

Concord School District  
**Board of Education**  
**Regular monthly meeting**  
**April 2, 2018**

**Board members:** Clint Cogswell, Tom Croteau, Chuck Crush, Nathan Fennessy, Jennifer Patterson, Liza Poinier, Maureen Redmond-Scura, Jim Richards, Pam Wicks; student representatives Logan Stevens and Helen Massah

**Administrators:** *Superintendent* Terri Forsten, *Assistant Superintendent* Donna Palley, *Business Administrator* Jack Dunn, *Director of Facilities* Matt Cashman

Agenda Item 1. Call to Order

Board President Jennifer Patterson called the meeting to order at 7:04 p.m.

Agenda Item 2. Approval of Agenda

**The Board voted 8-0 (Nathan Fennessy abstained) to approve the agenda with several modifications: adding a facilities request and a non-public session regarding a personnel matter under Item VI. and replacing VII. (g) Hiring Process, with Leave of Absence (motioned by Ms. Patterson, seconded by Jim Richards).**

**The Board voted 9-0 to reconsider previous vote (motioned by Nathan Fennessy, seconded by Tom Croteau).**

**The Board voted 9-0 to approve the agenda with several modifications: adding a facilities request and a non-public session regarding a personnel matter under Item VI., replacing VII. (g) Hiring Process, with Leave of Absence, and approval of CEOPA contract under Item VIII. Negotiations (motioned by Mr. Fennessy, seconded by Mr. Richards).**

Agenda Item 3. Presentations

Champions for Children

Abbot-Downing School – In 1995 while on Jeff Ginn’s day off, representatives from the Junior Achievement program stopped by Aubuchon Hardware in Concord looking for volunteers to do lessons with the children in the schools. Two employees volunteered him and throughout the following days nudged and convinced him to say yes. After his first lesson he commented, “I was hooked right off the bat.” He has worked in

grades 2, 3 and 4 at Rumford and Conant, and now ADS. Jeff arrives early, sits in the amphitheater and studies the lesson he will present to the children. Once he walks into the classroom, the lesson has become his own. Watching him work with children is magical – he is a natural storyteller and teacher, and the children are mesmerized by him. Jeff’s style of teaching has been shaped by his childhood experience of watching his father train race horses; he learned respect, understanding, and always finding the “good” side of any situation from him. Jeff focuses on the individual student, respecting and encouraging their contribution, and making each child feel valued. He moves around the room throughout his lessons and kneels down eye-to-eye with a child who is sharing. He leans in and speaks softly, acknowledging what that child has to contribute to the lesson. Jeff is also a supporter of youth-focused community groups including the YMCA, the Boys & Girls Club and the City Audi. Director Clint Klose of the CHS Theatre Program shared this:

For any theatre program to survive and exist, local business heroes must step up. One such hero is Mr. Jeffrey Ginn. The CHS Drama Club and Aubuchon Hardware have partnered together in such a business/school collaborative. It is solely through Jeff’s vision and passion that he and his business have donated thousands of dollars of paint and supplies in support of CHS local theatrical productions. He enthusiastically donates with a big heart, a hearty handshake and a huge smile on his face. The Concord community is a better place to live because of Jeff Ginn.

Beaver Meadow School – As BMS PTO Treasurer, Cheryl Scaramuzzi supports numerous events and activities that enhance programs and learning opportunities. She is an active member of the community, involved in numerous fund-raising events. She is not the type of volunteer who waits for someone to ask her to do something; she makes things happen. For the past few years, she has co-coordinated the annual craft fair and chaired the *One Stop Shop* event, spending hours reaching out to businesses and connecting them to the BMS community. When she heard about the Weekend Wagon Program that provides food for struggling families, she connected with a local business and started a raffle to raise hundreds of dollars. Cheryl has been involved as either a coordinator or a volunteer, and her friendly presence and dedication to students and staff is distinguished.

Broken Ground School – Jennifer Walton actually became a board member of the BGS PTA even before her oldest son entered a classroom at BGS. She became PTA treasurer five years ago and has been a mainstay on this volunteer group ever since, taking a leadership role to help BGS join the National PTA organization. She is a unique person who stays positive and upbeat no matter the challenges. Each year she quietly goes about all the paperwork involved in filing status, reporting membership and paying dues. When a new idea is floated at any meeting or gathering of parents and teachers, Jen is one of the first people to say ... “We can do that!” She is thoughtful and resourceful, volunteering to work at nearly every school activity: the fall Harvest

Fest, Book Fairs, Field Trips and spring Ice Cream Socials. She contributes treats to staff luncheons, making staff feel cared for and supported throughout the year. Jen always makes sure that volunteers have the necessary cash boxes for school events and keeps the membership aware of available funds. Jen always takes a turn selling tickets, joining a committee for the KIA theater program or manning a booth – but more than that, she is inclusive, welcoming other parents and encouraging them to participate as they can. She volunteers to take the annual Spirit Week Lip Sync donations at the door; sensitive to families' varied means, she helps all join the fun despite perhaps limited resources. Jen is compassionate and kind, and lights up even the most mundane discussions with her vibrant, enthusiastic spirit. We value the volunteer hours she gives to BGS year after year.

Christa McAuliffe School – Intelligent, dynamic, selfless, nurturing, compassionate, and personable, Jan Smith retired from CMS several years ago after a career that included missing lunches and planning times, and providing countless afterschool hours to help her students become the most proficient learners they could be. She worked tirelessly to ensure that students believed in themselves and their potential successes. Fortunately, retirement did not keep Jan away from her calling. Traveling an hour both ways, she began volunteering in CMS second-grade classrooms after she retired, supporting students in her favorite academic endeavors: reading and writing. Jan reads aloud to students, facilitates engaging conversations, and mentors them to become excellent writers. When field trips or snow days interfere with her planned visits, Jan is quick to reschedule her time. Shortly after her retirement, Jan became involved with the Learning Through Teaching Collaborative at UNH and started helping teachers through sharing her own experiences. Traveling many miles to spread a little sunshine to those in need is what Jan does best. CMS is deeply grateful for Jan's volunteer work, as well as her spirit, altruism, and genuine care for her colleagues and students.

Mill Brook School – Karrie Stone arrived at Mill Brook School on the first day of school three years ago, making a point to express her interest in becoming a part of the school community. Her daughter was entering kindergarten that year and her oldest daughter had also gone through MBS. She had the history of the school and was a strong advocate for education, willing to volunteer, a third child entering kindergarten in 2018. As school events kicked off, Karrie's family was always present. She could be counted on to attend Parent/Teacher conferences, Title I events, and PTA events. She began asking questions about education; she had been volunteering for field trips, celebrations, or other activities and it was only natural that she begin to substitute teach at MBS between volunteering tasks. This year, she interrupted her substitute teaching to tackle the giant task of putting on a Book Fair. "Book Fair" sounds so innocent, but don't let that fool you – this event takes over a school and can have a positive impact on the PTA budget. More importantly, it offers students an

opportunity to see, touch, and smell a new book sitting on a shelf. Most of us take for granted a trip to the bookstore, but many students do not have that experience – the Book Fair gives them that. Karrie combined her spirit to volunteer and to be in a classroom and created an amazing week-long Book Fair experience at MBS.

Rundlett Middle School – David Malay is a Health/Wellness teacher in “Blue Duke Nation.” He understands that setting an example by doing is more impactful than just stating words. Mr. Malay constantly pursues grant opportunities: if there is an opportunity to improve his program, he finds a new way to get the resource. This attitude has resulted in “Blue Duke” Health/Wellness classroom environments that are engaging and physically interactive. Examples of this include pedometers to support health/wellness goal setting and progress tracking; flexible in-class seating options such as cushions, yoga balls and bike desks; GoPro cameras and other tech for students to produce health/wellness PSAs. Mr. Malay’s focus in the area of grant acquisition is second to none in Blue Duke Country; he constantly pursues opportunities and finds new directions to increase the relevance and engagement of his instruction – and students enjoy themselves and learn more through this work. Mr. Malay also recognized the needs of students whose families are struggling with food insecurity and created the Blue Duke Care Closet program, involving a team of committed educators who work with community agencies to make sure students could go home with food when there was no food at home. This program has grown and now supports students multiple days of each week, with plans to expand. Students have jumped on board and are learning that service to others is an important and valuable part of being a good person. When we talk about empathy as a component of our Blue Duke Pride Rubric, this embodies that trait with real, powerful action. Mr. Malay’s commitment to excellence and service at RMS benefits students inside and outside the classroom – and that work has caused other educators, parents, and agencies to join him in serving the school community.

Concord High School – Lynn Head started as the CHS Drama Club Costume Designer in 2004. For the past 14 years, she helped costume students every year and in every show. At CHS alone, she has costumed over 30 productions and approximately 1,000 students have worn a costume provided or created by her. This means that Lynn has provided over 3,000 costumes for these 1,000 students. Lynn does more than just acquire clothes for students at CHS; she is a passionate, creative, organized, talented and calm backstage presence. She listens to students, helps them remain calm during stressful situations, and keeps them organized before, during and after productions. Students look forward to working on costume crews with her and to seeing her in and around Concord. Lynn continues to be the unsung hero of the CHS Drama Club: not only does she organize, acquire, create and accessorize costumes, she does alterations, washes, irons, steams and returns countless borrowed articles of clothing. She does not like the spotlight and much prefers the backstage area as her domain. Tonight, she steps into the limelight and is recognized as a true champion and hero for the CHS

Drama Club and CHS. She is a proud mother, wife, friend, colleague and kind and gentle human being, and we are proud of her for her countless volunteer hours and honorable work ethic.

The Board took a brief pause to allow school staff, volunteers and their families to leave.

Agenda Item 4. Public Comment– agenda items only

There was no public comment.

Agenda Item 5. Approval of Board Minutes

Ms. Patterson briefly reviewed the minutes of the March 5 regular Board meeting, the March 5 Budget Work Session, the March 7 and 12 Public Hearings, the March 14 Budget Work Session, and the March 19 Special Board meeting.

**The Board voted 9–0 to approve the minutes of the March 5 regular Board meeting, the March 5 Budget Work Session, the March 7 and 12 Public Hearings, the March 14 Budget Work Session, and the March 19 Special Board meeting with one minor correction (moved by Ms. Redmond-Scura, seconded by Chuck Crush).**

Agenda Item 6. Recognitions

Student Board representatives Logan Stevens and Helen Massah highlighted several activities and accomplishments among CHS students since the last Board meeting:

- The New Hampshire Interscholastic Athletic Association (NHIAA) and New Hampshire Athletic Directors Association (NHADA) awards were presented on March 12. These awards are presented to students who maintain high academic standards and are varsity athletes. The students who received these awards were: Ceylan Ayan, Tanya Blasko, Nicole Cacciola, Isabelle Dunn, Jillian Dusseault, Ella Fabozzi, Kathryn Jepson, Ashley Kelley, Caitlyn Kelley, Anna LeBrun, Djana Martin, Jaden Morin, Haley Munroe, Elizabeth Potter, Maria Wimpy, Joshua Adams, Spencer Burgess, Tejun Celestin, Colin Conery, Alexander Duncan, Adam Dwight, John Gorham, Samuel Habib, Nathanael Hillyer, Frederick Nichol, Nathaniel Nichols, Matthew O'Brien, Samuel Orzechowski, and Antonio Tomas.
- The National Association of Music Educators sponsors *Music in Our Schools Month*, celebrating the hard work and commitment that students invest in making music a part of their education and daily lives. Locally, the District has traditionally hosted four concerts throughout March showcasing the various ensembles in our school district, all at the Capital Center.

- On March 14, many CHS students observed 17 minutes of silence for the 17 students and staff who were murdered at Marjory Stoneman Douglas High School in Parkland, Florida on February 14, 2018.
- On March 24, a number of CHS students gathered and marched to the State House and, with students from other schools around the state, spoke to a rally about their ideas related to gun deaths and public policy. Senior Jon Weinberg met the VP of the United States at that time.
- Both the boys' and girls' Nordic Skiing teams won their 10th consecutive State Division I titles.
- The Cheerleading team won the State Division I title, and then went on to compete at "New Englands," where they placed second.
- The annual District Art Show began earlier in March. CHS had many student works of art featured, as well as a few students who performed outside of the show. Mr. Fennessy commented that the show was well done and took a lot of time to organize and set up. He complimented those who put the show together.
- Every year, the junior class hosts a pageant, where the men of CHS "show their classmates what it takes to be Mr. CHS." This year, senior Jordan Blanchard won the title. Liam Devanny was a close second, and Adrian Kennedy placed third.
- Tidal Force Robotics went to their first competition of the season at UNH last week. They did well, making it to the quarterfinals before getting eliminated. The team competed in 12 qualifying matches and ended regular play ranked 12th out of 42 teams. Since this was their first competition, many adjustments were made to the bot, "Tetras Toaster," to make it more competitive on the playing field and, by the 6th match, the adjustments began to pay off. The team planned to compete on the upcoming weekend at Revere High School, hopeful that this competition will secure their place in the district competition. CHS junior Abby Hoxaj was nominated for the Dean's award and will compete at the district competition for the right to compete at the World Championship.
- The National Organization for Future Healthcare Professionals (HOSA) is part of the Health Science program at CRTC. The group traveled to Dartmouth in March for a state conference that included both VT and NH HOSA members (300 attended of the total 600 members). CHS had 34 students compete; 26 placed first, second, or third in their competitive events. By placing, they are now eligible to travel to the HOSA National Conference in Dallas, Texas at the end of June.
- On April 5, 74 CHS Juniors will be inducted into the National Honor Society.
- CHS will be one of eleven schools competing at the New Hampshire Educational Theatre Guild State Drama Festival 2018 at Bow High School on April 26th and 27th. The public is welcome to attend all performances.

- Ethan DeAngelis was chosen to represent New Hampshire at the National WWII Museum Leadership Awards in New Orleans this June. Ethan created a database that utilizes a GPS mapping program which families can use to locate their loved ones at the Veterans Cemetery in Boscawen. As recipient of the Billy Michal Student Leadership Award, Ethan wrote an essay describing the values of leadership, teamwork, tolerance, creativity and perseverance, and recounted his community service in compiling this database.

Business Administrator Jack Dunn presented the COMF lease for the facility on North State Street. The District has shared the building with the City since the early 2000s. The City proposed leaving the lease as it is currently, with a 3% “escalator” over the next five years.

**The Board voted 9-0 to approve that the administration enter a 5-year lease with the City for the COMF (motioned by Mr. Cogswell, seconded by Tom Croteau).**

Mr. Dunn noted that the Boys & Girls Club was considering a multi-year agreement to rent the former Eastman School for a long-term lease. Mr. Fennessy asked if the initial agreement would be just for the summer. Mr. Dunn said he was aiming for a 12-month lease; the space used would be the 60’s wing. Jim Richards asked if any renovations would be required. Matt Cashman noted that there had been a failure in the heating system in the rear of the building and the District was considering two heating units in two classrooms; any costs for heat would be covered by the rent. In response to a question from Ms. Patterson whether occupancy would be immediate, Mr. Dunn replied that it would be.

**The Board voted 9-0 to authorize the administration to move forward with an at least 12-month lease agreement with the Boys & Girls Club for the former Eastman School (motioned by Mr. Croteau, seconded by Mr. Fennessy).**

Non-Public Session per RSA 91-A:3, II (a)

Jennifer Patterson made a motion to move into non-public session at 7:55 p.m. under RSA 91-A:3 II (a) “The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her ...”

**The Board voted 9-0 by roll call to move into non-public session at 7:55 p.m. under RSA 91-A:3 II (a) (motioned by Ms. Patterson, seconded by Mr. Fennessy) to discuss “The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her ...”**

Ms. Redmond-Scura moved to come out of non-public session at 8:10 p.m.

**The Board voted 9-0 by roll call to come out of non-public session (motioned by Ms. Redmond-Scura, seconded by Pam Wicks).**

Ms. Redmond-Scura moved to seal the minutes.

**The Board by roll call voted 9-0 to seal the minutes under RSA 91-A:3 II (a) "The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her ..." (motioned by Ms. Redmond-Scura, seconded by Mr. Cogswell).**

#### Agenda Item 7. Personnel

Superintendent Forsten presented Paulette Fitzgerald as the nomination for the new RMS Principal. She described the Principal search process, the visit to Ms. Fitzgerald's school in Claremont, and Ms. Fitzgerald's visit to RMS. Mr. Richards spoke about the energy and positive approach she will bring to the RMS community.

Paulette Fitzgerald, Principal, Rundlett Middle School, \$119,451, Step II. Paulette is replacing James McCollum (step IV = \$129,136) – retirement. Budgeted at \$129,136

**The Board voted 9-0 to approve the administrator hire, as presented (moved by Mr. Richards, seconded by Ms. Wicks).**

Larry Prince presented the list of Central Office administrators: Terri Forsten, Superintendent; Donna Palley, Assistant Superintendent; Robert Belmont, Director of Student Services; T. Matthew Cashman, Director of Facilities and Planning; John Dunn, Business Administrator; Larry Prince, Director of Human Resources; Pamela McLeod, Director of Technology; Terence Crotty, Director of Transportation; Donna Reynolds, Food Service Director.

**The Board voted 9-0 to approve renewal of contracts for the Central Office administrators, as presented (moved by Ms. Patterson, seconded by Mr. Fennessy).**

Larry Prince presented the list of CAA members by school: Thomas Sica, CHS Principal; James Corkum, CHS Assistant Principal; Thomas Crumrine, CHS Assistant Principal; Chali Davis, CHS Assistant Principal; Steven Rothenberg, CHS Assistant Principal; Michele Speckman, CHS Director of Special Education; Steven Mello, Director of Physical Education and Sport; Paulette Fitzgerald, RMS Principal; Heather Barker, RMS Assistant Principal; David Bartlett, RMS Assistant Principal; Cynthia Courounis, RMS Director of Special Education; Michele Vance, BMS Principal; Susan Lauze, BGS Principal; Kristen Gallo, CMS Principal; Philip Callanan, MBS Principal

**The Board voted 9-0 to approve renewal of contracts for all CAA members, as presented (moved by Ms. Patterson, seconded by Mr. Fennessy).**

Larry Prince presented one teacher nomination for the remainder of the 2017-2018 school year.

Shana Olszewski, Preschool Teacher, Mill Brook School, \$13,178, 60% at B-1, prorated, one year only. Shana replaces Shira Siegel (60% at M-13 = \$24,512) resignation. Budgeted at \$24,512

**The Board voted 9–0 to approve the teacher hire, as presented (moved by Mr. Crush, seconded by Mr. Fennessy).**

Larry Prince presented several teacher nominations for the 2018-2019 school year: Kyle Averill, Mathematics Teacher, Concord High School, \$44,075, B-2. Kyle held this position one-year-only. Budgeted at \$55,718

Gabriel Cohen, Performing Arts Coordinator, Concord High School, \$16,133, 20% at M-14. one year only. Gabe is requesting a 20% leave of absence from his full-time music teacher position to continue in this assignment. Budgeted at \$11,144

A. Brin Cowette, Music Teacher, Concord High School, \$10,312, 20% of B-5, one year only. This is in addition to Brin's existing 80% music teacher contract. Brin replaces Gabe Cohen (20% of M-14 = \$16,133) – leave of absence. Budgeted at \$16,133

William Crowley, Social Studies Teacher, Concord High School, \$8,067, 10% at M-14. This position replaces 10% of Bill's existing full-time business teacher assignment. Budgeted at \$8,067

Frank Harrison, Jr., ROPE Teacher, Concord High School, \$16,133, 20% at M-14, one year only. Frank is requesting a 20% leave of absence from his full-time science teacher position to continue in this assignment. Budgeted at \$11,144

Kristina Peare, Mathematics Teacher, Concord High School, \$14,636, 20% at B-13, one year only. Kristina is requesting a 20% leave of absence from her full-time special education teacher position to continue in this assignment. Budgeted at \$16,133

Janine Roberts, Technology Education Teacher, Rundlett Middle School, \$83,161, M+30-14. Janine replaces James Harvey (M-14 = \$80,665) – retirement. Budgeted at \$80,665

Alexandra Sargent, Kindergarten Teacher, Abbot-Downing School, \$22,038, 50% of B-2. This is in addition to Alexandra's existing 50% kindergarten position. New Position. Budgeted at \$22,038

Selina Blaine, Preschool Teacher, Beaver Meadow School, \$24,117, 50% of M-2. Selina held this position one-year-only. Budgeted at \$24,117

Elizabeth Williams, Kindergarten Teacher, Beaver Meadow School, \$41,580, B-1. New position. Budgeted at \$48,234

Betty Hoadley, Kindergarten Teacher, Christa McAuliffe School, \$40,333, M-14. This is in addition to Betty's existing 50% kindergarten position. New Position. Budgeted at \$40,333

Shawni Ogle, Classroom Teacher, Christa McAuliffe School, \$44,075, B-2. Shawni is being recalled from RIF and replaces Meredith Shepherd (M-2 = \$48,234) – new, one-year-only position 2017-2018. Budgeted at \$44,075

Meredith Shepherd, Classroom Teacher, Christa McAuliffe School, \$48,234, M-2. Meredith is being recalled from RIF to a new position. Budgeted at \$64,032

Kaitlin Carlson, Classroom Teacher, Mill Brook School, \$49,064, B-4. Kaitlin's full-time classroom teacher position at Broken Ground School was cut for 18-19. New position. Budgeted at \$49,064

Lorna MacDougall, Classroom Teacher, Mill Brook School, \$55,718, M-5. Lorna's full-time classroom teacher position at Broken Ground School was cut for 18-19. New position. Budgeted at \$55,718

Clint Cogswell asked about the hiring of kindergarten teachers. Some of the teachers who are being hired for kindergarten are currently on staff.

**The Board voted 9-0 to approve the teacher hires, as presented (moved by Mr. Fennessy, seconded by Ms. Redmond-Scura).**

Larry Prince presented the Concord Education Association (CEA) nominations for 2017-2018, with a handout listing returning teachers by school, as well as current vacancies, which are or will be posted.

**The Board voted 9-0 to approve renewal of contracts for all CEA members, as presented (moved by Mr. Fennessy, seconded by Mr. Croteau).**

Larry Prince presented several coach nominations.

Kayla Chase, Assistant Spring Track Coach, Concord High School, \$2,495, Step 1, Group 9, 6.0%. Kayla replaces Kyle Brown

Amanda Bacher, Girls JV Lacrosse Coach, Concord High School, \$3,119, Step 3, Group 8, 7.5%. Amanda replaces Jenna Tewksbury

Kia DeAngelis, Girls Tennis Coach, Concord High School, \$3,119, Step 1, Group 6, 7.5%. Kia replaces Philip Cistulli Jr. and Rebecca Killinger

Kyle Mosher, Co-Ed Supplemental Track Coach, Concord High School, \$1,455, Step 2, Group 13, 3.5%. Kyle replaces Ross St. Onge

William Chavanelle, Boys Assistant Track Coach, Rundlett Middle School, \$832, Step 1, Group 14, 2%. William replaces Meghan Malone

Paula Stewart, Girls Track Head Coach, Rundlett Middle School, \$2,079, Step 1, Group 11, 5%. Paula replaces Jessica Boezeman

**The Board voted 9-0 to approve the coach hires, as presented (moved by Mr. Croteau, seconded by Mr. Richards).**

Veteran Salary Scale list

Fourteen Concord Education Association (CEA) members applied for the Veterans Salary Scale option for the 2018-2019 and 2019-2020 school years, out of 38 members who were eligible to apply: Julie Harrington, Diane Serard, Brenda Hastings, Lisa Mills, Susan Dabuliewicz, Rebecca Schaefer, Paul Bourassa, Jocelyn Jerry-Wolcott, Mary Palm, Kevin Greene. Those who accept would have to retire in 2020.

**The Board voted 9-0 to approve the participants on the Veterans Salary Scale as presented (moved by Ms. Redmond-Scura, seconded by Mr. Croteau).**

Larry Prince presented three professional leaves of absence, from Frank Harrison, Gabriel Cohen and Kristina Peare, each of which requested one-year leaves from their current assignments to take other assignments.

**The Board voted 9-0 to approve the professional leaves of absence as presented (moved by Ms. Patterson, seconded by Ms. Redmond-Scura).**

#### Agenda Item 8. Negotiations Committee

Mr. Fennessy reported that the Committee met on March 12 and March 21 to discuss negotiations. He brought forward a recommendation to approve the proposed collective bargaining agreement with the Concord Education Office Professionals Association (CEOPA). Among the agreement highlights are the following:

Salaries are increased 0.5% in Year 1, 0.5% in Year 2, and 1.25% in Year 3. All longevity levels are increased by \$0.15 per hour in Year 1 (2018-2019) and by an additional \$0.10 per hour in Year 2 (2019-2020) and \$0.15 in Year 3 (2020-2021) for a total increase of \$0.40/hour. The longevity stipend is increased \$250 per year in Year 1 (2018-2019); \$250 per year in Year 2 (2019-2020) and \$250 per year in Year 3 (2020-2021) (Total of \$750 increase, from \$1,000 per year to \$1,750 per year). Time on the recall list is reduced from 24 to 12 months. Basic life insurance coverage is increased from \$45,000 to \$50,000. The District agrees to keep employer/employee health insurance contribution percentages at current 2017-2018 levels for all three years of the agreement. The District retiree health insurance subsidy is eliminated for those hired on or after July 1, 2018 (no negative impact to existing employees). The TB test requirement upon hire is eliminated. Various position titles are updated. The estimate of "new money" arising from this contract will be \$40,681.88 in Year 1, \$39,365.59 in Year 2 and \$39,977.74 in Year 3 for a total of \$120,025.21 (includes new money for salary, FICA, and New Hampshire Retirement System).

**The Board voted 9-0 to approve the 3-year (2018-2020) collective bargaining agreement with the Concord Education Office Professionals Association (CEOPA) as presented (moved by Mr. Fennessy, seconded by Mr. Cogswell).**

#### Agenda Item 9. City and Community Relations Committee

Mr. Cogswell reported that the committee (formerly the Joint City Council/School Board Committee) met on March 28. He noted that this was not a new committee but it has a new mission: to develop a better way of developing community relations and find ways to spread good news about what's happening in District schools.

#### Agenda Item 12. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board calendars for April and May, highlighting the April 11 Board training with the NH School Boards Association.

Superintendent Forsten recommended that the last day of school be established as June 15. She noted that this would be the last day of school for students, but the last day for teachers would be June 22, to fulfill their contract.

**The Board voted 9-0 to establish the last day of school as June 15, 2018 (motioned by Ms. Patterson, seconded by Mr. Richards).**

#### Agenda Item 13. Public comment

Daniel Reinemann, a Concord resident, is a CHS graduate (and former student representative to the Board) whose brother attends BMS. He brought two concerns to the Board's attention:

1. Competency-based grading system. Mr. Reinemann noted that the ability to monitor progress over time is inadequate – the elementary levels have gone to a 4-point system, based on the point at which students should be at the end of the year. He suggested adding a mid-year evaluation point. He felt that the competency-based system offers a lesser impetus to complete homework or projects in a timely fashion, and less preparation for tests. He said that students feel that they do not need to put in the effort.
2. The requirement of fingerprinting for chaperones. Mr. Reinemann noted that he has been out of the District for some time. He asked the reason for this, as parent information is already on file with the District, and most volunteers are known to the school community. He worried that fingerprinting everyone would create a lack of trust within the Concord community, and expressed concern about how/where this biometric information was being stored. If the information was stolen or hacked, as had happened with all employee W-2s several years ago, release of biometric information would be an extremely serious problem.

Ms. Patterson noted that some of Mr. Reinemann's comments about grading were related to the new report cards, about which the District was still gathering feedback. Superintendent Forsten explained the state requirement for and process of fingerprinting; she noted that she is the only person to see the results, and the reports are then destroyed. Mr. Prince noted that the District pays for the fingerprinting.

Helen Massah commented about the competency-based grading at the high school level. She noted that, as a health science student, reporting on her own competencies has been helpful to her in marking her progress.

Agenda Item 15. Adjournment

**The Board voted 9-0 to adjourn (motioned by Mr. Fennessy, seconded by Mr. Crush).**

The meeting was adjourned at 9:05 p.m.

Respectfully submitted,

Maureen Redmond-Scura, *Secretary*

Linden Jackett, *Recorder*