

Concord School District
Board of Education
October 2, 2017

Board members present: Clint Cogswell, Tom Croteau, Nathan Fennessy, Barb Higgins, Alana Kimball, Jennifer Patterson, Jim Richards, Pam Wicks

Board member absent: Maureen Redmond-Scura

Administration: Terri Forsten, *Superintendent*, Donna Palley, *Assistant Superintendent*, Jack Dunn, *Business Administrator*, Larry Prince, *Director of Human Resources*, Matt Cashman, *Director of Facilities*

Agenda Item 1. Call to Order

Board President Clint Cogswell called the meeting to order at 7:02 p.m. and introduced one of the new 2017-2018 student Board representatives, Logan Stevens. The Board members present welcomed him for his school year's service.

Logan reported on recent activities of Concord High School, including a recent Club Fair and College Fair. Senior Financial Aid night several evenings ago addressed "next steps" for parents and seniors. He informed the Board that CHS teacher Heidi Crumrine was named the NH Teacher of the Year.

Agenda Item 2. Approval of Agenda

Modification to the agenda. Recognitions: remove from the agenda the introduction of Laila Ruffin.

The Board voted 8-0 to approve the agenda with one change (motioned by Jennifer Patterson, seconded by Jim Richards).

Agenda Item 3. Public Comment– agenda items only

There was no public comment.

Agenda Item 4. Approval of Board Minutes

Mr. Cogswell presented the minutes of the regular monthly meeting on September 5 and the Special Board meeting on September 26, which was delayed due to a lack of posting on the front door of the SAU.

The Board voted 8-0 to approve the minutes of the regular monthly meeting on September 5 and the Special Board meeting (delayed) of September 26 (moved by Mr. Cogswell, seconded by Mr. Richards).

Agenda Item 5. Presentation by CRTC

CRTC Director Steve Rothenberg presented the CRTC vision statement that includes the motto “be prepared to stand out.” CRTC’s “career pathway system” is “a high-quality education system that spans secondary and postsecondary levels, blending rigorous core academic and career instruction, offering focused career guidance and advisement systems, including high-quality work-based learning experiences, to significantly expand access to, participation in, and successful completion of those pathways, culminating in postsecondary or industry credentials and career placement.” Mr. Rothenberg noted that, while there is an easy understanding of “college-ready,” there is less consensus on what “career readiness” is. CRTC’s flexible model is meant to apply to all students, whatever their achievement level. This is not a traditional front-loaded educational model; it embraces an incremental approach to learning/professional skills and has wide industry and organizational support. This new approach requires a new system and new values, an “equal voice for all options,” and respect for mid-level jobs.

Because of the intensely-focused classroom education, hands-on practical experiences and career-minded training they’ve received, CRTC graduates can confidently weave a complex and thorough story, grounded in evidence, of their personal and professional readiness. Career pathway highlights, for a typical 17-18-year-old CRTC graduate:

- engaged in internships and job shadows with career professionals,
- earned nationally recognized industry certificates and/or licensure,
- completed numerous college classes (with transcripts),
- acquired (with evidence) industry-ready technical skills
- demonstrated (with evidence) employability / workplace ready professional skills,
- skilled with targeted career-specific writing, presentation and math skills,
- worked in an entry-level position in the industry,
- have the beginnings of a professional network

Mr. Rothenberg noted that a sense of accomplishment pervades the CRTC culture based on these college- and career-ready measures. CRTC students complete high school with more than just a diploma – they graduate with a sense of purpose and excitement about their future. A high percentage of CRTC students do go on to college, with a solid sense of exactly what they intend to achieve there.

Bob McIntosh, Culinary and Pastry Arts teacher, noted that most of his students initially anticipate ending up in a high-end bakery/pastry enterprise, but through the experience of conferences, competitions, etc., discover that there is a great deal more to the world of culinary arts than this one option.

Current senior Faith said that as a member of the ProStart Team, she met someone from Highliner Foods who mentioned the Boston Seafoods competition, which she described as an incredible experience. She was able to tour their testing kitchens; headquarters. She described it as an opportunity for professional networking. Organizers offered to write recommendation letters for the students.

2012 CRTC alumni Dylan noted that before enrolling in CRTC, he wasn't sure what he wanted to do and his grades were mediocre. During the course of his time at CRTC he formulated his career goals and eventually received a scholarship to the New England Culinary Institute (AS in 2015). Dylan frequently visits the program to assist.

Adam Parker, Director of Restaurants-Corporate Chef, Fratello's and Homestead Restaurants noted that he works closely with many employees, and described a student who started as a dishwasher and worked his way through different stations. Mr. Parker was enthusiastic about CRTC's connection with their business.

Clint Klose, teacher in the CRTC Theater Program, noted that he had a recent opportunity to visit the NH University System and speak with a department chair and two faculty members at UNH, who liked the idea of a dual enrollment agreement. CRTC students will help with "load-ins" and "load-outs." Mr. Klose noted that one of his responsibilities is to make sure a student has the necessary skills to gain employment.

Beth York, Career Communications CRTC/ELO English Teacher, described how she works with students to examine their literacy through the lens of their careers. Their first assignment is to do career-specific communication needs; find a business mentor. For some students, the level and scope of literacy required is a surprise ("not what I expected"). Ms. York has 18 students who are all in different CRTC specialties and tailors her teaching to their individual needs.

Barb Higgins spoke about her daughter's experience in the Teacher Preparation program at CRTC, noting that the program gives her confidence in her ability to achieve in college.

Nathan Fennessy asked what the Board can do to support the program. Mr. Rothenberg noted that he would need to provide more information about the CRTC for the Board to consider in its bigger picture.

Pam Wicks suggested that many people in the community do not realize how important the CRTC programs are to potential employers.

Mike Somers, Executive Director, NH Lodging and Restaurant Association was also present in support of the program.

Mr. Cogswell thanked Mr. Rothenberg and all the attendees for their time.

Agenda Item 6. Personnel

Larry Prince presented several professional leave requests.

The Board voted 8-0 to confirm the professional leave of absence requests for Kristina Peare and Joseph Proulx, as presented (moved by Ms. Patterson, seconded by Mr. Fennessy).

Larry Prince presented several teacher nominations.

Kristina Peare, Mathematics Teacher, Concord High School, \$14,636, 20% of B-13, one year only. Christina is taking a one-year-only, 20%, leave of absence from her full-time special education teacher assignment. Christina replaces Joseph Proulx (20% of M-14 = \$16,133) – LOA. Budgeted at \$16,133

Joseph Proulx, Digital Education-Coding Teacher, Concord High School, \$16,133, 20% of M-14, one year only. Joe is taking a one-year-only, 20% leave of absence from his full-time mathematics teacher assignment. Joe held this position one year only for 2016-2017. Budgeted at \$11,144

Karry Carter, ELL Teacher, Rundlett Middle School, \$22,994, 92 days at M-1, first semester only. Karry replaces Anne Mills (92 days at M-6 = \$29,265) – LOA. Budgeted at \$29,265

The Board voted 8-0 to confirm the teacher hires as presented (moved by Barb Higgins, seconded by Alana Kimball).

Larry Prince presented one coach nomination.

Patrick McDonough, Girls Varsity Ice Hockey Head Coach, Concord High School, \$6,653, Step 2, Group 2. 16.0%. Patrick replaces Stacy Landry

Tanner Favreau, Girls Freshman Basketball Coach, Concord High School, \$3,119, Step 1, Group 6, 7.5%, Tanner replaces Sarah Fuhrmeister

The Board voted 8-0 to confirm the coach hires as presented (moved by Mr. Cogswell, seconded by Mr. Richards).

Agenda Item 7. Negotiations Committee

Mr. Fennessy noted that the Committee met on September 6 to discuss its upcoming contract negotiations.

Agenda Item 8. Instructional Committee

Alana Kimball reported on the meeting of September 11, which focused on programming, transportation and space considerations for full-day kindergarten; a change in the RMS schedule; and the RMS math progression. Ms. Patterson noted that the schedule changes at RMS incorporate advisories and allow flexibility.

Agenda Item 9. Joint City Council/School Board Committee

In the absence of Committee chair Maureen Redmond-Scura, Superintendent Forsten reported on the meeting of September 15. The Committee met the new Economic Development Director for Concord, Suzi Pegg, and spent time talking about her work in the City. Board members reported on the upcoming RMS facilities study, the childcare facility that will be taken down by the end of the fall season, continuing conversations about full-day kindergarten funding, and the upcoming five contract negotiations. Mr. Fennessy noted that Mr. Croteau also attended that meeting; the correction will be made to those minutes.

Agenda Item 10. Communications and Policy

Ms. Patterson noted that the Committee recommended a number of policies to the Board for a first reading:

Policy 541 Co-Curricular Expectations

This is a comprehensive policy and applies to all athletic teams, clubs, student government, the Senate, and performing arts programs. There are specific behavioral expectations and consequences for any violations, which are referenced and used frequently. A footnote was added to the policy related to behavioral expectations for clubs.

Policy 690.1 Athletic Philosophy and Guidelines

Two minor changes were suggested, as well as adding the corresponding NHSBA policy.

Policy 691.1/712 Athletic, Transportation

Several minor changes were made to this policy as well.

695 Athletic Trips, with changes

The Committee recommended the deletion of the last sentence, referencing annual consideration of funding District athletic trips

Mr. Fennessy asked about the previous sentence, that parents “may pay any amount toward a school’s athletic trip fund,” which Ms. Patterson clarified.

The following policies were considered for deletion: Policy 691.2 Practice-Orientation Sports Program and Policy 691.3 Exceptional Athletic Ability.

In addition, Policy 690 Participation in Interscholastics was unchanged. A review date was added to Policy 691 Athletic Program. Policy 691.4 Student-Parent Consent, Athletics will return to the Committee for further work. No Board action was required on the first reading of these policies.

Mr. Richards noted the reference to the illegal use of tobacco products and asked if there was any discussion of "vaping." CHS Principal Tom Sica noted that "vaping" is classified as a tobacco product in the CHS student handbook and is therefore banned.

Agenda Item 11. Finance

Mr. Croteau described the Committee review of the Fiscal Year 2016-2017 Budget in preparation for the final meeting on October 25 to set the tax rate. The total funds for the unreserved fund balance were \$1,411,560. The Committee is committed to setting aside funds for the Facility Renovation Fund. The Committee discussed the sale of used iPads which netted \$160,000 and recommend using this amount to purchase laptops for teachers. The Committee discussed the new ineligibility for the Fresh Fruits and Vegetables Program at ADS and CMS and a suggestion to appropriate funding to continue the program at the two schools (a one-year-only deal). Ms. Wicks noted that this will provide schools the time to prepare for options for next year. The "unknown" expenditures include special education and related transportation costs, utilities, snow removal, homeless transportation, community education and Medicaid. Quarterly meetings of this Committee were suggested. The Committee recommended several funding options to the full Board.

The Board voted 8-0 to appropriate \$25,000 to the Food Service Program for the Fresh Fruits and Vegetables Program at ADS and CMS for the remainder of this school year, but not committing to "Option 2" at this time (motioned by Mr. Fennessy, seconded by Ms. Wicks).

Agenda Item 12. Capital Facilities Committee

Mr. Richards noted the meeting of September 25, which was a non-public session on security issues in the School District. He noted the meeting of September 27 was a first presentation by HMFH Architects on the Rundlett Middle School facility study. Five options were presented: a new facility to include grades 6 through 8 and a new YMCA (Y); a new facility to includes grades 6 through 8 without a new Y; a new facility to include grades 5 through 8 with a new Y; a new facility to include grades 5 through 8 without a new Y; a renovated facility to include grades 6 through 8 with a new Y.

He emphasized that these are preliminary options that include no fixed expenditures or fine details yet. He noted that it is very early at this point.

Mr. Croteau emphasized that any decisions on a new or renovated middle school are well in the future.

Agenda Item 13. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board committee meetings for October and November, noting in particular the October 25 meeting to set the tax rate. Mr. Dunn noted that a representative of HMFH Architects will be at the Capital Facilities Committee to take questions on the facility study.

Agenda Item 15. Public comment

Betty Hoadley expressed concern about the upcoming 2018-2019 budget impact on Concord taxpayers. She noted that the local education numbers for the School District portion of a Concord real estate tax bill from the years 2013 to 2017 (inclusive) are as follows: \$10.50; \$11.14; \$11.60; \$12.15; and \$12.70. The total increase in the tax bill attributed to the School District for that period is \$2.20.

The numbers for the entire tax bill (City portion, County portion, state education tax, and the local tax) for the same period are as follows: \$24.37; \$25.58; \$26.81; \$27.34; and \$27.67. The entire tax bill, including all four components, went up \$3.30 during that same period.

The School District increase was exactly two-thirds of the entire increase – 67% of the pie.

She asked Mr. Dunn to more specifically define the phrase “tax impact” for Concord residents.

Mrs. Hoadley noted that the City has a budget and projects of its own for its 40,000-plus constituents: a new senior center project; library change; new water treatment plant, new road repairs, police and fire demands.

Mrs. Hoadley asked that the Board keep future Rundlett Middle School tax implications in mind as it develops a budget over the next few months. She said that a budget does not exist as a separate and concrete event; it is part of a whole, a trend – and the School District portion is trending too high. She suggested three solutions to the high increases: cut more and therefore spend less within any portion of the budget; increase revenues from any sources; and restrain future budgets from accepting new increases to the budget.

Mr. Dunn distributed information on ConcordTV’s “Concord On Air” event to be held on October 15.

Agenda Item 16. Adjournment

The Board voted 8-0 to adjourn (motioned by Mr. Fennessy, seconded by Mr. Richards).

The meeting adjourned at 8:45 p.m.

Respectfully submitted,

Tom Croteau, *Secretary*

Linden Jackett, *Recorder*