrations. We have board policies that have to be updated. We can have an attorney who would look over the board policies, help out the board. They can come to board meetings so when we have a question about legal they could be sitting in the room and we would have an answer instead of having to wait until the next day or whenever our attorneys decide to get back to us. I think his initiative is well worth putting out there. I'm going to support it.

Committee Member Freeman stated Dr. Vargas, I'm asking you this because I have a little bit of fuzziness around this. This would not consolidate the investigator's position, but eliminate it as a full time position. You would put that as a contracted per diem position. Is that correct?

Dr. Vargas replied that is correct. We would lessen the number of investigations. That is something that I concur with members of the union. There have been cases that you don't need to send an investigator because there are things that I can handle myself or the principal. There are some cases here that don't have that level of complexity. Again, as I said, it is not to disparage the work, but in terms of priority and what you need, I do believe that right now we are overusing our investigation. That could be also downsized a little bit to a more reasonable level.

Committee Member Freeman asked who would make that determination if there needs to be further investigation? Would that be the attorney's determination or is that something that would have to come in front of the board?

Dr. Vargas replied we would work as a team. Different members of the team have different expertise. We would do that.

Committee Member Bergeron stated I think there is a little bit of confusion here because the current job description is called legal associate and it is not just investigations. If we are just utilizing this person, this position, for just investigations then shame on us because more or less there is conducts investigations, processes grievances, advises the superintendent and HR

relative to policy and regulations as well as the need for revisions, consults and trains staff on School District matters in conjunction with the district, talks about showing up at meetings. The current position is not different from what you are describing. I guess what I'm saying is that I feel it is sort of like a SRO. We are ready to take them out because some of the incidents were down. The incidents were down because we had an SRO with all the relationships. We don't know how many bullets we have dodged from having someone not only that in this case we are fortunate to have someone knowledgeable on the education piece as well, but have you determined how many bullets we have dodged or the fact that we have had someone knowledgeable about this district investigating the potential that it didn't go further than it could have? I guess I'm not really understanding what you feel is lacking or are we not asking for the right things from the current position?

Dr. Vargas replied let me give you one thing. A board like this and a district with 2,000 employees, 14,000 kids, in the largest city in New Hampshire you are running a meeting without legal counsel. That is just to give you an example. I have many other cases that I could tell you that are not sound practice like the one that I just alluded to.

Committee Member Bergeron stated I didn't quite understand that example.

Dr. Vargas stated a sound practice would be that a board like this would have legal counsel available so that when you deal with complex questions of a legal nature they could give you a general idea.

Committee Member Bergeron stated I have always gotten legal questions answered anytime I have wanted them. I do have one question. Do you mind if I ask a question for HR? Was this position that we have now, was that a position that we have had a long time? Because we were fortunate to have an educator gone legal that we sort of constructed it in the educator framework because that's where it started. Did we always have that position in that framework where it was 185 or summers off? Was it a new position that was recently started?

Ms. Hogan replied this was a new position that was created when Dr. Livingston was here. She saw the backlog of issues that had occurred and it was her desire to nip it in the bud and do investigations quicker because the board had asked for quicker investigations and more prompt attention to matters. This is the end of the second year.

Committee Member Bergeron stated I knew the answer to that question, I just wanted it out there. We could restructure the position to be more of a full time administrative position. Is that your goal, Dr. Vargas, to have a full time person not with that education framework?

Dr. Vargas replied the goal is for the organization to have a lawyer available to us 365 days. I'm not saying that that person is going to work 365 days, but that person has to be available at all times. Someone like me, when I'm dealing with a difficult situation could talk to that person and that person could do general work. When things get very complicated you can outsource it.

Committee Member Bergeron stated you had that available to you throughout the school year, correct?

Dr. Vargas replied I did not.

Committee Member Bergeron stated I'm not understanding why. I thought the person was full time in your office.

Dr. Vargas stated right now the scope of the work… The organization right now… If you want it can give you the record in terms of the phone calls and emails that are taking place between us and our legal firm.

Committee Member Girard stated I just have a quick question because I thought in one of the many personnel reports that I was looking at that this position is now essentially vacant, the person having occupied it beforehand decided to go back to teaching and will once again be in a classroom this fall. Nobody is losing a job here. It is because that person is moving on for

whatever reason that Dr. Vargas is taking advantage of the vacancy to reform the position and make it more of what he believes the district needs. Is my understanding of that correct, Doctor?

Dr. Vargas replied that is correct, but this position anyone could apply, anyone within the district who is interested could apply.

Committee Member Girard stated nobody is losing a job here to the person to held it.

Dr. Vargas stated that is correct, yes.

Committee Member Girard stated Your Honor, I can't imagine having been an alderman not having a City solicitor or a member of the staff available at those meetings and it has always been a source of consternation that we have not been able to query legal counsel at these meetings. I think this is a big step in the right direction. Once again, I don't know why, but the penny wise pound foolish thing keeps coming up tonight and I think we would do well to mind that.

Committee Member Avard stated I don't disagree that we need to do something of this nature. I do question the organization. If you look at the City side, Dr. Vargas to us is a department head like the police chief or the fire chief is to the aldermen. The City solicitor does not answer to the police chief of the fire chief. He answers to the mayor and the aldermen. Here we would have legal representation who would be answering to who is essentially our department head giving us advise on contracts, advise on how we can do our job, advise on where our duties lie being supervised by the person that we supervise. It is a conflict there in my opinion. I think it should be, as the clerk answers directly to this board and is supervised by this board, as the treasurer answers directly to this board and is supervised by the board, then I think that this is a position that should be hired by this board, supervised by this board and answer only to this board because if there is another layer between that person and this board then… No offense to Dr. Vargas that there would be interference, but it just puts another layer between legal counsel and us and I think legal counsel should be direct to this board just as the City solicitor is direct to mayor and aldermen. Our legal counsel should be direct to this board, be able to answer

question to the superintendent and his staff, but should be an employee directly of us and answer only directly to this board. I would question the way this is organized. I would have that changed around a little bit so this is a position specific to the Board of School Committee.

Committee Member Georges stated I'm a little bit confused here. He said that this position for the investigator, this is the second year. Before they had the lawyer? They had a lawyer before in that position? Do we need a lawyer in that position or not?

Mayor Gatsas stated I'm standing here and I'm scratching my head a little bit. Two years ago people on this board who are advocating for what Dr. Vargas is looking for were opposed to change hours to increase the compensation for the person that we have to do the work, people who are advocating for this position. I'm a little confused with where we are trying to go and how we are going to get there. Eight years ago I said maybe what we should look at is taking the money that we are outsourcing and paying the City solicitor and they could hire two more lawyers and represent this board and we could get it done for the amount of money that we are looking for, but that's not where this board wants to go. I'm a little confused when we talk about how we are not eliminating a position. I don't know, three years ago, four years ago our legal fees for $400,000. What makes us think that that's not going to happen again? If we think we are going to save money, we save money basically moving a line item in a budget. That doesn't mean that we aren't going to see $400,000 in legal fees and then what do we do? I'm sitting here trying to figure out where we are trying to get to. I think that the biggest cost that we have is for special education. Correct me if I'm wrong.

Ms. DeFrancis stated I would have to do an analysis as to how much is special education. We have special education, contract type negotiations, general legal counsel and then any human resources work that they do for us. I could certainly divide the cost up into those categories.

Mayor Gatsas stated I find it difficult that you are going to find somebody, a starting attorney at the solicitor's office is somewhere between, I think, $90,000. I'm looking at it and saying how are we going to get to where we are going to get to, maybe we ought to outsource the work to the solicitor's office.

Committee Member Girard my recollection differs a little from yours in that there was a move to increase the compensation of the prior position, but not expand the services available.

Mayor Gatsas stated it was increasing the salary and increasing the hours. I'm sure you have the ability to go back and look at the minutes.

Committee Member Girard stated and I will but there were also some other issues there. The upshot here is that the superintendent has been asked by the board to do something about legal fees. Before I get on to that though, to Committee Member Avard's point, the School District is somewhat different than the city in that the board itself because of the function it serves as a quasi-judicial board has its own counsel and will continue to have its own counsel and the district has its own. Right now we have two different lawyers. We have lawyers we call when the district has a question. We have lawyers that we call when we need as a board to have done done. To have an attorney that answers directly to the board would be the board's attorney, not the district's attorney and sometimes there are conflicts between those two and there is a reason why state law requires that they be separate. That is an issue. This is a position for the district to be able to do what it needs to do and advise us. Moreover than that, the superintendent has taken what steps he can to this point to minimize our legal fees and I think we can agree that the actions that he has taken has reduced them. We always talk about supporting our professionals, right, and letting the professionals do the work, etc. etc. If the superintendent is coming forward at this point and saying to us as a board that this is something that he believes is necessary for the district to run properly then given the current state of affairs it seems to me that we have nothing to lose by trying. If he can't attract qualified candidates to the position he is going to come back to us and ask for a different salary range. I would suspect we would be able to hold him accountable for whatever results that position does or doesn't put forward. With all due respect, Your Honor, I think there are some pretty substantial differences between what is being proposed here.

Mayor Gatsas stated there is always a difference when you are on the other side of an issue.

DRAFT

Committee Member Girard stated there were a number of variables there and I don't know that we need to rehash those.

Committee Member Avard stated I have to disagree with Committee Member Girard. The responsibilities of this position as according to this job description represents the Board of School Committee as appropriate with respect to discipline and dismissal of teaching and non-teaching employees including termination of probationary employees and related grievance and arbitrary hearings, negotiates with certified bargaining units to arrive at mutually satisfactory agreements on wages, hours and working conditions of employees represented by the bargaining agreements, prepares and represents the Board of School Committee in disciplinary proceedings commenced against tenured teachers and administrators, advises the Board of School Committee on all staff contact negotiations, on and on and on, prepares and reviews for the Board of School Committee all invitations to bid and legal contracts. This sounds more like our attorney than the district attorney when I read through this job descriptions. I don't want our attorney answering to anybody other than us. That's my concern. If this is a simple up or down vote I'm going to have to vote down. If we can modify this and change this so that this is a position that answers to this board, is an employee of this board, and that this position does work for the full district, but is hired at our pleasure and is supervised by us then I could be in favor of moving forward with this, but not as this is written because I don't think that there should be another layer of influence where a person can feel that they are being supervised by somebody other than the people they are advising on this. That is my opinion. I would seek to either amend the evaluation portion of this so it no longer says evaluation of this position shall be by the superintendent so that it should say by the Board of School Committee or I would send this whole thing back to Coordination to be reworked and have this position reconfigured. Those are the two options that I would like to see us vote on.

Committee Member Girard asked can we ask the superintendent on what Committee Member Avard said so we can have clarity on what he is trying to accomplish?

Committee Member Beaudry asked do you have a problem with us doing the evaluation?

Dr. Vargas replied take a look at what you say. You are saying that means daily. I do it daily on your behalf around every single one of those issues. There are areas of conflict of interest and there are some that are not. When you are dealing with personnel issues on a daily basis, if this board wants to have a third party opinion, someone who is not associated, that is not close to the work that this individual might be doing then that would be available to you when you feel there is a conflict of interest. Again, that is something that if you wanted to take it to the committee for further work and clarification I don't have any problem with that. The more clarity that you have the better you will be as you move forward. There is a fundamental need as I can talk to you right now, the fact that we don't have legal counsel here is the best illustration that I could give you of what happens to me during many hours during the day. I don't have legal counsel that I could go to when I should be going to them. One of the reasons that I think we were able to reduce the legal fees is because I did put a lot of steps in place that I shouldn't be putting in and one of them is what I call the low hanging the fruit. Don't call the lawyer if it is something that… I didn't need to call a lawyer for x thing that should be part of my daily work.

Committee Member Connors stated very briefly, a few years ago we were looking to hire a new firm or individual legal counsel. Committee Member Ambrogi, me and former Committee Member Wihby were on that committee and we did a lot of research into it. What we found was that what we were dealing with on this board and educational law was such a broad area, we were dealing with special ed law, we were dealing with employment, we were dealing with local government law, all kinds of areas that we found that we couldn't just have one person. We needed to have a whole firm that could have special people with experience in those different areas. If we are looking to hire one individual person, I know it is not to replace that whole firm, but I think we need to be more specific about what their role is going to be. Are we looking for one person just to deal with the special ed law and take that off our plate? Are we looking for one person to deal with the board law and take that off our plate? I don't think we can be as broad as we are right here.

Clerk Leahy stated the motion on the floor is to approve the internal attorney job description as provided in your agenda.

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

Committee Member Terrio *moved to forward this item to the Coordination/Administration Committee. The motion was duly seconded by Committee Member Van Houten.*

Committee Member Beaudry stated I think we can settle this this evening. I think the job description… I don't know what Coordination is going to do. I don't' think we are going to do any better than what Dr. Vargas did. If Committee Member Avard has a concern…

Mayor Gatsas stated there is a first and a second. If you are opposed to it just vote no.

Committee Member Beaudry stated I want to speak why I'm going to be opposed to it. I think if we vote this down and change the evaluation to the Board of School Committee this will pass. Then we can move this on so we can get the hiring process down. We get to Coordination we are going to be two months behind. I would appreciate the board voting that motion down. I will move to amend the job description.

Committee Member Terrio *withdrew his motion to forward this item to the Coordination/Administration Committee.*

Committee Member Beaudry *moved to approve the job description as amended that the evaluation of this position shall be by the Board of School Committee. The motion was duly seconded by* ***Committee Member Avard****.*

Mayor Gatsas asked how can we possible evaluate a person that we are not dealing with on a daily basis?

Committee Member Beaudry stated we evaluate the superintendent.

Mayor Gatsas stated we deal with him on a daily basis. If you are going to him you are asking him questions. If you have something you need from the clerk, we evaluate her. You go the clerk. Why don't you evaluate Ms. DeFrancis?

Committee Member Beaudry replied indirectly we do.

Mayor Gatsas stated she works under the superintendent. How do you possibly think that taking a lawyer that is going to come in, all of a sudden is going to come before us for evaluation?

Committee Member Beaudry asked who evaluates the City solicitor?

Mayor Gatsas replied I do. Who evaluates the people under them? The City solicitor evaluates the people and staff that are working for him or her.

Committee Member Ambrogi stated I appreciate the motivation behind the motion. What I would say is that I am beginning to feel as though the superintendent has a plan for how he wants to run the organization. We have not seen any form of updated organizational chart. I am feeling very uncomfortable. That is one of the reasons I feel uncomfortable with this position, I have no idea what his plans are with respect to how his office is going to run. He has been here over six months now. I think that is something that would be very reasonable to ask to see, who is going to be taking charge of what and how is he planning on delivering the scope of services that the district used to deliver? I'm not going to be in favor of anything at this point until I understand what his overall plan is.

Committee Member Connors stated I understand the idea of changing that to the Board of School Committee, but I think this job description as written is very confusing. Is it a lawyer for the board, the Board of School Committee, or is it a layer for the School District and Dr. Vargas?

I think those are two completely different things. As said by the state they need to be two completely different things.

Committee Member Avard stated I think the job description merges the two.

Committee Member Connors stated which I don't think it can do.

Committee Member Girard *requested a roll call vote on the motion to approve the job description as amended that the evaluation of this position shall be by the Board of School Committee. Committee Members Girard, Terrio, Beaudry, Avard, Langton, Georges, and Freeman voted yea. Committee Members Connors, Desrochers, Van Houten, Ambrogi, Want, Bergeron, Tessier and Mayor Gatsas voted nay. The motion failed.*

Committee Member Beaudry stated I don't know what it's going to do in Coordination, but you can send it back there.

Mayor Gatsas stated let's have Dr. Vargas come forward with an org chart.

Dr. Vargas stated you have one for the past five years in the Curriculum Committee for example. they basically said that you don't have the finances to finance a central office. I will provide you with one. I would be more than happy to do so.

On motion of ***Committee Member Beaudry****, duly seconded by* ***Committee Member Freeman****, it was voted to table this item. The motion carried with Committee Members Desrochers and Van Houten voting in opposition.*

Committee Member Bergeron stated if I may make a comment that I think it was more than an organizational chart that was discussed. If there is a plan for the year or whatnot. Perhaps involving us in some of that would probably build more support.

DRAFT

14. Agreement with Multi-State Billing Services for Medicaid administration and consulting services.

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

Mayor Gatsas stated the only thing I can say, for us to meet the numbers that are going to be before us, we have to make sure that the district is going to get them the information. That's what is going to be most important. I understand that Nashua is looking at $2.5 million and we have been at $1.5 million. They think we can get to $3 million. That is going to have to make sure that the district is doing the work to get these folks the numbers because they can't do anything without the information from the district. It is going to be emphatic that we have to get that done.

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

15. Agreement with Southern New Hampshire Services to provide Head Start classes at Northwest Elementary.

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

Committee Member Girard stated on page 31 of the agenda, there are two places in the contract, in section 10 and section 11, in both termination clauses where it says the district shall have the option of terminating this agreement by giving 30 and then in parenthesis 90 written notice and it is in both sections. Is it a 30 day notice or is it a 90 day notice?

Mayor Gatsas replied 90 days.

These minutes will be approved at the 9/11/17 BOSC meeting.

Committee Member Girard stated if anything it would need to be amended to reflect that. To be perfectly honest, Your Honor, I have difficulty with the termination clause in that it limits the reasons where we may be able to terminate the contract. It says but only for one of the following reasons: failure of Head Start to observe terms and conditions; substantial damage to program space or other space at Northwest School by Head Start, its agents, servants, employees, licensees, invitees or guests; the district determines in its sole discretion to discontinue the use of the modular building for the following school year due to the safety condition or sustainability of the modular building, which sounds to me like we can only eliminate the program in that modular if the modular goes bad, or other good cause consistent with New Hampshire state law, which frankly is a pretty broad term. I think if we are going to enter into any contract, especially having gone over one recently in Curriculum and Instruction that we ought to reserve the right to terminate the contract on whatever terms we see fit because frankly, we don't owe any contractor the right to continue whether we might like it or not so long as there are certain conditions that must be met. Just a quick question for Dr. Vargas. How many hours did our legal counsel have to invest in writing or reviewing this contract?

Dr. Vargas replied I would be able to submit that. This is case in point, which is congruent with the prior discussion. I needed to send this to our legal counsel. They will send us a bill. It could be one hour or less that they spent. These are the kind of routine things that I do on a daily basis. I'll be quite honest with you. If you want this district to be where it needs to be we need to focus our attention and operation of this district, which it has some serious problems. How many hours? Right now I would say I don't have that information available for you.

Committee Member Girard stated just a final point on this, Your Honor. I will say it for the record that the board acted against the superintendent's recommendation when they originally came forward. He asked very simply that we wait until the facilities audit was done, the one that is hopefully going to be approved tonight or the continuation of which will be approved tonight. To be scurrying around looking for a space to put something that maybe somewhere else, if anywhere in the district at some future point in time is once again doing what this district has done so well and that is filling up empty spaces with programs that have no rhyme or reason, strategy or plan, which is just a future headache.

Mayor Gatsas stated this is about the children in the city of Manchester.

Committee Member Girard stated it is always about the children, Your Honor.

Mayor Gatsas stated I totally understand that and I agree with you. What I'm saying is that I think that if this board goes up to the provider of the services and we tell them we don't want them there anymore because we are pulling the portable out, I don't think that is going to change the position. I'm sure that they will end their program and move forward. Let's see if we can't help 19 students in this city.

Committee Member Girard stated the contract ought to say that, Your Honor. The problem with this approach is once… Have you ever seen a government program…

Mayor Gatsas interjected are you okay with this program?

Dr. Vargas replied yes, I am.

Mayor Gatsas asked are you okay with the contract?

Dr. Vargas replied I am.

Mayor Gatsas stated I guess if he is okay with this this is one time we can agree with him or we are disagree with him because that happens every now and again.

Committee Member Girard asked would you like me to bring out the other list of objections I had to this thing back when it was going through the process because I would be glad to, Your Honor?

DRAFT

Committee Member Beaudry stated I have the same concerns actually as Committee Member Girard as far as the termination clauses, but also, we are looking at a tight budget. We just talked about our Facilities Department not doing plowing or cutting back on certain things, but yet the facilities maintenance, we have to take care of the grounds maintenance, the upkeep of the grounds, the plowing, the parking lots, all of that is on the district. Utilities: we are paying for the heat, water, sewer, anything that is attributable to that space. It is on the district. I don't mind helping 19 students. It has nothing to do with the students, but we have an early childhood intervention program right now that if students meet the criteria they can go into. Why are we bringing in a third party to come into our buildings? We want to get rid of the buildings they are coming into. There is a motion that was made several years ago that we were going to get rid of the portables by 2017. Those are the concerns that I have. Have the students to come our early childhood program instead of going to a third party and now we have to pick up additional costs for a third party. I'm going to oppose this for those reasons. It has nothing to do with educating the 19 students, but where do we say no? When do we stop, is what I should say.

Committee Member Avard stated Committee Member Beaudry already went over a lot of things I really have an issue with. I don't see why we are paying for the maintenance of the grounds, the utilities on this. It is just another expense where we are already looking for how we are going to cover our own bills and we are going to add stuff to it. At no point do I believe we should be putting children into portables. We have been trying to get these portables out of our district. We made motions to eliminate the portables. We are supposed to be clearing out and now we are filling them back up. We are putting pre-k in them at one end of the city. We are putting Head Start in them in another part of the city. We are filling these portables back up that we have been working so hard to get out of. I think this is silly. These are old, decrepit, they need a lot of work and a lot of attention and yet we are going to put children in there. I have serious concerns about the safety of children in portables and I don't think it is right, I don't think it is hair and I think it is inappropriate that we are using them. If you want to find a space inside of a building then I'm very willing to look at this program and give it a fair shake. I don't think a portable is the right way to do it. I cannot support this.

DRAFT

Committee Member Ambrogi stated I would just remind the board of the history of this situation. This issue, the issue of allowing, encouraging the Head Start program to expand to an additional classroom on the west side was brought forward to us by Southern New Hampshire Services to the Building and Sites Committee. It spent quite a bit of time in that committee. It came forward to this board. This board approved it with the idea that space would have to be found and that a contract would be written. This is not the first time this issue has come before the board. The board already approved this. The director of the services, the person who will take full responsibility for the children in this program who are new children who have not yet been served as pre-k children, there is not another program for them like this. Their director has indicated that she is fine with the children in the portable. In fact, in some ways it is a preferable situation for them. These are very young children. Keeping them somewhat separate from the rest of the children in the elementary schools she feels actually would be of a benefit to them. I would just urge my colleagues to recall that this issue has come before us before, has been discussed. Certainly I am in support of this as I have been all along.

Committee Member Want stated I have to agree with Committee Member Ambrogi. I spoke with Donna Lee Lozeau who is the head of this and had come to us originally with this, the director of Head Start. I asked her very pointedly if she liked this situation and she said absolutely, she is thrilled. The space is perfect for them. They will need to put in a lot less money into the space. I'm not even sure if they wouldn't be willing to pick up some of these ancillary costs that we are taking on or give us some sort of stipended cost back to us to cover them. Maybe they weren't put on them because it is not easy to break out a meter to say how much electricity they are using in that portable versus the building or in the district. I do know that they are thrilled with the space. I am thrilled to have students on the west side being served. I know these positions are not available in our early childhood education services.

Committee Member Georges stated I'm going to approve this because I support this program. Also, I don't think it is a big problem with Southern New Hampshire Services if there is a problem for the electricity, I think they provide all the services over there and they can provide the service if we don't want to pay for that. There are a lot of children, there are a lot of kids to

stay in the house. Sometimes their parents cannot go to work because they have to take care of the kids. We need this. I'm supporting this.

Committee Member Girard stated if we are going to give a history of this, let's give the complete history, which included this originally starting at West High School and then Dr. Livingston removing the request because she thought it was premature based on the redistricting efforts that were taking place and thought we should understand what we were going to do with the buildings first. Then it came back, a flurry of phone calls that went to some members of this board and not to others and it might closely mirror the endorsements that a certain political action committee made in bringing this thing back to life were made and mysteriously it ended up on a Building and Sites agenda, but it got pulled and then it got put back on in subsequent meetings. The ultimate recommendation was for the superintendent to try to find a suitable space on the west side. I suspect, and I won't put him on the spot, that he likes this solution as the best one that he thinks is available under the circumstances that the board gave him direction on. I would say of course the people who want our space are going to like this. There is an old saying, when the camel's nose gets under the tent the rest of the camel isn't far behind. I'm sure they would take almost anything we made available just to try to put roots down in a program so that if the day ever came where it made sense for us from any number of perspectives to say we don't want to continue the relationship there will be the human cry about how we are taking something away from the disadvantaged children of the west side. Let's be honest about what is going on here.

Committee Member Connors stated I just want to talk about the costs associated with this program. We have talked about heat, electricity, things like that. Those costs, we are going to be heating these portables and supplying electricity to them anyways. I'm speaking, thank you, Mr. Girard. The other thing is we are providing an early intervention for these students who wouldn't be receiving these interventions. If they don't receive those interventions then when they come in as kindergartens and first graders we are going to be picking up the bill for the cost of those interventions at that point, which is much greater than the cost of heat and electricity.

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Committee Member Freeman stated I would like to point out that once again, and I will agree with Committee Member Girard on this, we are putting the cart before the horse. We have not seen the building audit report. We are putting children in a portable that will be less than sufficient. At some point we will have to take them out of that portable and put them in another part of the city so once again we are starting something that we will not see finished. We start in one place and end up in another. We haven't got a redistricting plan or a firm one under our belt. Again, it is the cart before the horse. No matter how you feel about this program, we piecemeal things of this nature and then it falls apart in the long run. It is not about the kids. It is not about getting them at an early age and making sure that they have the foundations to go into the kindergarten or the first grade. This is really about the long term plan of it. This is not long term. This is a band aid.

Committee Member Desrochers stated it is funny how the opinions of committee members change as the conversation changes because there has been a real lack of support of this program from very specific members who are just speaking to different points right now. I just want to say that I'm so thankful for Southern New Hampshire Services and for the Save the Children Action Network for coming forward and affording this opportunity to the City of Manchester. Nineteen kids are going to be services who otherwise would not have this service provided to them. I'm just so thankful for them. I do support this.

Committee Member Beaudry stated a question to the superintendent. Am I correct in saying, Dr. Vargas, that our early childhood intervention program, if you are a family in poverty or financial difficulties or learning deficiencies they can participate in our program?

Dr. Vargas replied the children who have a guaranteed seat are children who have been identified by the age of three. They could access that. In terms of poverty, that I know of, you don't have a policy in place that says you provide universal services to all poor kids in this city. This would be fulfilling that need that is there.

Committee Member Beaudry stated I ask that question because Committee Member Connors stated that these 19 children some of them might do better going into kindergarten or first grade because of this program. If they are a struggling student they can get into our existing program, correct?

Dr. Vargas replied if they are evaluated and have a specific disability that falls within the current law, yes. If they are not evaluated, if it is something that is mild, they are not entitled to any of our programs before kindergarten.

Committee Member Girard stated just a point on this too. This proposal somehow presupposes that there are no available non-Manchester School District spaces on the west side. If I recall correctly in one of the many sessions before the Building and Sites Committee it didn't appear, frankly, that the Head Start folks had made a game effort to find a space that was outside the Manchester School district's purview. The idea that if we don't do this 19 kids won't be served is not exactly accurate. If we don't do this 19 kids will have to be served in a different space somewhere else on the west side that may in fact be more appropriate.

Committee Member Georges stated I just want to go back again for redistricting because when we got the decision we said the decision was coming from principals, parents and all of us. That was the decision for redistricting and to remove the portable that was in a school. If there is a need, the principal doesn't want to move that, we, the School Board, want to move, but the principals want to leave the portables inside the school. There is a need. Why not use that? Also, when the director came here we approved that to say that we accept to use the place for Head Start. Now we are going to refuse when we already gave them that decision to put the kids over there? What are they going to do if we decide to refuse when we already accepted that before?

Mayor Gatsas stated let's move the question.

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

CONSENT AGENDA (ITEMS 17-24)

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.

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

a) To join the New Hampshire School Boards Association at an expense of $7,676.06.

Committee Member Girard asked if Dr. Vargas were to hire the attorney that we had discussed earlier in the evening, would we need the School Boards Association to review our policies? If I recall the job description correctly reviewing policies and making recommendations on those was in the job description of the attorney.

Mayor Gatsas asked isn't that on the table?

Committee Member Girard replied it is on the table, but that doesn't answer my question.

Mayor Gatsas stated maybe we should move this to the table so that we can get an answer.

Committee Member Girard *moved to table this item. The motion was duly seconded by* ***Mayor Gatsas****.*

Mayor Gatsas *called for a vote on the motion. The motion failed with a majority of the board voting in opposition.*

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

c) Approval of the Educator Evaluation Master Plan Handbook.

d) Approval of the Districtwide Formative Assessment

Dr. Vargas stated seeing as you just approved 19d, I would like to acknowledge the help that we received from our principals, teachers and others. I just want to say thank you. I do have Principal Brennan here and I would like to acknowledge her committee with Mr. Krantz and those that did work on the assessment committee. Dr. Martin was part of it. Once again, you asked me earlier about giving you a plan and I think I have given it to you and that is the curriculum audit. You spent over $42,000 on that plan. What I arrived here there was not much done with it. One of the areas that they asked for, and I would repeat again, I need your feedback, I haven't receive the feedback from the majority of this board, but I do take this work very serious. One of the things that you found in that curriculum audit is that the district cannot even evaluate its own programs because we don't have a districtwide common assessment, Your Honor. What Ms. Brennan and her colleagues have done is now they have a recommendation for you, which would take care of that very crucial aspect of the organization. Let me repeat, five years ago we were told that we didn't have an assessment tool that we could measure, evaluate the effectiveness of our program. I want to thank the committee and their colleagues for being open, the many teachers that I listened to who desperately are asking for direction in the area of assessment. That is not new to many of you here. I think that the work of the Curriculum Committee was very important. You brought us significant insight, the fact that we are evaluating kindergarten and we are putting them through hours and hours and the enormous time that we are spending on assessments and testing, I'm glad to report to you that with your vote you have begun to put an end to that situation. I thank you for that. I also want Ms. Brennan to take a minute to acknowledge her colleagues and describe the work that remains to be done because it is one thing to select an assessment, but it is another thing to implement it.

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Ms. Christine Brennan, Principal of Beech Street Elementary School, stated first of all, thank you to all the principals and teachers. This is an exciting night. When we first started this process we had our committee together. It was Dr. Martin, and thank you for your help because last time at C&I I didn't acknowledge you I want to make sure I say you first. We had Principal Larochelle, Principal Krantz, Principal Sue Matthews, Kris Pelletier, Principal Amy Allen and Michelle Golden. When we looked at this process we took it very serious. We started in October. In October we decided to poll the teachers in finding out what they knew about assessments and which ones they found very valuable and ones that they weren't using. We collected that kind of information. Then we got some of the outside school districts that were using different assessments to help us make our selection. We asked them for their strengths and weaknesses of what assessments they were using and then we got some vendors together. Then we did some critical work to figure out that iReady was something that we were using in the district. I think it is going to be a fantastic tool because it is not only going to be able to tell us students' proficiency and their standing, but it is also going to tell us their growth. One of the things that is exciting is that finally the elementary school will be connected to the middle school and we will be able to use that kind of data to make decisions about students and their placement. We can also evaluate some of the programs that we are using. This is fantastic work and I want to thank everyone who was working with us.

Committee Member Beaudry stated as we are giving accolades to everybody, I have to say that I haven't heard as much talk as I had in the last week or so as far as the committee, the work that management has done and the C&I. That meeting the other night I thought was phenomenal and there was a lot of great feedback from both sides. I commend Committee Member Langton as chair of the committee that brought this thing forward and the members of that committee that also supported the initiatives that were brought forward. It is nice to see that the School Board and management and our teachers are working collaboratively together for the best interest of our students and our teachers. I'm glad to see that.

Mr. Bill Krantz, Principal of McLaughlin Middle School, stated I don't have a lot to say except to echo what Christine said. What I will remember very fondly at that meeting was it really felt like a real working meeting. There was a lot of tremendous meeting. It was probably one of the

best meetings I have ever been at. It felt like we were getting some work done. I very much appreciate that. I'm very hopeful that that is going to be how things continue to be so we can make some movement forward. We have some big problems and it is nice to solve them every now and then. My hat's off to all the other members of the committee. They really did work hard and we really appreciate that group of folks that we met with the other night. I thought you guys were terrific and we look forward to working with you as opportunity presents.

Committee Member Freeman stated I know we can pontificate all night on how great that meeting was, but I really would like to thank Dr. Vargas. I believe at this juncture he has developed an environment where the school administration, the teachers as well as the School Board feel like they can be honest and open about what their concerns are without fear of retribution. I would like to thank Dr. Vargas for that. I really think that for the C&I Committee and for the school administration it was almost like a coming to Jesus moment for all of it. It was like, this is really what you wanted? That's it? I was so energized by the whole meeting and how well it turned out and how we were able to open up one of the most positive lines of dialogue I have seen in almost two years of being on this board. I can't thank all of you enough for that. Again, Dr. Vargas, thank you for the opportunity to be a part of that process.

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

a) To request from the Public Safety, Health and Traffic Committee of the Board of Mayor and Aldermen implementation of the short term traffic solutions in the area of Hallsville Elementary School.

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

a) Approval of the coaching nominations.

b) Approval of the coaching nominations.

These minutes will be approved at the 9/11/17 BOSC meeting.

Clerk Leahy stated I would note that the sheet that was handed out tonight there has been one correction. The coach for West High School has withdrawn his name so that would be one amendment to that.

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

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

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

a) To have CMK Architects look at the following three aspects when conducting their research on the long range facilities study:
   1. The maximum capacity of each building regardless of the programmatic utilizations;
   2. The capacity of each building using the current programmatic usage;
   3. The superintendent's recommendations on programmatic utilizations

*HAVING DULY READ THE CONSENT AGENDA, ON MOTION OF **COMMITTEE MEMBER BEAUDRY**, DULY SECONDED BY **COMMITTEE MEMBER AMBROGI**, IT WAS VOTED THAT THE CONSENT AGENDA BE APPROVED.*
The motion carried with Committee Member Girard and Mayor Gatsas voting in opposition to item 18a, the New Hampshire School Boards Association membership and Committee Member Girard abstaining from item 21b, the coaching nominations.

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

a) To refer the letter regarding the elementary math curriculum to the administration.

Committee Member Van Houten stated I concur that it was a force to be reckoned with and a lot of collegiality, a lot of intelligence, a lot of wisdom went into that. However, I would like to look at one aspect of one of those meetings that raises some concerns for me. This is item 19a and it is to refer the letter regarding the elementary math curriculum to the superintendent. I

would like to begin by staring that I'm not necessarily addressing the content of that letter. I too agree that there are some things that we need to look at in curriculum, particularly in the math curriculum. I am concerned, however, that we are again taking a process direction that may not be fruitful for us. The letter was anonymous. There was no signature to the letter. I believe it said it was an elementary math teacher. I just think that accepting communications that are anonymous can be fraught with potential difficulties for us. Recently, and I don't know how many other members of the board got this, but I have gotten a couple of anonymous letters recently, which are critical of a management system of one of our administrators. It is one person. I don't know if that is a person who has a conflict in another way or even is in the district. I don't put much credence into those and I do want to stipulate that I am aware of my responsibilities as a mandated reporter and therefore should something come anonymously which needs to be reported to Child and Family Services or indicates any possibility of abuse I think we have to act on that. I want to factor that right out. I do think that passing this… The motion was basically to pass this to the superintendent, yet the letter was addressed to the superintendent and to Committee Member Langton and to Committee Member Girard already so there was no need to take that alternative step. The letter hit some cords for people who are concerned about the math curriculum and I believe that perhaps anonymous letters coming in with a different view point might not get to go this same route. I think we have given great credence and a spotlight to something that really needs to go the committee process. Every meeting we have many people who come here and publicly speak before us for their three minutes. They identify themselves. Those that I speak to, even if I say I will keep confidential what you say to me, I have a doorway open. I have a pathway back. I can go back and confirm things. I can negotiate with that person and be a go-between if need be. I'm not saying that we need to discourage conversations and communications from our members. I am saying that there needs to be a process and a pathway so we preserve the chain of command. Recently we have seen a couple of things that have been bothersome to me. At one of our meetings there was an attempt to censure an employee. That is the purview, in my mind, of the superintendent. There was a concern by the MEA that came in that had something to do with process that I think rightfully should have been the purview. This is another one that is up to him to take a look at it. It is not our right to fast-forward something to him and to skip the other elements of the process. One voice, although I'm not saying it is wrong, I'm not saying that at all, I'm not looking at the

content, but one voice is simply that, one voice. Without my ability to know who that one voice comes from I think I am doing injustice. The process also allowed for no real bettering of the content. As a matter of fact one of the only vetting kinds of concepts that came out of it was Dr. Martin referring to the possibility that doing what the letter asked for, which was to put a series of math books into the elementary curriculum would cost us between, and correct me, Dr. Martin, if I'm wrong, $800,000 and $1 million. This is on the say-so of one person, perhaps a quality teacher in our district. I'm not demeaning the individual. I'm not demeaning what that person had to say, but this is the same committee that tabled and then there was a whole process. At any rate, we never put a curriculum management plan through, which would be looking at the curriculum of math, which would be doing some of these things. We have to take a look at that kind of thing too. We are opening doors, I believe, for a direction that I inappropriate. Even at one point later in the meeting there was a concern about a survey that we thought only went to 58 teachers that was giving input and there was a concern was that an adequate sample, and yet we had fast-forwarded one anonymous person as a fully acceptable sample to it. People talked about talking to a few teachers. I get that. I understand that we want to bring things to the table. I understand that the math curriculum is a real sticky wicket. It is standard spaced. It is a different kind of curriculum than that which some of us have dealt with. Nashua, for instance, struggles with some of the same issues. I'm not saying not to do this. I think we do need to look at this. I think that if we give credence to one anonymous letter than we are going to have other anonymous letters and we are going to be faced with that being the process through which we go. We will be circumventing the board. We will be circumventing the administration. I think we are not doing due diligence to the parents, to the students, to the others whose input is important to us. When the time is ready I would like to make a motion to receive and file this. Again, with my due respect for the author and the emotions of the author and the feelings of the author, but with my inability to verify what I need to verify to stand tall and say yes, this should go through to the superintendent, fast-forward. As I said, he got the letter anyway so the motion was superfluous.

Committee Member Langton stated I disagree that the committee gave credence to this letter. It was a letter written to the committee. We were the Committee on Curriculum and Instruction. Generally an anonymous letter isn't something that many of us put a lot of faith in. Our math

curriculum has been a bone of contention for a number of teachers, many, many teachers in our district, but I think now, Dr. Vargas, in less than a year pulled together a wonderful committee that put together a formative assessment districtwide. I think that things are changing in our district. Teachers may not be in fear of retribution when they send in anonymous letters. It is unfortunate that that has happened in past administrations and they have felt like that. I have seen quite a change in the short time that Dr. Vargas has been here. I applaud him as well as all of the members who worked on that formative assessment as well as the educator evaluation plan. A number of those individuals are here. We have had a lot of people put together a lot of work in a very short period of time. Quite frankly I have seen more in this past year than I have seen in many other years in my tenure on this board.

Committee Member Girard stated move that we refer it to the administration.

Committee Member Van Houten stated excuse me, Your Honor. I had indicated that I would make the receive and file motion when you were ready for the motion. May I do so?

Mayor Gatsas stated we have a motion that is here with the item. That item is always to move it.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to accept this item and adopt its recommendations.*

b) To authorize the superintendent to develop a citizenship assessment and report back to the committee no later than the November meeting.

Committee Member Girard stated I'm only pulling this because of a speaker that came before us in public comments. This is the item regarding authorize the superintendent to develop a citizenship assessment and report back to the committee in November. First of all, I think everyone needs to understand that state statute requires this and every district in the state now to adopt a citizenship exam and the statute itself, while it didn't prescribe an exam, suggested the

citizenship exam, which is something that I, prior to that meeting, had suggested in these discussion so that we were meeting the state mandate and law. If anybody watches the discussion that was had and I would like to comment Dr. Vargas for bringing in the New Hampshire Bar Association, which apparently has been working with school districts across the state on civics education and civics assessments, for bringing them in to discuss it with the committee. I think if anybody were to actually watch the committee and draw honest conclusions from the discussion they would find out that nobody is pretending that this assessment is a be all, end all, but rather, whatever assessment comes from it we hope will help us understand where the holes in our civics education are so we can retool the civics program to better educate our kids.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Beaudry**, it was voted to accept this item and adopt its recommendations. The motion carried with Committee Member Bergeron voting in opposition.*

COMMUNICATIONS

25. Superintendent's Communications.

a) Update on distance learning classes

b) Update on the central office

c) Update on the opening of schools

Dr. Vargas stated you have been debating or asking the question about distance learning. It is something in the 21st century to be helpful. My view is if it is done well it provides more flexibility for teachers and giving them more time and also for our students. I am afraid to report to you that we haven't made much progress on that. I will be giving you an update at the beginning of the school year in terms of where we are at. It is my view looking at the situation

that you are going to have to do something around the master schedule across the district. Again, look at your curriculum audit. I need your feedback. I need you to tell me whether I am working on the right thing or not. It is outlined very clear in that curriculum audit some of the operational things that need to be done in this district. It is my obligation and your obligation to attend to that. Again, the master schedule is an area that I will be talking to you. I hope I can get your support. Although I have a little understanding about master schedules, it is not something that you can do alone. I know that I'm going to have to engage our principals, our teachers and others on that work. On item b, the central office, as you know one of the challenges that we have here are finances.

Mayor Gatsas stated I guess we don't have anything that is going to change the distance learning because we were supposed to start something in September.

Dr. Vargas stated my understanding was that you were supposed to have started something a year or two ago.

Mayor Gatsas stated so by November you will come back to us, by November, with a master schedule so all three high schools are running their classes at the same time.

Dr. Vargas stated I will work with our principals and we will bring you a proposal around that to make sure. I will also probably come to you to get some support with individuals in the district that might require additional pay for it. Once again, this is heavy lifting.

Mayor Gatsas stated we have been trying to lift it for seven year, Dr. Vargas.

Dr. Vargas stated and the reason it hasn't been done I suspect is that we haven't worked with the discipline to lift a project like this requires. Central office, Your Honor, you did receive a report that was forwarded to you in terms of the value for that property. As I told you before and I tell you now that is not something I prefer for you to discuss publicly, but now you have the report. We are now waiting for our Facilities people who will face some challenges to give us the cost of retrofitting the space, plus any other associated cost. We would be able to show you

the potential benefit in terms of finance to move to West High School. That will be coming as soon as we get the final number for how much it would cost for the work. We will have a report to you. In terms of an update of the opening of the school, I want to thank Dr. Martin and Wendy and her colleagues and secretaries and others. We did try to do something a little different to begin to provide more flexible time for our families to come and register their sons and daughters. We had close to 200 families who registered earlier. If I had my choice when you hear me talk about flexibility in the 21st century in terms of attracting students you cannot run a district in which you close the door for a large part of the summer, a significant number of weeks, and have families coming into this city and asking questions if we don't have people available. Ms. Brennan and other principals did work on this. There were many people involved. It is too many for me to mention them, but they were very open. That is something that we don't just need two days, but this needs to be part of the DNA of the organization. Again, this district has great things going on, has incredible programs, incredible services, but as a board you should insist that part of our DNA is to make sure that we keep the interest of our families, the students and the people who work here at all times and that includes having their needs in mind. Our teachers have needs, our parents have needs, our students have needs and that is your job as a board, to support your superintendent to work on that. You shouldn't take much time from me if I'm not doing those three things: am I attending to the needs of the people who work here, am I attending to the needs of our families and our students? If I'm not doing that then you need to help me do that better. Talking about focus and priority, I will submit to you that that is a priority that at some point I would like this board to consider. Once again, I want to thank each one of you. There is a lot of work that our finance people at the central office and our people are working incredibly hard to the point that I'm very concerned in terms of how much work they have on their plates. People are doing it in an organization that doesn't have the flexibility. Take for example what we discussed about having legal counsel. During the summer I don't have a person available. In a prior situation I did have a person for 180 days. Those are just arcane, operational mentalities that have to change. I need your support. I don't care about making adjustments about things, but they have to be grounded in operational, sound basis. I thank you and I thank everybody who is working in the district to make sure that when we open the schools in September, I can tell you that we will be ready and prepared to greet our children

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and our staff. That will be happening sooner rather than later in the next three weeks so there are a lot of people that are working hard to make sure that we have a smooth opening.

Mayor Gatsas asked what do we hear from the principals about classes that appear to be over 30 at the elementary level, K-5?

Dr. Vargas replied at this point that is an ongoing discussion. I haven't heard directly if there is any class right now that is at 30 or over 30. Maybe Dr. Martin has that. We would be providing that report to you very soon, as soon as the numbers are firmed up.

Dr. Martin stated it is a little early for us to make those predictions as our elementary schools haven't opened for registrations yet. At the close of school in June we did not have any classes at the cap. We have just registered, as Dr. Vargas mentioned, up to 200 students. That is K-12, I might add. We will be addressing that and monitoring going forward.

Mayor Gatsas stated my understanding is that, between K-5, there were 225 classes in the city of Manchester. There are only three classes that had 30 students in them. That's less than 1.5%.

Dr. Martin asked currently, Your Honor?

Mayor Gatsas replied that ended in June.

Dr. Martin stated from the previous school year.

Mayor Gatsas stated that ended in June. There were three classes only that were at 30 students. We continually hear from people that talk about 30 students in classrooms like it is in every class of the 225. That is not the case. It is less than 1.5% of the classes that are 30 students. People in this district need to stop talking about over 30 students. I understand three is unacceptable, but that's three classes out of 225 in K-5. You will be getting us a report before school starts and you will be taking care… I certainly don't want to hear the first day of school that some principal calls and says there are 42 kids in a class.

Dr. Vargas stated we are working hard to hopefully make sure we prevent that from happening. I will be giving you a report in our next board meeting.

Mayor Gatsas stated school will already start. H ow about if you send us that report before school starts so that we can be prepared.

Dr. Vargas stated one of the reasons is what Dr. Martin is saying, there is a moving target of kids, for example, who might have left this city, but we don't' know. Sometimes our principals get requests for those kids that left. There are a significant number of students who are coming in. I want you to know that when we give you this information that it is a moving target. You might find this week…

Mayor Gatsas stated but that target shouldn't be moving 50 miles.

Dr. Vargas stated that is correct.

Mayor Gatsas stated fi you can get us a report so this board has a very clear understanding before school starts what your best estimate is for the classes and class sizes.

Dr. Vargas stated we will do that.

Mayor Gatsas stated I understand there could be another ten kids that move into a school district that nobody knew about. I can understand that.

Committee Member Beaudry stated I agree with you, what you just stated. Our numbers, we always talk about the negative and not talk about the positive in this district. I'm hoping that we do talk more about positive things that are happening. That segues me into the issue I want to bring up. I guess there is some miscommunication out there on the aldermanic board. I got a call from an alderman stating that an alderman was on a TV show indicating that we hired all the teachers back that we rift. I didn't see the show so I'm speaking anecdotally as far as what I was

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told. I have to applaud Dr. Vargas and the administration, the HR department. I want to give some statistics. When we were looking at the $165 million there were 42.5 FTEs that we had to eliminate to get to the $165 million. When we went before the Board of Mayor and Aldermen and testified before them we told them if they gave us $2 million addition to bring us to $167 million that we had eight teachers that were from the elementary school in the original 42. We were going to bring those eight teachers back, plus we were going to hire reading teachers back, we were going to add health to the middle schools, add foreign language to the middle schools. We were going to add reading at the middle school and add EL teachers along with bringing the SROs back. That's what we had stated. We brought 31 FTEs back to accommodate what we told them if they gave us the $2 million and that's what Dr. Vargas has done. The 14 teachers that were rift, 11 of them were called back. There were only two that were called back in their original positions and that was because this board voted on the business teachers to keep those business teachers. The rest of them were not called back, but not in the positions that they were working at originally. We have had 31 additional teachers that left this district since we took the rift vote. We have to go by the numbers as they are presented to us at that date and time. Those 31 additional teachers brought in room so that they can call back some of these teachers that were rift. I just want to set the record straight that we weren't pulling the wool over anyone's eyes. Dr. Vargas did a tremendous job in doing exactly what he said he was going to do and he has done it. In six superintendents I have been with, this is the first superintendent I have seen that actually talks the talk and walks the walk. He has done what he said he is going to do and I applaud him for that.

Mayor Gatsas asked so that means you are going to agree with him whatever he wants?

Committee Member Beaudry replied 99.9% of the time I will agree with him because this guy has been there, he has done it.

Mayor Gatsas stated I'll remind you when you don't.

Committee Member Beaudry stated thank you. And I'll remind you.

These minutes will be approved at the 9/11/17 BOSC meeting.

Mayor Gatsas stated I didn't make the statement you did.

Committee Member Beaudry stated when we have aldermen, Mr. Chairman, that are talking on television shows saying that we are hiring all the people back that we laid off, that is not an accurate statement. We are hiring them back, but not in the positions that we rift them in. I will repeat myself. We have had 31 additional positions opened up since we took that rift vote. Again, Dr. Vargas did what he said he was going to do. There was no collusion. There was no pulling the wool over anybody's eyes. He did what he said he was going to do and I applaud him.

26. Board of School Committee Members' Communications.

a) Mayor Gatsas: Agreement with Elliot Health System

Mayor Gatsas stated we have an agreement with Elliot Health Systems to continue our 3% discount on our healthcare. We also have from Anthem telling us that our pharmacy has been renegotiated and we are picking up $515,000 on pharmacy. That's almost half of the money the aldermen gave you.

Committee Member Beaudry stated that's a quarter.

Mayor Gatsas stated no, almost half.

Committee Member Girard stated thank you, Your Honor. I trust you are the one who negotiated that?

Mayor Gatsas replied I negotiated with the Elliot. CMC's letter should be coming shortly. I think between the two it is about $400,000 in savings to the district. The pharmacy is another $515,000 so that close to $900,000.

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Committee Member Beaudry asked do we need a motion? Is the contract we signed still going on?

Mayor Gatsas replied it is there. It is already signed. Obviously if you don't want to do it…

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Avard**, it was voted to accept the agreement with Elliot Health Systems.*

b) Committee Member Girard: Requesting the board vote to eliminate taxpayer provided health benefits for the next board.

Committee Member Girard stated short explanation is it is true, it keeps coming back over and over and over again, the question of whether or not the members of this board who I don't consider employees were elected officials and if we are employees we are part time, should get the health insurance benefits that we don't even give to you own part-time employees. I won't belabor the point. I'll just ask for a roll call vote on whether or not this board should eliminate taxpayer funded health insurance benefits beginning with the next board. As a matter of public disclosure I think everyone would be doing a public service if in voting they disclosed whether or not they did take the benefits rather than telling those who ask that they should file a right to know request.

Committee Member Girard moved to eliminate taxpayer provided health benefits for the next board. The motion was duly seconded by **Committee Member Freeman**.

Committee Member Terrio stated I have always voted against members getting the benefits or I have abstained on one occasion, but I have been thinking about this since the last vote and I have actually changed my mind. I think one possible solution is we get the stipend and some people get the health and/or dental benefit. I think a reasonable solution is that you can get one or the other, you can get the stipend or the benefits, but not both. The reason I have changed my mind, I was thinking about Dr. Avard. Dr. Avard, Committee Member Desrochers and I are on several committees, but we are on the negotiations committee. I know Dr. Avard invests huge

amount of time and expertise in negotiating contracts. It got me thinking that the healthcare benefits and the dental benefits, and I'll say for the sake of disclosure I get them through my work so I don't need them, but I think for the people who don't get them or can't afford them through their work it is a fair compensation for the amount of work that people put into this board. I don't think the public sees behind the scenes. They see us at these meetings and I know a lot of people like to watch the meetings for entertainment value, but there is a lot of work that goes on behind the scenes. I was just thinking of Dr. Avard and why I changed my mind. He puts a huge amount of effort and hours into the negotiations committee. That is the reason why I have changed my mind. I do think that, although it is not part of this motion, people should either get the stipend or the benefits, but not both. I will be voting against this this time. I wanted to give people a reason why I have changed my mind.

Committee Member Freeman stated I don't think anyone disputes the fact that everyone who sits on this board utilizes an immense amount of their own personal time. That's what public service is about. I do know that Dr. Avard is instrumental in the contract negotiations and he has been for the past several years. I don't dispute that. I don't dispute that at some point there should be some monetary compensation, but what I don't agree with is the fact that some of us on this board don't take the healthcare benefits, but are those savings realized for our individual wards? I would say no. I would also venture to say that I would rather see an increase in our stipend to offset the loss of health insurance if that is something to be considered. I'm fortunate enough to have health insurance through my husband through his workplace. I will never take that for granted. I'm fortunate in that manner. I also find it very difficult to take health insurance from this city when I see people who live in this city who depend on us as elected officials to be somewhat fiscally aware that don't have health insurance, that don't have the luxury of having health insurance presented to them. Given all that, I will again vote to have those benefits stricken for no other reason than if you are to be a public servant than public service is what you should be about.

Committee Member Connors asked Your Honor, where is it listed what the stipend? Is that part of the Charter? Is that part of the aldermanic board? How is that determined?

Mayor Gatsas replied the Charter.

Committee Member Connors stated so that is not something that we can adjust on this board.

Committee Member Girard stated I believe it is City ordinance.

Clerk Leahy stated I think it actually is an ordinance. I can see if I can find it quickly.

Committee Member Girard stated it is City ordinance because the aldermen have changed it. The aldermen control what the stipend is.

Committee Member Connors stated so if I'm correct then, that's not something that we can change at this board or it is something we can change?

Committee Member Girard replied we can't change the stipend. The Charter spells out the mayor's salary although it does give the aldermen the opportunity to increase it.

Committee Member Connors stated so that needs to be two separate issues then because we cannot change the stipend from this board.

Clerk Leahy stated Your Honor, it is an ordinance.

Mayor Gatsas stated the clerk says it is an ordinance so you can change it.

Committee Member Girard stated no, the aldermen have to.

Mayor Gatsas stated you could send a letter to the board and ask them to change it.

Committee Member Terrio stated since we would be voting on the benefits of a future board, which we can all vote on, I would ask that everybody please vote and to vote your conscious one way or the other.

Committee Member Connors asked could you clarify which was a yea or nay is stated?

Clerk Leahy replied sure. The motion on the floor is to eliminate taxpayer provided health benefits for the next board. If you vote yea you would be eliminating the benefits. If it is a nay everything would be status quo for the next board.

Committee Member Girard *requested a roll call vote on the motion to eliminate taxpayer provided health benefits for the next board. Committee Members Girard, Beaudry, Langton, Freeman and Mayor Gatsas voted yea. Committee Members Terrio, Connors, Avard, Desrochers, Van Houten, Ambrogi, Georges, Want, Bergeron, and Tessier voted nay. The motion failed.*

Committee Member Bergeron asked Mayor, can I ask you a question about benefits? Has this ever been brought up on the aldermanic side? Has this come up every political season on that side as well?

Mayor Gatsas replied I don't know that it comes up every season, but there has been discussion about it.

Committee Member Bergeron asked how has that gone?

Mayor Gatsas replied I wish I could give you the history of it, but I can't.

a) Committee Member Girard: Requesting that every teacher in the district provide parents a syllabus that clearly identifies what books and other materials will be used in the classroom and approximately when they will be used not less than once per quarter.

Committee Member Girard stated this is an item asking that every teacher in the district provide parents with a syllabus that clearly identifies what books and other materials will be used in the classroom and approximately when they will be used not less than once a quarter. The reason for the this, Your Honor, and in discussing it with the superintendent, I realize there may need to be some work done on this, but there have been a number of occasions…

Mayor Gatsas asked do you want to send it to the administration?

Committee Member Girard replied no, I don't actually. I want to talk to it to be perfectly honest.

Mayor Gatsas stated you said there have to be some changes.

Committee Member Girard stated Dr. Vargas brought some concerns to my attention. I think we should air them here and I'll tell you why I think we should air them here. This is an issue. We have heard time and again from administrators in this district that if parents don't like what happens in the classroom, if they don't like a lesson, if they don't like a book, or whatever it is they can opt out. We have also heard time and again that parents aren't notified. What I'm hoping to avoid… By the way, if we want parents to be engaged in what is happening in the schools, letting them know what is happening in classrooms before it happens is a pretty good way to gets parents' attention and involvement. This isn't a consent thing. It is not even a notification thing. It is hi, I'm your kid's teacher and this is what we are planning on doing over the next nine weeks so that if a parent finds something objectionable they can bring it forward. That is the goal here so that we don't face future situations, which I'll detail if I have to, like we have had in the past where people have said there have been no parent complaints and only to be told thereafter that the parents were never notified. Parents should know what is going into their kid's classroom beforehand. I don't know about you, but syllabi aren't exactly new to the world to education. In a district that requires its teacher to turn over a lesson plan every week to administrators we should be able to figure out how to do this.

Committee Member Connors stated I don't disagree with the idea of sending a syllabus as is done at the college level, a broad syllabus. I just want us to be cautious of how detailed we are getting here. Are we talking about every worksheet? Are we talking about every website that a teacher pulls up in class? Therefore, I think it should be sent to the administration so they can determine the criteria of the syllabus and how detailed we are talking.

Committee Member Girard asked may I answer that, Your Honor?

Mayor Gatsas replied I'm not sure that that was a question she asked.

Committee Member Connors stated it was a statement. I wasn't asking a question.

Committee Member Girard stated I understand, but my goal is not to have every worksheet or whatnot. It is the sources of the information and when they will be used.

Committee Member Connors stated my comment was that we should send it to the superintendent to outline such a thing.

Committee Member Beaudry stated the state just passed some legislation effective June 16, 2017, RSA 186:11 IX(c) for objectionable course material and what parents can do to opt out. Why wouldn't we just abide by the state law that just passed? I understand what Committee Member Girard is trying to do, but the question I have because I don't know, do elementary schools have syllabi or is it more for high school and maybe middle school. I'll ask that to Dr. Vargas or Dr. Martin, whoever wants to answer it.

Dr. Martin responded what exists at the elementary level are the Manchester Academic Standards, with units of instruction in mathematics and language arts. At this time we have a relatively old science curriculum that is also integrated as well as basically using the old social studies standards as a guideline. The issue with this proposal that might be problematic at the elementary level, for example, is every elementary classroom has a classroom library. Let's say I'm studying US history in grade five and as a student I go into my classroom library and I pull a

biography. That is going to be a hard thing for us to predict because children have choice. Many teachers purchase their own books for their classrooms libraries as you see as you walk around our district. Certainly all of those units of instruction are currently available online, but teachers are supplementing with a great deal of their own materials as it relates to the academic standards.

Committee Member Beaudry stated one other point. As a past teacher, principal or any teachers out there that want to chime in, how difficult is this going to be for a teacher to set this up for every one of their students? We talk about instructional time. How much time will this take away from instructional time to get these syllabi out?

Dr. Martin replied at first glance it is concerning to me from a timing standpoint. I think of my friends who are elementary classroom teachers and this concept of teachable moment, something happens in current events that is related to our standards and I haven't notified a parents of what would be considered a pretty generic tool, not something that is questionable in nature. I think we should put together a group of teachers perhaps through the MEA and say let's talk about this and put some timeframe on this. What might this look like at each level?

Committee Member Avard stated I'm also a little concern with the word "every" in this, that every teacher because that would include, first of all, pre-k. I'm not sure you do a syllabus for pre-k, but special education teachers. It incorporates a lot more than just the classroom teacher. Maybe it needs to be honed a little but more toward primary teacher or classroom teacher or core teacher. I think as this goes to the administration for them to work on that we be a little bit more careful than painting with that broad of a brush. We have talked a lot over the years about individuals instruction and I'm concerned that this could interfere with the ability of a teacher to be able to incorporate individualized instruction if they have to stick to a syllabus that is set for the whole class as general, but yet this student over here could use this individualized modification to suit their needs either because they are advanced or because they need extra help. I would like to have some leeway in there for them.

Committee Member Ambrogi stated I don't have an objection to this conversation. However, this seems to me that this is a substantive discussion that should be taking place in committee. This is clearly an issue that could be flushed out in Curriculum and Instruction and I would move that we move this item there. I don't think it is appropriate for this board to try to hone this concept brought up by one board member. I think this belongs in committee.

Committee Member Freeman stated I just want to make a point to something Committee Member Beaudry had said. The RSA that you were referring to only covers health education and any questionable sexual material in a classroom. It is very specific on what it addresses and it is not broad enough to cover something like a syllabus. Just on a side note, my son never would have made it through elementary school if his teachers hadn't been forthcoming with syllabi because he needed that much direction. However, he had an IEP. It is a completely different beast for a child who doesn't have an IEP. I will agree with Committee Member Ambrogi. I think this really needs to be flushed out in committee.

Committee Member Bergeron stated I guess I will agree with a few things that were said here. I know our educators are professionals. I know they are already looking for trends. If not. Dr. Vargas is. I think if there are trends out there when it comes to syllabi or whatnot I would like to think that we would on top of it or flushing it out, probably in committee. If there is something out there that would help, I have asked in the past if Aspen could become more of a proactive thing. For example, if my kid is working on some type of project something could be placed in there so I could have an idea of what it is. That is not necessarily to the scope of what you are discussing here, but I know that is another aspect of Aspen that would probably have to be purchased. I see your point, but once again, I just think it is probably a little time consuming and if this request didn't come from educators I would be a little concerned.

Committee Member Girard stated first of all, I don't have a problem sending it to committee, but before that happens, I would just like to address a couple of things, particularly said by Dr. Martin. Even if the law weren't as narrow as Committee Member Freeman advised, the basic problem is that there is no prior notification to parents from this district so they know there is something they might want to object to. We have seen bullying lessons, we have seen videos

that were called assertive speech but really were about child molestation. We have seen a lot of parents object to things that they didn't know about until after the fact and that was wrong. The goal ought to be to avoid that. In terms of classroom libraries where a student may go pick a book there is a difference between a student being allowed to go pick and book and read it because it is of interest or it has something to do with the lesson and the teacher sitting there and going through a lesson with the class. Those are two fundamentally different things. I'm not trying to prevent teachers from allowing kids to go pull books out of the classroom library and read on their quiet time or whatever it is that it might be used. To take it to that extreme is looking for a reason why this can't and shouldn't work. It blows my mind. Nor are we trying to take away that teachable moment. We point to the Manchester Academic Standards, which is a standards based curriculum I think we call it and sure there are things on the website, but guess what, the teachers don't actually have to use that. There is no actual program. They can bring in their own materials, whatever it is they want. We have the embedded drug education. We have all kinds of things happening now and the excuse is, it is too fluid, we need to personalize, we need this, we need that. It is impracticable to notify parents. I'm looking at this thinking that if a teacher doesn't know what they are going to be doing over the next quarter so that they can't write it down and send it as an email or a note home to parents then I don't understand how this becomes a huge great imposition on the staff. If we want our parents to be partners in the education of the kids that come to our schools then we have to give them the opportunity to do that and the way that you do that is to let them know what is coming into the classroom.

Committee Member Langton stated I just wanted to point out, as Dr. Martin mentioned, the curriculum is online for K-12. Then for the high schools it is more specific. They get the program of studies so parents have somewhat of an idea of what will be taught. Being a teacher in middle school, middle school, definitely elementary, it is a fluid thing. My concern would be if teachers had to spend time creating a syllabus that was very detailed that is going to come at the expense of planning, preparing and teaching children. Some teachers do send home weekly or monthly newsletters. The curriculum that is online should be somewhat sufficient and if parents had concerns they could address them with the teacher. The other issue is if you are differentiated instruction you may not use similar tests, you may not use similar articles and that could become quite a daunting task to try to be specific with what you will teach. Personally I

know that sometimes on the way to school I'll think of something or change something the night before or add something that I have never done before. Very few teachers do exactly what they did the year before. Certain subjects that can be done, syllabi are followed it could be the same year after year, but I don't know of one elementary or middle school teacher that teaches that way. That's my two cents.

Committee Member Van Houten stated I'll just weigh in very quickly as one who has done weekly syllabi at the high school level and one who has done semester syllabi at the college level. The task is quite daunting. In some way it is kind of a good task because it allows you to look at the skeleton of your course and where you are going. I agree with Committee Member Langton. The classroom doesn't need that kind of rigidity when we might be sacrificing the creativity of the teachers. Our blended classrooms, for instance, certainly don't lend them to any kind of syllabus in any way, shape or manner as student A might be doing remediation now for a week or two and then rejoining his regular group a little bit later on. The intent of this is a good intent. I believe that parents are partners in our education and probably greater stakeholders than some of us sitting here as they keep those kids and we don't. I just don't think it is a fruitful direction to go. I do thank Committee Member Girard for the concept and for the chance to discuss this concept.

Mayor Gatsas stated let's send it to Curriculum.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Connors**, it was voted to refer this item to the Curriculum and Instruction Committee. The motion carried with Committee Member Langton voting in opposition.*

Committee Member Langton stated I'm opposed. I'm the chair, but I will take it on committee. I'm just not in favor of it.

b) Committee Member Girard: Authorizing the superintendent to identify available space in the district's many magnet programs and authorize him to open discussions with school boards and administrative officials in neighboring communities with the purpose of marketing them to secure greater participation by out of district students.

Committee Member Girard stated real briefly, it just seems to me that with all the discussion that we have had about the magnate programs in the city and the potential changes to West High School with things like the program they are working on with CMC and potential the overhaul there, it might make sense to ask the superintendent or authorize him to open discussions not just with our current tuition towns, but all of the towns in the surrounding districts to start making them aware of all of the different specialty programs that exist within the Manchester School district as a way of providing options for students in their town.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Freeman**, it was voted to authorize programs and authorize him to open discussions with school boards and administrative officials in neighboring communities with the purpose of marketing them to secure greater participation by out of district students*

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

28. <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

b) Approval of the treasurer's report.

c) Approval of the line item transfers.

d) Approval of City service billings in the amount of $628,909.71.

e) Approval of the annual false alarm fee in the amount of $200.

f) Approval of the manifest of authorized expenditures in the amount of $14,792,399.88.

g) Approval of the grant and donation report in the amount of $7,925,236.79.

h) Accept the bequest from the Bruce I. Coggins estate in the amount of $60,000 for the Central High School Scholarship Fund and transfer the funds to the Trustee of Trust Funds for the City of Manchester subject to legal review.

i) Approval of the contract extension with Dr. Greenleaf at Parker Varney Elementary School in the amount of $16,300.

j) Approval of the contract extension with West Interactive Services Corporation for the use of School Messenger in the amount of $28,500.

k) Approval of the contract with Demonstrated Progress for access and use of Performance Tracker and Assessment Builder for K-12 in the amount of $35,795.

l) Approval of the contract extensions for Leader in Me for Wilson, Hallsville, Jewett and McDonough Elementary Schools.

DRAFT

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

b) Other business

c) *On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Avard**, 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.*

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

a) Approval of the following financial reports:
   a. Financial Update
   b. Operating Statements for FY16

b) Approval of the treasurer's report.

c) Approval of the line item transfers.

d) Approval of City service billings in the amount of $628,909.71.

e) Approval of the annual false alarm fee in the amount of $200.

f) Approval of the manifest of authorized expenditures in the amount of $14,792,399.88.

g) Approval of the grant and donation report in the amount of $7,925,236.79.

DRAFT

h) Accept the bequest from the Bruce I. Coggins estate in the amount of $60,000 for the Central High School Scholarship Fund and transfer the funds to the Trustee of Trust Funds for the City of Manchester subject to legal review.

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k) Approval of the contract with Demonstrated Progress for access and use of Performance Tracker and Assessment Builder for K-12 in the amount of $35,795.

l) Approval of the contract extensions for Leader in Me for Wilson, Hallsville, Jewett and McDonough Elementary Schools.

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

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

30. Personnel Report.

RESIGNATIONS/RETIREMENTS: ADMINISTRATION

Sharon DeVincent	Director - Federal Proj/Prof Dev	District	$77,988
Barbara Gardner	Director - Adult/Community Ed	District	$76,760
Kayla Chase	Site Coordinator - 21st CCLC	Bakersville	$25,893

DRAFT

NOMINATIONS: ADMINISTRATION

Colleen Fields	Assistant Principal	Parkside	$82,700 / $70,516.52
Lewis Cataldo II	Assistant Principal	Southside	$79,325 / $67,638.83
Scott Szuksta	Assistant Principal	McLaughlin	$79,325 / $67,638.83
Marissa Nerenburg	Coordinator -Preschool Spec Ed	Administration	$56,500

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Wendy Britton	Teacher - Elementary	Northwest	$68,540
Erin Chubb	Teacher - Elementary	Green Acres	$68,540
Ruthann Adams	Teacher - Elementary	Webster	$66,305
Kimberly Plourde	Teacher - Special Needs - Child Find	SDELP at Beech	$64,070
Alisha Proulx	Teacher - English	Parkside	$62,580
Douglas Claxton	Teacher - Mathematics	McLaughlin	$61,835
Robbie Garcia	Teacher - Mathematics	Memorial	$61,835
Christopher Cole	Teacher - English	MST - HS	$50,660
Nicholas Jaskolka	Teacher - Physical Education	Hillside	$50,660
Kelley Parnell	Teacher - Elementary	Beech	$48,425
Valerie Crawford	Teacher - Mathematics	Memorial	$43,955
Samantha Post	Teacher - Elementary (1-year)	Wilson	$37,250
Jennifer Cate	Teacher - Science (1-year)	Southside	$16,855

NOMINATIONS: CERTIFIED STAFF

Phyllis Schlichter	Teacher - Reading Supervisor	McDonough	$82,322.50
Kristin Bertel	Teacher - Reading Supervisor	Weston	$80,460.50
Katie LaBranche	Teacher - Reading Supervisor	Webster	$71,892.50
Steve Lebel	Teacher - Elementary	Parker-Varney	$76,735
Michelle Rogers	Teacher - Spanish	Southside	$71,893
Andrew Songole	Teacher - EL	Central	$67,050
Jacqueline Callahan	Teacher - Health	McLaughlin	$66,305
Christine Beitler	Teacher - Visually Impaired	District	$61,835
Carl Jutras	Teacher - Mathematics	Southside	$61,835
Jill Bradley	Teacher - Special Needs	Memorial	$46,190
Newman Montilla	Teacher - Spanish	McLaughlin	$46,190
Alexandrea St. Jean	Teacher - Mathematics	Memorial	$46,190

DRAFT

Greta Frost	Teacher - Life Sciences	Central	$43,955
Meredith Caruso	Teacher - Elementary	Wilson	$41,720
Amanda Perron	Teacher - Elementary	Northwest	$41,720
Susan Petersen	Teacher - Elementary (1 year)	McDonough	$41,720
Katherine Petz	Teacher - Elementary	McDonough	$41,720
Danielle Saitz	Guidance Counselor	Hallsville	$41,720
Kathryn Viands	Teacher - Art	Wilson/Northwest	$41,720
Tammy Bond	Teacher - Elementary	Northwest	$40,230
Katherine Perry	Teacher - Elementary	Beech	$39,485
Katelyn Bernard	Teacher - Elementary	Beech	$37,250
Theresa Duval	Teacher - Elementary	Gossler Park	$37,250
Troye Fennell	Teacher - French	Memorial	$37,250
Michael Janerico	Teacher - Elementary	Gossler Park	$37,250
Keith Karwacki	Teacher - Mathematics	Memorial	$37,250
Catrina Lougee	Teacher - Health	Southside	$37,250
Robert Parker	Teacher - Elementary	Wilson	$37,250

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Marian O'Connor	Administrative Assistant III	McDonough	27.78
Antonia Hoy	Title I Certified Instructor	SDELP at BOC	$25.10
Dawn-na Harcrow	Paraprofessional - Special Needs	Parker-Varney PreK	$17.78
Kristen Mazumdar	Title I Certified Instructor	SDELP at BOC	$15.99
Kiera St. Laurent	Title I Certified Instructor	Beech	$15.66
Rosemary Brennan	Title I Certified Instructor	Gossler	$15.50
Amanda Ducharme	Title I Certified Instructor	Weston	$15.50
Allison Keaney	Title I Certified Instructor	Weston	$15.50
Seth Mandell	Title I Certified Instructor	Hallsville	$15.50
Karen Medeiros	Title I Certified Instructor	Jewett	$15.50
Caroline Head	Paraprofessional - Special Needs	Jewett	$12.05
Stephanie Aboshar	21st CCLC Club Leader (PT)	Northwest	$12.00
Stephanie Aboshar	Paraprofessional - Special Needs	Northwest	$11.89
Caitlin Higgins	Paraprofessional - Special Needs	Memorial	$11.89
Tanya O'Brien	Paraprofessional - Special Needs	Parkside	$11.89
Lauren Makarawicz	Paraprofessional - Special Needs	Highland	$11.77
Cecelia Martins	Paraprofessional - Special Needs	Beech	$11.77
Catherine Dupuis	Food Service Worker I	Webster	$11.28
Rosemary McCann	Food Service Worker I	Highland	$10.90

NOMINATIONS: NON-CERTIFIED STAFF

DRAFT

Lorrie Ellis	Accounting Technician	Administration	$17.74
Tina Hossfeld	Paraprofessional - Special Needs	Smyth Road	$11.77
Arisai Janis	Paraprofessional - Special Needs	Smyth Road	$11.77
Kayleigh O'Neill	Paraprofessional - Special Needs	Weston	$11.77

TRANSFERS: CERTIFIED STAFF		**To**	**From**
Lisa Belanger	Teacher - Elementary	Northwest	Webster
Rebecca Berger	Teacher - Music	Bakersville/West	Parkside
Mary Beth Boisvert	Teacher - Special Needs	Wilson	MST-HS
Steven Burns	Teacher - Physical Education	Hillside	Northwest
Karin Cloutier	Teacher - Special Needs - PreK	Weston	Parker-Varney
Antonia Early	Teacher - Spanish	Parkside	Parkside/West
Stephanie Ferro	Teacher - Social Studies	Central	Administration
Elizabeth Kennedy	Teacher - DHH	Green Acres	Wilson
Brenna Matarazzo	Teacher - Physical Education	Hillside	Memorial
Tammy McLaughlin	Teacher - Elementary	Jewett	Wilson
Michele McMullen	Teacher - Special Needs	Parkside	Highland
Susan Morrill	Teacher - Literacy/Math Coach	Bakersville	Hallsville
Genevieve Munoz	Teacher - EL (Part-time)	West	West
Joseph Perry	Teacher - English	MST - HS	Central
Sarah Perry-Robinson	Teacher - Special Needs LD	Webster	McLaughlin
Katherine Rossi	Teacher - Elementary	Jewett	Wilson
Lindsay Smart	Teacher - Elementary	Smyth Rd	Beech
Lynae Stevens	Teacher - Elementary	Hallsville	Hillside
Judith Troy	Teacher - EL	Bakersville	Gossler
Lauren Tully	Teacher - Special Needs	Green Acres	Green Acres/ Jewett
Susan Wilkes	Teacher - Music	Beech	West

RECALLS: CERTIFIED STAFF

Penny Crandall-Gartman	Teacher - Chemistry/Phys Science	West	Memorial
Colette Coulon	Teacher - Elementary	Weston	MST - CTE
Ruby Duell	Teacher - Social Studies	McLaughlin	Central
Frederick Gleason	Teacher - Business	West	West
Catherine Moreau	Teacher - German	Central/West	Central
Denise Morgan-Coleman	Teacher - French	MST - HS	MST - HS
Dimitri Newman	Teacher - Latin	Central/Memorial	Central

DRAFT

Michelle Strout	Teacher - Business	MST - CTE	MST - CTE
James Tabor	Teacher - Family/Consumer Science	Memorial	MST - CTE
Lydia Von Ahn	Teacher - Spanish	MST - HS	MST - HS

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

TABLED ITEMS

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

31. 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.

32. 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.

33. Transgender healthcare benefits.
(Note: Tabled 4/10/2017.)

This item remained on the table.

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34. NEW BUSINESS

Clerk Leahy stated Your Honor, for new business we also have the DOE assurances that were sent to the board this afternoon that need board approval.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Girard**, it was voted to approve the DOE assurances.*

Committee Member Terrio stated a comment, a solution and a question. I have been hearing comments from other board members and members of the general public about our driver's ed program. There is a huge demand. When I went on the website for our driver's ed vendor what I found was there was one class for Memorial that was this summer. That's it. There is nothing else scheduled for the year. There is one class at Central for this fall. Nothing else at Central. Then there is one class late winter/early spring at West. There is nothing else. It is my belief in talking to members of the board and the public that there is a huge demand that is not being met by our current vendor. Vice Chair Beaudry has mentioned in the past and I would like to send this to Coordination that since I don't think our vendor is meeting the demand that is out there, I would like to explore the possibility of having our former driver's ed teachers that were in-house come up with a plan to meet this demand that is not being met.

Mayor Gatsas asked how about if we just go out to bid and get another vendor? I thought we were suing this one.

Committee Member Terrio stated that was my question, what was the status?

Committee Member Avard replied the lawsuit has been filed as far as I understand.

Committee Member Terrio stated these kids could be graduating college by the time that is resolved.

Mayor Gatsas stated let's go out to bid for another vendor.

Committee Member Terrio stated and mitigate our damages. We could have a dual system. We could bring back some of our in-house people and explore that in Coordination too.

Mayor Gatsas stated let's get a motion to go out for another bid.

Committee Member Terrio stated let's do that, but I want to do both.

Mayor Gatsas stated someone has to supervise those people.

Committee Member Terrio stated they are employees.

Committee Member Beaudry stated I think when this issue was brought up and I don't want to say I told you so, but we threw the baby out with the bath water. We had a problem with the director and we just eliminated the whole program that was running successfully for many years. We still have driving ed teachers in our district. There was one teacher that came forward and said I'll take on the director's job. He didn't want to have the stipend. He just wanted to be able to teach and run the driver's ed internally. We talk about having internal people as beneficial to us because we have control over those people. When you go outside we don't have control of the outside people. It has happened to us on more than one occasion. If we want to do it, let's see if we can get it back in-house. I talked to the people that were willing to take on the responsibility to run the program. We have to make sure that we look at the financial aspect and how the money is collected and where the money is going because that was what the problem was. Let's go back to the old way, which was running successfully.

Mayor Gatsas stated let the superintendent do that. How about if we give him a directive to report back to this board?

Committee Member Beaudry stated I'll give him that directive then.

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Committee Member Beaudry *moved to have the superintendent report back to the board on the status of driver's ed . The motion was duly seconded by* ***Committee Member Bergeron***.

Mayor Gatsas stated I thought we were clear that we were suing somebody and we were going to find another vendor.

Committee Member Girard stated first of all, how much debt do we still have associated with the last time we owned the program?

Mayor Gatsas replied I don't know.

Committee Member Girard stated the last I remember it was about $180,000.

Ms. DeFrancis stated it is in the Finance agenda. I would have to look it up in the special revenue fund report.

Committee Member Girard stated let's just say it is a big number. I guess that is pretty good evidence that we didn't' really have control over what was going on when we owned it. As an editorial comment I don't understand why the School District has some compulsion to run a driver's ed class. I don't know why… There are plenty of private sector providers out there, Your Honor, and for us to be in this game, whether we are contracting out… If you are saying there are not enough private sector supporters then what are we doing contracting out?

Mayor Gatsas *called for a vote on the motion. The motion carried with Committee Member Girard voting in opposition.*

Committee Member Terrio stated if I can make a comment on that. The reason why I want to do it in-house is there are not enough outside vendors. I looked around, I called around. There are no classes available for the fall. There are no classes available until December. The private sector is not filling the gap and that is why I want to explore it in-house.

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

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 Freeman**, it was voted to return to the regular session of the meeting.*

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

ADJOURNMENT

*There being no further business, on motion of **Committee Member Langton**, duly seconded by **Committee Member Ambrogi**, it was voted to adjourn at 10:49 p.m.*

A True Record. Attest.

Board of School Committee Clerk

These minutes will be approved at the 9/11/17 BOSC meeting.

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